

CANTERBURY INDUSTRIAL DISTRICT.

(8426.) NORTH CANTERBURY GROCERS' ASSISTANTS AND DRIVERS.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the Canterbury Grocers' Assistants' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Adam, E. P., Grocer, 353 Armagh Street, Christchurch.

Agar, C. H., and Co., Grocers, 85 London Street, Lyttelton.

- Allen, H. and E., Grocers, 43 Randall Street, Christchurch.
 Allington, F., Grocer, Rangiora.
 August, C. L., Grocer, Shirley Road, Mairehau, Christchurch.
 Baldwin, J. C., Grocer, 193 Papanui Road, Christchurch.
 Bates, H. D., Grocer, 15 Wakefield Avenue, Sumner.
 Batty and Brown, Grocers, 475 Worcester Street, Christchurch.
 Bellwood, A. (Mrs.), Grocer, 50 Shakespeare Road, Christchurch.
 Bettle, A. C., Grocer, Station Road, Heathcote.
 Binnie, D., Grocer, Sefton.
 Blackwell, J. H., Grocer, Kaiapoi.
 Blakeway, J., Grocer, 140 Pages Avenue, Christchurch.
 Boocock, F. A., Grocer, 59 Coronation Street, Christchurch.
 Boon, C. E., Grocer, 221 Colombo Street, Christchurch.
 Borgfeldt, A., Grocer, 179 North Avon Road, Christchurch.
 Borlass, W., Grocer, 259 Lincoln Road, Christchurch.
 Brake, R., Grocer, 6 Yaldhurst Street, Upper Riccarton.
 Brown Bros., Grocers, Belfast.
 Browne, J., Grocer, 1 Wakefield Avenue, Sumner.
 Burgess, W. T., Grocer, Yaldhurst.
 Buxton and Thomas, Grocers, 110 Victoria Street, Ashburton.
 Byrne, P., Grocer, 669 Gloucester Street, Christchurch.
 Campbell, J. H., Grocer, 130 Colombo Street, Christchurch.
 Candy and Madden, Grocers, 230 Linwood Avenue, Christchurch.
 Canterbury Industrial Co-operative Society, Grocers, 637 Colombo Street,
 Christchurch.
 Capstick, J., Grocer, 433 Selwyn Street, Christchurch.
 Castledine, J., Grocer, 9 Stanmore Road, Christchurch.
 Chapman Bros., Grocers, Southbridge.
 Charles, Albert, Grocer, Coalgate.
 Chick, C. E., Grocer, 449 Ferry Road, Christchurch.
 Chinnery, B. R., Grocer, 162 Canon Street, Christchurch.
 Commons, E. (Mrs.), Grocer, 54 Grafton Street, Christchurch.
 Cook, A. E., Grocer, 53 Victoria Street, Christchurch.
 Cook, F. A., Limited, Grocers, 759 Colombo Street, Christchurch.
 Coombes, C., Grocer, 104 Fisher Street, Christchurch.
 Cooper Bros., Grocers, 217 Fitzgerald Street, Christchurch.
 Cottrell, C. L. (Mrs.), Grocer, 129 Stanmore Road, Christchurch.
 Courtney, C. E., Grocer, 166 Bealey Avenue, Christchurch.
 Cox, W. E., Grocer, 28 Division Street, Christchurch.
 Cuming, L. N., Grocer, 62 Clissold Street, Christchurch.
 Dartnell and McMeeken, Grocers, Springston.
 Dartnell Bros., and Co., Grocers, Springston.
 Davidson, D., Grocer, 66 Neville Street, Christchurch.
 Davidson, J., Grocer, Kaikoura.
 Davidson, M. C., Grocer, 220 Barbadoes Street, Christchurch.
 Davies Bros., Grocers, 2 Papanui Road, Christchurch.
 Dennis, E. J., Grocer, 19 Phillip Street, Christchurch.
 Dixon, H. C., Grocer, 48 St. Albans Street, Christchurch.
 Donaldson, S. (Mrs.), Grocer, 127 Montreal Street, Christchurch.
 Dowdle, T. S., Grocer, 288 Lincoln Road, Christchurch.
 Downie, D., Grocer, 424 Colombo Street, Christchurch.
 Drought, A. (Mrs.), 126 Opawa Road, Christchurch.
 Duff, C. H., Grocer, Hackthorne Road, Christchurch.
 Edwards, E. J., Grocer, 24 Ensors Road, Christchurch.
 Familton, A., Grocer, 227 Bealey Avenue, Christchurch.
 Forbes and Hay, Grocers, 2 Dyer's Pass Road, Cashmere.
 Forbes and Hay, 70 Malcolm Avenue, Christchurch.
 Forbes Limited, Grocers, 22 Norwich Quay, Lyttelton.
 Forgie and Sons, Grocers, 807 Colombo Street, Christchurch.
 Fowler, J., Grocer, Marshland and Shirley Streets, Christchurch.
 Frayle, F. A., Grocer, 398 Colombo Street, Christchurch.

