

(8059.) CANTERBURY BOOT TRADE.—APPRENTICESHIP ORDER.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of the Apprentices Act, 1923; and in the matter of the conditions of apprenticeship in the boot trade within the Canterbury Industrial District.

Friday, the 19th day of December, 1924.

WHEREAS, pursuant to section 4 (1) of the Apprentices Act, 1923, an Apprenticeship Committee has been set up for the Canterbury Industrial District in connection with the boot trade: And whereas the Court has heard the employers, workers, and other persons concerned, and has considered the recommendations made to it by the said committee: And whereas the Court has deemed it expedient to make an order under section 5 of the said Act prescribing the wages, hours, and other conditions of employment to be incorporated in contracts of apprenticeship in the said industry in the said district, and prescribing such other matters and things as the Court is required and authorized by the said section to prescribe: Now, therefore, the Court doth hereby order and prescribe as follows:—

1. The locality in which this order shall have effect is the Canterbury Industrial District.

2. The branches of the industry to which this order shall apply are: Clicking and hot-wax-thread machining, rough-stuff cutting, and preparing bottom stuff for makers

“Making” commences with the operation of tacking on the inner sole ready for the operation of pulling over uppers for lasters, and includes all operations prior to “finishing.”

“Finishing” commences with the operation of heel or edge trimming, and ends with rubbing off heels, bottoms, or edges.

3. Every contract of apprenticeship and every alteration or amendment thereof shall be in writing signed by the employer and the apprentice, and, if the apprentice is under the age of twenty-one years, by the parent or guardian (if any) of the apprentice, and shall be registered by the employer in the prescribed manner, within fourteen days of the date thereof, with the District Registrar.

4. The minimum age at which a person may commence to serve as an apprentice shall be fourteen years.

5. The term of apprenticeship in the case of persons commencing to serve as apprentices under the age of eighteen years shall be five years; in the case of persons commencing to serve as apprentices at eighteen years of age, four years; and in the case of persons commencing to serve as apprentices at an age in excess of eighteen years shall be such as is fixed by the Local Committee, having regard to the circumstances of each individual case.

6. The proportion of the total number of apprentices to the total number of journeymen employed in the industry in the industrial district aforesaid shall not be more than one to three or fraction of

three in each branch of the industry. The proportion of the total number of apprentices to the total number of journeymen employed by an employer shall not be more than one to three or fraction of three in each branch of the industry.

7. For the purpose of determining from time to time the total number of journeymen employed by any employer or in the trade or industry in the district, each employer shall during the month of April in each year furnish to the District Registrar a statement of the number of journeymen employed by him for at least two-thirds full time during the six months ended on the 31st day of March last preceding. Every employer who has not furnished such statement for the six months ended on the 31st day of March, 1924, shall do so during the month of January, 1925. For the purposes of this order, an employer who himself works at the trade shall be entitled to count himself as a journeyman in not more than one branch of the industry.

8. (a.) The minimum rates of wages payable to apprentices shall be according to their respective ages at the time of commencing to serve as apprentices, and not less than the following:—

	Age at Entry.				
	Fourteen or Fifteen Years.	Sixteen or Seventeen Years.	Eighteen Years.	Over Eighteen Years.	
	s. d.	s. d.	s. d.		
First six months ..	15 0	17 6	20 0	} Such rates as are fixed by the Local Committee.	
Second six months ..	17 6	20 0	22 6		
Third six months ..	20 0	22 6	25 0		
Fourth six months ..	22 6	25 0	27 6		
Fifth six months ..	25 0	27 6	30 0		
Sixth six months ..	27 6	30 0	32 6		
Seventh six months	30 0	32 6	35 0		
Eighth six months ..	32 6	35 0	40 0		
Ninth six months ..	35 0	37 6	..		
Tenth six months ..	40 0	42 6	..		

(b.) After completion of apprenticeship the rate to be paid shall be not less than that prescribed in the award for adult male workers.

9. If ordered to do so by the Court or a committee, any apprentice residing within a radius to be fixed by the Local Committee from a technical college or school or other approved institution shall, during the first three years of his apprenticeship, or until he shall have obtained the certificate hereinafter mentioned, attend the classes in such college, school, or institution in the branch of the industry to which he is apprenticed, and in such case the employer shall refund to the

apprentice the amount of the fees for each term in which his attendance is not less than 85 per cent. of the maximum possible.

10. Every apprentice who, whether he has been ordered to attend such classes or not, shall have obtained from the Principal of the college, school, or institution in which he has attended classes as before mentioned a certificate that he has passed an examination equivalent to that required to be passed in order to obtain a certificate in the branch of the industry to which he is apprenticed which is satisfactory to the Apprentice Committee of the district shall, upon production of such certificate to his employer, be paid during the first year of his apprenticeship at the rate of not less than 2s. 6d. per week in excess of the minimum rate provided in clause 8 hereof, and during the second year of his apprenticeship at the rate of not less than 5s. per week in excess of such minimum rate, and during the third year of his apprenticeship at the rate of not less than 7s. 6d. per week in excess of such minimum rate.

11. The period of probation to be prescribed in any contract of apprenticeship to enable the employer of any apprentice to determine his fitness shall not exceed three months in the case of a first apprenticeship to the trade, and shall not exceed one month in any other case.