French, H., Grocer, 278 Colombo Street, Christchurch.
 Gale, E. (Mrs.), Grocer, 181 Richmond Terrace, Christchurch.
 Garton, G. J., Grocer, 237 Riccarton Road, Christchurch.
 Gillies, T. C., Grocer, 142 Canon Street, Christchurch.
 Goodwin, H., Grocer, 376 Colombo Street, Christchurch.
 Grimwood, L. D., Grocer, 217 North Road, Papanui, Christchurch.
 Hancock, A. T., Grocer, 103 Riccarton Road, Christchurch.
 Hancock, I. L., Grocer, 108 Lincoln Road, Christchurch.
 Hanna, J., Grocer, 7 Riccarton Road, Christchurch.
 Hanna, S. (Mrs.), Grocer, 136 Waltham Road, Christchurch.
 Hanson, J., Grocer, 361 Riccarton Road, Christchurch.
 Harbison, H. J., Grocer, 160 Wilson Road, St. Martins, Christchurch.
 Hardy, C., and Co., Grocers, Rakaia.
 Harper, T., Grocer, 62 Fendalton Road, Christchurch.
 Hasell, E. J., Grocer, 961 Colombo Street, Christchurch.
 Hassall, H. J., Grocer, Kaiapoi.
 Hawkins, H. M., and Co., Grocers, Rangiora.
 Henderson, W. R., 34 North Avon Road, Christchurch.
 Henry, C. F., Grocer, 56 Seaview Road, New Brighton, Christchurch.
 Herrick, O. J., Grocer, 147 Springfield Road, St. Albans.
 Herriott and Son, Grocers, 325 Bealey Avenue, Christchurch.
 Hill, Joseph F., Grocer, 21 Seaview Road, New Brighton.
 Hitchins, W. H., Grocer, 93 Barrington Street, Christchurch.
 Hobson, P., Grocer, 385A Ferry Road, Christchurch.
 Høglund, J., Grocer, Springfield and Arthur's Pass.
 Holcroft, H. C., Grocer, Rangiora.
 Holland, F. L., Grocer, 20 Riccarton Road, Christchurch.
 Holloway, R. E., Grocer, 158 Seaview Road, New Brighton.
 Hudson, R., Grocer, 436 Hereford Street, Christchurch.
 Huffadine, H., Grocer, 82 King Street, Christchurch.
 James, D., Grocer, 47 Strickland Street, Christchurch.
 James, D., Grocer, 84A Cashel Street, Christchurch.
 Jamieson, J., Grocer, 4 Ferry Road, Christchurch.
 Jenkin, H. T., Grocer, 46 Springfield Road, Christchurch.
 Jennings, W. R., Grocer, 382 Montreal Street, Christchurch.
 Jessop, Charles, and Co., Grocers, 100 North Road, Papanui.
 Johnston, E., Grocer, 27A Colombo Street, Christchurch.
 Johnston, S., Grocer, 1 London Street, Christchurch.
 Jones, A., Grocer, Belfast.
 Kaiapoi Supply Stores, Grocers, Kaiapoi.
 Keen, F. W., Grocer, 135 Linwood Avenue, Christchurch.
 Kerr, Bros., Grocers, 94 Burnett Street, Ashburton.
 Kiddey, P. T., Grocer, 254 Stanmore Road, Christchurch.
 Kincaids Limited, Grocers, 693 Colombo Street, Christchurch.
 Kissell, G., Grocer, Templeton.
 Lambton, S. W., Grocer, 169 North Avon Road, Christchurch.
 Langley, W. T., Grocer, 128 Westminster Street, Christchurch.
 Lavery, R. J., Grocer, 8 South Crescent Road, Christchurch.
 Lawry, F. L., Kirwee.
 Leigh, H., 787 Colombo Street, Christchurch.
 Leiske, H. (Mrs.), Grocer, 189 Fitzgerald Avenue.
 Leonard, J., Grocer, 656 Ferry Road, Christchurch.
 Leverett, W. E., Grocer, 35 Bowhill Road, New Brighton.
 Lewis, R. J., Grocer, Amberley.
 Lightbody, R., Grocer, 133 Seaview Road, New Brighton.
 Linbott, W., Grocer, Kaiapoi.
 Linton, J., Grocer, 147 Colombo Street, Christchurch.
 McCallum, P., Grocer, 90 St. Albans Road, Christchurch.
 McClay, T. and M., Grocers, 251 Colombo Street, Christchurch.
 McCracken, D., Grocer, 320 Lincoln Road, Christchurch.

- McCreanor and Co., Grocers, 61 Seaview Road, New Brighton.
 McDonald, M. J., Grocer, 511 Hereford Street, Christchurch.
 McDowell, R. (Mrs.), 50 Richardson Street, Christchurch.
 McGill, J., Grocer, 52 Berwick Street, Christchurch.
 McIlroy, W. J., and Co., Grocers, 287 Manchester Street, Christchurch.
 Mackee, D., Grocer, Templeton.
 McKenley and Stone, Grocers, 146 Clarence Road, Christchurch.
 McKenzie, A., Grocer, 345 Stanmore Road, Christchurch.
 McMillan, H., Grocer, Ouruhia.
 McMillan, J., Grocer, Waikuku.
 McMullan, G. R., Grocer, 435 Marshland Street, Christchurch.
 McTeague, F. A., Grocer, Islington.
 Maggs, G. J., Grocer, Westminster Street, Christchurch.
 Manchester Bros., Grocers, 121 East Street, Ashburton.
 Martin, Thos., Grocer, 29 Harrow Street, Christchurch.
 Matthews, S., Grocer, Lincoln Road, Halswell.
 Miller, H., 133 Nayland Street, Sumner.
 Meredith, A. M., Grocer, 55 Seaview Road, New Brighton.
 Moir, J. Y., Grocer, Cheviot.
 Mortimer, C. J., Grocer, 492 Tuam Street, Christchurch.
 Mulholland, F., Grocer, 36 Lincoln Road, Christchurch.
 Munnings, J. and A. W., Grocers, 383 Lincoln Road, Christchurch.
 Munslow, A. F., Grocer, 157 Crawford Street, Christchurch.
 Myers, J. L., Grocer, 411 Colombo Street, Christchurch.
 Neave, W. A., Grocer, 119 Waltham Road, Christchurch.
 New Zealand Farmers' Co-operative Association of Canterbury, Grocers,
 Akaroa.
 New Zealand Farmers' Co-operative Association of Canterbury, Grocers,
 Ashburton.
 New Zealand Farmers' Co-operative Association of Canterbury, Grocers,
 Cashel Street, Christchurch.
 New Zealand Farmers' Co-operative Association of Canterbury, Grocers,
 Hawarden.
 New Zealand Farmers' Co-operative Association of Canterbury, Grocers,
 Leeston.
 New Zealand Farmers' Co-operative Association of Canterbury, Grocers,
 Oxford.
 New Zealand Farmers' Co-operative Association of Canterbury, Grocers,
 Rangiora.
 Nimmo, J., Grocer, Springfield.
 Norton, J. T., and Co., Grocers, Lyttelton.
 Orr, John, and Co., Grocers, Ashburton.
 Orr, J. W., Grocer, 9 Madras Street, Christchurch.
 Owers and Co., Grocers, Mayfield.
 Owers, F. S., and Co., Grocers, Dunsandel.
 Papanui Stores Co., Grocers, Papanui Road, Christchurch.
 Parrott and Co., Grocers, Rangiora.
 Peters, G. W., Grocer, Wakefield Avenue, Sumner.
 Pierce Bros., Grocers, 362 Barbadoes Street, Christchurch.
 Piper, J. S., Grocer, 90 Riccarton Road, Christchurch.
 Pluck and Son, Grocers, Rakaia.
 Pye and Co., Grocers, Rakaia.
 Railton, J., Grocer, 243 Linwood Avenue, Christchurch.
 Rennie, T. W., Grocer, 274 Bealey Avenue, Christchurch.
 Roberts and Tulloch, Grocers, 1 Blyth's Road, Christchurch.
 Robinson, I., Grocer, 1072 Colombo Street, Christchurch.
 Robinson, S. D., Grocer, 311 Barrington Street, Christchurch.
 Rodie Bros., Grocers, 636 Ferry Road, Christchurch.
 Rosewarne, R., Grocer, 56 Warrington Street, Christchurch.
 Russell, C. B., Grocer, London Street, Lyttelton.