12. A person who has served part of his apprenticeship to the trade outside of New Zealand may complete the term of apprenticeship herein provided for with an employer in the district on furnishing to the District Registrar a certificate from his former employer and/or such other evidence (if any) as the District Registrar may require in order to show the time served by such person as an apprentice outside of New Zealand. The District Registrar may refuse to register any contract of apprenticeship entered into under the provisions of this clause until such evidence has been furnished to him. Any party aggrieved by the decision of the District Registrar may within fourteen days appeal to the Court, whose decision shall be final and conclusive. The period of probation in cases coming within the scope of this clause shall not exceed one month.

13. An apprentice shall make up all time lost by him in any year through his default before he shall be considered to have entered on the next succeeding year of his apprenticeship, or, if in the final year, to have completed his apprenticeship.

14. An employer shall be entitled to make a rateable deduction from the wages of an apprentice for any time lost by him through sickness in excess of two weeks in any year, or through his own default, or through compulsory military training. The employer may require production of a medical certificate before making payment for sickness.

15. An employer shall be entitled to make a rateable deduction from the wages of an apprentice for any time during which the factory is closed for the purpose of cleaning or repairing the machinery,

but not for a longer period or periods than two weeks in all in any year of the apprenticeship.

16. The hours worked by an apprentice shall, subject to the provisions of any statute, be those normally worked by journeymen in accordance with the provisions of the award or industrial agreement relating to the employment of journeymen for the time being in force in the district.

17. An employer shall not require or permit an apprentice under seventeen years of age to work more than three hours' overtime in any week.

18. The minimum rates of overtime payment for apprentices shall be at the rate of time and a half. If a public holiday intervenes, or time is lost by direction of the employer, the time thus lost shall be deducted from the forty-four hours and not from the overtime.

19. The conditions of the award or industrial agreement referred to in clause 16 hereof, in so far as they relate to the method and time of payment of wages, holidays, travelling-time, suburban work, country work, meal-money, and other matters (other than preference) relating generally to the employment, and not in conflict with this order, shall be applicable to the apprentice.

20. The employer shall provide the apprentice with all tools required in the period of his apprenticeship.

21. Every contract of apprenticeship shall accord with the provisions of the Apprentices Act, 1923, and this order, and shall make provision, either expressly or by reference to the said Act or this order, for the several matters provided for therein, and shall not contravene the provisions of any Act relating to the employment of boys or youths. In default of such provision being made in any such contract of apprenticeship, or in so far as such provision is defective or ambiguous, the contract shall be deemed to provide that the conditions of apprenticeship shall not be less favourable to the apprentice than the minimum requirements of this order.

22. It shall be an implied term in every contract of apprenticeship that the apprentice will diligently and faithfully obey and serve the employer as his apprentice for the prescribed term, and will not absent himself from the employer's service during the hours of work without the leave of the employer, or except as permitted by this order, and further will not commit or permit or be accessory to any damage or hurt to the employer or his property, nor conceal any such hurt or damage if known to him, but will do anything in his power to prevent the same.

23. It shall be an implied term in every contract of apprenticeship that the employer will during the prescribed term, to the best of his power, skill, and knowledge, train and instruct the apprentice, or cause him to be trained and instructed, as a competent journeyman in the branch of the industry in accordance with the provisions of the Apprentices Act, 1923, and of this order and any amendments thereof: Provided, however, that if the business carried on by the

employer does not comprise all the operations usually included in the training of a journeyman in the branch of the trade as provided in the award or the industrial agreement then in force, the operations to be taught the apprentice shall be specifically set out in the contract of apprenticeship, and in default thereof the employer shall be deemed to have contracted to train and instruct the apprentice in all operations usually included in the training of a journeyman in the trade or branch thereof.

24. No premium in respect of the employment of any person as an apprentice shall be paid to or received by any employer, whether such premium is paid by the person employed or by any other person.

25. The provisions of this order shall not necessarily apply in case of a special contract of apprenticeship entered into under the provisions of section 11 of the Apprentices Act, 1923.

26. It shall be implied in every contract of apprenticeship that the provisions of the Master and Apprentice Act, 1908, shall not apply thereto.

27. The powers conferred on the Court by paragraphs (b) to (1) inclusive of subsection (4) of section 5 of the said Act are hereby delegated by the Court to the said committee in so far as these powers relate to the said industry and locality, but reserving nevertheless power to the Court at any time and from time to time to withdraw all or any such powers.

28. This order shall operate and take effect as from the 5th day of January, 1925.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

A suggested form of apprenticeship contract is appended.

[L.S.]

F. V. FRAZER, Judge.

[For suggested form of apprenticeship contract see p. 779.]

(8060.) CANTERBURY ENGINEERING TRADES.—APPRENTICESHIP ORDER.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of the Apprentices Act, 1923; and in the matter of the conditions of apprenticeship in the engineering trades within the Canterbury Industrial District.

Tuesday, the 30th day of December, 1924.

WHEREAS, pursuant to section 4 (1) of the Apprentices Act, 1923, an Apprenticeship Committee has been set up for the Canterbury Industrial District in connection with the engineering trades: And whereas the