Saundercock, H., Grocer, Waikari.
 Shemeld, W. A., Grocer, Methven.
 Simpson, J., Grocer, 239 Richmond Terrace, New Brighton.
 Smith, C. H., Grocer, Nayland Street, Sumner.
 Smith, E. W., Grocer, 133 Waltham Street, Christchurch.
 Smith, G. W., Grocer, 2 Opawa Road, Christchurch.
 Soames, H., Grocer, 102 Edward Avenue, Christchurch.
 Sorrell and Son, Grocer, 560 Worcester Street, Christchurch.
 Star Stores, Grocers, 655 Colombo Street, Christchurch.
 Star Stores, Grocers, 407 Colombo Street, Christchurch.
 Star Stores, Grocers, 126 Armagh Street, Christchurch.
 Star Stores, Grocers, 174 High Street, Christchurch.
 Stephens, H. E., and Co., Grocers, 336 Colombo Street, Christchurch.
 Still, A., Grocer, Hornby.
 Stirling, J. W., Grocer, 110 Milton Street, Christchurch.
 Suckling, C. M., Grocer, Tai Tapu.
 Supply Stores, Ltd., Grocers, 420 Colombo Street, Christchurch.
 Sutherland, R., Grocer, 262 Stanmore Road, Christchurch.
 Sutherland, W. J., Grocer, 163 Westminster Street.
 Talbot, W., Grocer, 88 Hills Road, Christchurch.
 Taylor and Co., Grocers, Akaroa.
 Teape, W. H., 486 Colombo Street, Christchurch.
 Telford, J. H., Grocer, 44 Somerfield Street, Christchurch.
 Templeton, J. H., Grocer, 1020 Colombo Street, Christchurch.
 Templeton, R. J., Grocer, Motukarara.
 Thompson, C. H., Grocer, 384 Worcester Street, Christchurch.
 Thompson, G. E., Grocer, Darfield.
 Thomson, T. E., Grocer, 7 Bowhill Road, New Brighton.
 Trotter, F. W., Grocer, 65 Carlton Mill Road, Christchurch.
 Truman, G. M., and Co., Grocers, Cheviot.
 Tucks Limited, Grocers, 773 Colombo Street, Christchurch.
 Tull, A., Grocer, Cust.
 Tyson, T. C., Grocer, 540 Tuam Street, Christchurch.
 Vogan, T., Grocer, Sumner Road, Redcliffs, Christchurch.
 Walker, W., Grocer, 350 Cashel Street, Christchurch.
 Ward, C. C., Grocer, 820 Colombo Street, Christchurch.
 Wardell Bros., and Co., Grocers, 162 Cashel Street, Christchurch.
 Waters, A. P., Grocer, 317 Barbadoes Street, Christchurch.
 Webb and Co., Grocers, London Street, Lyttelton.
 Wilder, A. H., Grocer, 387A Worcester Street, Christchurch.
 Wilkinson, C., Grocer, 533 Colombo Street, Christchurch.
 Williams, J. H., Grocer, 428 Cashel Street, Christchurch.
 Williamson, C. E., Grocer, 124 Stanmore Road, Christchurch.
 Wilson, J., Grocer, 59 Tuam Street, Christchurch.
 Withers, F., Grocer, 662 Worcester Street, Christchurch.
 Withers, J. T., Grocer, Southbrook.
 Woodbury, E. E., Grocer, 1 Wairarapa Road, Christchurch.
 Wright, A. E., Grocer, 175 Milton Street, Christchurch.
 Wright, D., Grocer, 376 Selwyn Street, Christchurch.
 Wright, G. B., Grocer, 59 Radley Street, Christchurch.
 Wylie, R., Grocer, Kaiapoi.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives duly appointed, and having also heard the witnesses called and examined and cross-

examined by and on behalf of the said parties respectively, doth hereby order and award :—

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award ; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that a penalty as by law provided shall be payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect from the 30th day of November, 1925, and shall continue in force until the 30th day of November, 1927, and thereafter as provided by subsection (1) (*d*) of section 90 of the Industrial Conciliation and Arbitration Act, 1908.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand this 25th day of November, 1925.

[L.S.]

F. V. FRAZER, Judge.

SCHEDULE.

Hours of Work.

1. (*a.*) The ordinary hours for grocers' assistants shall be forty-eight per week, to be worked between 8 a.m. and 5.30 p.m. on four days of the week, between 8 a.m. and 12.30 p.m. on the day observed as the weekly half-holiday, and between 8 a.m. and 9 p.m. on one day of the week. The forty-eight hours shall be exclusive of meal intervals, for which not less than one hour shall be allowed : Provided that drivers may be employed when necessary in the outside delivery of goods up till 1 p.m. on the day of the weekly half-holiday, subject to the forty-eight-hour limit.

(*b.*) Shops which do not observe a late night shall be allowed to remain open and employ assistants until 1 p.m. on the day of the weekly half-holiday. Subclause (*a*) hereof shall be read as being subject to section 3 (2) and section 5 of the Shops and Offices Act, 1921-22.

(*c.*) *Closing of all Shops.*—In exercise of the powers conferred on it by section 69 of the Shops and Offices Act, 1921-22, the Court orders that the following provisions shall apply in respect of all grocers'

shops in the area lying within the circumference of a circle described with the Chief Post-office in the City of Christchurch as the centre and with a radius of ten miles, that is to say—

- (i.) Subject to the provisions of clause 1 (b) hereof, that in those portions of the said area in which Saturday is the statutory half-holiday all grocers' shops shall be closed from 5.30 p.m. on four days of the week, from 9 p.m. on one day of the week, and from 12.30 p.m. on Saturday :
- (ii.) That in those portions of the said area in which Saturday is not the statutory half-holiday all grocers' shops shall be closed from 5.30 p.m. on four days of the week, from 12.30 p.m. on the statutory half-holiday, and from 9 p.m. on Saturday :

Provided that the occupier of any grocer's shop who gives notice as provided in section 14 (2) of the Shops and Offices Act, 1921-22, may observe Saturday in lieu of the statutory closing-day, and shall close his shop as provided in the last preceding paragraph.

(d.) All shops mentioned in the preceding subclause shall be closed from immediately after midnight on the previous day, and shall remain closed on the days set out in clause 5 (a) as holidays, or on days observed in lieu thereof.

(e.) This clause shall be read subject to the provisions of section 3 (2) and section 5 of the Shops and Offices Act, 1921-22.

Overtime.

2. Any time worked in any one day outside of these hours shall be deemed to be overtime, and shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

Wages.

3. The minimum rates of wages for grocers' assistants and drivers shall be as follows :—

Age commencing at Trade.	First Year.	Second Year.	Third Year.	Fourth Year.	Fifth Year.	Sixth Year.	Seventh Year.	Eighth Year.	Thereafter.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 ..	17 6	25 0	32 6	40 0	50 0	62 6	75 0	85 0	95 0
16 to 17 ..	20 0	27 6	35 0	45 0	57 6	75 0	85 0	..	95 0
17 to 18 ..	22 6	32 6	42 6	52 6	70 0	85 0	..	..	95 0
18 to 19 ..	27 6	37 6	50 0	65 0	85 0	..	..	..	95 0
19 to 20 ..	35 0	47 6	62 6	85 0	..	..	..	..	95 0
20 to 21 ..	42 6	60 0	85 0	..	..	..	..	..	95 0
21 and over ..	50 0	85 0	..	..	..	..	..	..	95 0

This clause shall not operate so as to reduce the wages of any employee at present employed so long as he remains in his present employment.

Terms of Engagement.

4. (a.) The employment shall be a weekly employment, and no deduction shall be made from the weekly wages for the prescribed holidays. Time lost by a worker through default or sickness may be deducted from his wages.

(b.) No youth under the age of eighteen shall be employed in driving: Provided that outside a radius of ten miles from the General Post Office at Christchurch assistants between the ages of sixteen and eighteen years may be employed as one-horse drivers, but they shall not deliver parcels exceeding 70 lb. in weight.

(c.) The proportion of boys or youths shall be one youth and one junior to the first three men or fraction thereof, one additional youth or junior for the next two, and thereafter one additional youth or junior for every three men employed. An employer substantially engaged in the trade shall be counted as an assistant. For the purposes of this clause an assistant between fifteen and twenty years of age shall be regarded as a youth, and an assistant between twenty and twenty-two years of age shall be regarded as a junior.

(d.) Where the employer requires his assistants to wear special uniforms or white coats, the same shall be supplied by and kept clean at the expense of the employer, and shall remain the property of the employer. This provision shall not apply in the case of the aprons usually worn by grocers' assistants.

(e.) Casual workers may be employed for not more than one week, and shall be paid not less than 2s. 6d. per hour, for a minimum of four hours.

Holidays.

5. (a.) The following shall be the recognized holidays: New Year's Day, 2nd January, Show Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Sovereign's Birthday, Christmas Day, Boxing Day, and the Saturday set apart for the grocers' annual picnic, if observed.

(b.) Country districts beyond a radius of ten miles from the Chief Post-office, Christchurch, may substitute another day for the day set apart for the grocers' annual picnic.

(c.) The New Zealand Farmers' Co-operative Association of Canterbury (Limited) may substitute another day for the day set apart for the grocers' annual picnic.

(d.) Should any of the above holidays fall on a Sunday, then for the purposes of this award such holiday shall be observed on the following Monday.

(e.) If any day shall be generally observed as a holiday in lieu of any of the above-mentioned holidays, such day, for the purpose of this award, shall be substituted for the specified holiday.

(f.) Work done on the above-mentioned holidays and Sundays shall be paid for at double-time rate: Provided that drivers may be required to give the necessary attendance to horses on those days

without extra payment: Provided further that if they give such attendance they shall not be required to work after 5.30 p.m. on late nights except on payment of overtime rates therefor.

(g.) One holiday of one week on full pay shall be granted to each worker under this award on completion of each year of service, and such holiday shall be taken at a time to be fixed by the employer. In the event of a worker leaving his employment or being discharged for a reason other than misconduct, after having served six months of the current year, he shall be entitled to a proportionate payment in lieu of holidays.

Notice of Overtime.

6. Notice shall be given before noon to any employee who shall be required to work overtime, and assistants working overtime shall be allowed 1s. 6d. tea-money in addition to overtime rates.

Clerks.

7. Nothing in this award contained shall apply to clerks, cash-boys, or other persons engaged in the office-work of the employer and not engaged in the work of the shop, or to females employed elsewhere than in the grocery department.

Time and Wages Book.

8. The occupier of a shop in which one or more shop-assistants are employed shall at all times keep, in the prescribed form or in such other form as may be approved by the Inspector of Awards, a record in English (called the "Time and Wages Book") showing in the case of each assistant:—

- (a.) The name of the assistant, together with his age if under twenty-three years of age :
- (b.) The kind of work on which he is usually employed :
- (c.) The hours during which he has actually been employed on each day :
- (d.) The wages paid each pay-day, and the date thereof :
- (e.) Such other particulars as are prescribed by regulations.

The entry of the particulars hereinbefore referred to, or a memorandum in writing containing such particulars, shall be signed by the assistant at the time of payment of his wages.

(f.) Every assistant who fails to sign the record as provided by this clause, or who wilfully signs an incorrect record, is liable to a fine not exceeding £5.

References.

9. (a.) Each employee on leaving or being discharged from his employment shall, on request, be given, within twenty-four hours thereafter, a reference in writing stating the position held and the length of service.

(b.) Original references shall be the property of employees, and shall be returned on request.

Allowances.

10. (a.) *Canvassers*: Canvassers required to be out collecting orders after 1 p.m. on any five days of the week shall be allowed not less than 1s. 6d. for dinner; such allowance shall be given in addition to his weekly wages.

(b.) *Bicycle allowance*: When a worker is required to use his own bicycle on the business of the employer he shall receive an allowance of 2s. 6d. per week.

Definition of "Assistant."

11. The term "assistant" where used in this award shall include shop-assistants, storemen, assistants part of whose employment is driving, and assistants part of whose work is canvassing for orders; and in shops where there is a separate provision side to the shop shall include assistants on that side, even though such assistants may be exclusively employed on that side.

Under-rate Workers.

12. (a.) Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may from time to time be fixed, on the application of the worker after due notice to the union, by the local Inspector of Awards or such other person as the Court may from time to time appoint for that purpose; and such Inspector or other person in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector or other person shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b.) Such permit shall be for such period, not exceeding six months, as such Inspector or other person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been given to such worker by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability it may be fixed for such longer period as such Inspector or other person shall think fit.

(c.) Notwithstanding the foregoing, it shall be competent for a worker to agree in writing with the president or secretary of the union upon such wage without having the same so fixed.

(d.) It shall be the duty of the union to give notice to the Inspector of Awards of every agreement made with a worker pursuant hereto.

(e.) It shall be the duty of an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

Preference.

13. (a.) If any employer shall hereafter engage any worker coming within the scope of this award who shall not be a member of the union, and who shall not become a member thereof within fourteen

days after his engagement and remain such member, the employer shall dismiss such worker from his service if requested to do so by the union, provided there is then a member of the union equally qualified to perform the particular work required to be done, and ready and willing to undertake the same.

(b.) The provisions of this clause shall operate only if and so long as the rules of the union shall permit any worker coming within the scope of this award of good character and sober habits to become a member of the union upon payment of an entrance fee not exceeding 5s., upon a written application, without ballot or other election, and to continue a member upon payment of subsequent contributions, not exceeding 1s. per week, and such fines as may be lawfully imposed on him for non-attendance without reasonable excuse at a specially called meeting of the union, of which written notice has been given to him or sent to him by post at his last address as notified by him to the union, or for misconduct at a meeting of the union, or for being more than three months in arrear, without reasonable excuse, in his contributions to the union: Provided that the maximum fine shall not exceed 2s. 6d. for non-attendance at a meeting of the union or for being in arrear with his contributions, and £1 for misconduct at a meeting of the union.

(c.) The employer shall, on the written request of the secretary of the union, at intervals of not less than one month, supply him with a list of the names of employees taken on during the previous month.

Scope of Award.

14. The operation of this award is limited to that portion of the Canterbury Industrial District lying north of the Rangitata River.

Term of Award.

15. This award shall come into force on the 30th day of November, 1925, and shall continue in force until the 30th day of November, 1927.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 25th day of November, 1925.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

The principal question left to the Court was whether the shops in the Boroughs of Sumner and New Brighton should observe the Saturday half-holiday, which is the statutory half-holiday in the remaining part of the Christchurch City and suburban area. The Court has left the grocers in those boroughs free to observe either Saturday or the statutory closing-day (Wednesday) as the half-holiday. When the last award was made the Court decided, in view of the evidence given as to the keen competition between grocers in the city and suburban area, to accede to the request of the Christchurch Master

Grocers' Association, the grocers at Sumner and New Brighton who employed assistants, and the Grocers' Assistants Union, to provide a universal Saturday half-holiday within the city and suburban area. The circumstances under which the present award is made are different inasmuch as the Christchurch Master Grocers' Association does not now press for the general observance of the Saturday half-holiday, and the master grocers of Sumner and New Brighton are now divided in opinion. It was stated by one of them, in giving evidence, that this changed attitude was due to the failure or neglect of the Department of Labour to enforce the provisions of the expired award, in spite of the fact that the full Supreme Court had sustained the disputed provisions. The Court is of the opinion that the inaction of the Department of Labour, by whomever authorized, was improper, and a derogation from the authority and standing of the Court, which had heard all parties concerned, and had given its decision in accordance with the law and the evidence, after fully considering all the circumstances.

The only other matter referred to the Court was whether the closing-hours on the half-holiday and the late night should be 12.30 p.m. and 9 p.m., or 1 p.m. and 8.30 p.m. The recommendations of the Conciliation Council provided for the former set of hours, but a petition by a large number of grocers in favour of the latter set of hours was presented to the Court. After considering the matter, the Court has come to the conclusion that it will not benefit one section of grocers to the detriment of another section if the hours recommended by the Conciliation Council are confirmed by the Court. The Court is strengthened in this view by the fact that, in grocers' assistants' awards recently made in other districts, similar hours have been provided on the recommendation of the Conciliation Councils.

F. V. FRAZER, Judge.

(8492.) NORTH CANTERBURY GROCERS' ASSISTANTS AND DRIVERS.—AMENDMENT OF AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of the North Canterbury Grocers' Assistants' and Drivers' award, dated the 25th day of November, 1925.

Thursday, the 10th day of December, 1925.

In pursuance and exercise of the powers conferred by section 92 of the Industrial Conciliation and Arbitration Act, 1908, and for the purpose of remedying a defect in the North Canterbury Grocers' Assistants and Drivers' award, dated the 25th day of November, 1925, this Court being of the opinion that it is just and equitable to amend the said award, doth hereby order as follows:—

1. That the said award shall be amended by deleting subclause (c) of clause 1 thereof, and substituting the following provision therefor:—

“(c.) *Closing of all Shops.*—In exercise of the powers conferred on it by section 69 of the Shops and Offices Act, 1921–22, and subject to the provisions of subclause (b) of this clause, the Court orders that the following provisions shall apply in respect of all grocers' shops in the area lying within the circumference of a circle described with the Chief Post-office in the City of Christchurch as the centre and with a radius of ten miles, that is to say—

“(i.) That in those portions of the said area in which Saturday is the statutory half-holiday all grocers' shops shall be closed from 5.30 p.m. on four days of the week, from 9 p.m. on one day of the week, and from 12.30 p.m. on Saturday:

“(ii.) That in the Boroughs of Sumner and New Brighton, so long as Saturday shall not be the statutory half-holiday therein, all grocers' shops shall be closed from 5.30 p.m. on four days of the week, from 12.30 p.m. on the statutory half-holiday, and from 9 p.m. on Saturday: Provided that the occupier of any grocer's shop who gives notice as provided in section 14 (2) of the Shops and Offices Act, 1921–22, may observe Saturday in lieu of the statutory closing-day, and shall close his shop as provided in the last preceding paragraph:

“(iii.) That in the remaining portions of the said area in which Saturday is not the statutory half-holiday all grocers' shops shall be closed from 5.30 p.m. on four days of the week, and from 1 p.m. on Saturday and on the day of the statutory half-holiday: Provided, however, that the occupier of any grocer's shop who gives notice as provided in section 14 (2) of the Shops and Offices Act, 1921–22, may observe Saturday in lieu of the statutory closing-day, and shall close his shop as provided in subparagraph (i) of this subclause.”

2. That this order shall operate and take effect as from the day of the date hereof.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

The attention of the Court has been drawn to the fact that there are other portions of the city and suburban area besides New Brighton and Sumner in which Saturday is not the statutory closing-day. It was not desired by the parties, nor was it intended by the Court, that the optional observance of a half-holiday other than Saturday should be allowed elsewhere than in the two seaside boroughs. The Court has therefore modified the wording of the closing-hours clause in order to make it clear that the new provisions apply only to occupiers of grocers' shops at New Brighton and Sumner.

F. V. FRAZER, Judge.
