

(8124.) AUCKLAND (TWELVE-MILES RADIUS) MOTOR ENGINEERS-
APPRENTICESHIP ORDER.

In the Court of Arbitration of New Zealand, Northern Industrial District.—In the matter of the Apprentices Act, 1923; and in the matter of the conditions of apprenticeship in the Motor Engineering industry within the Auckland (Twelve-miles Radius) District.

Monday, the 23rd day of March, 1925.

WHEREAS, pursuant to section 4 (1) of the Apprentices Act, 1923, an Apprenticeship Committee has been set up for the Auckland (Twelve - miles Radius) District in connection with the motor engineering industry: 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 locality, 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 order and prescribe as follows:—

1. The locality in which this order shall have effect is that portion of the Northern Industrial District which is within a radius of twelve miles of the Seddon Memorial Technical College at Auckland.

2. The trade or industry to which this order shall apply is the motor engineering industry.

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 fifteen years, and the maximum age shall be eighteen years: Provided that this clause shall not affect assistants at present engaged who may be apprenticed under this order. The

clause shall be read subject to clause 12 of this order and section 11 of the Apprentices Act, 1923.

5. The term of apprenticeship shall be five years.

6. The proportion of apprentices to journeymen shall not exceed one assistant to every journeyman employed and one to each working employer.

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 for the previous twelve months 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, 1925, shall do so during the month of May, 1925. For the purpose of this order an employer who himself works at the trade shall be entitled to count himself as a journeyman.

8. The minimum rate of wages payable to apprentices shall be 15s. per week for the first year, £1 2s. 6d. per week for the second year, £1 10s. per week for the third year, £1 17s. 6d. per week for the fourth year, and £2 5s. per week for the fifth year.

9. If ordered to do so by the Court or a committee, any apprentice residing within a twelve-mile radius of the Seddon Memorial Technical College, Auckland, shall attend the classes at that college which have been laid down in the schedule attached hereto. 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 75 per cent. of the maximum possible.

10. (a.) It shall be necessary for boys desiring to become apprentices, after this order comes into operation, to provide satisfactory evidence that they have passed through the sixth standard and hold a certificate of proficiency, or have attained an equivalent standard of education.

(b.) Boys who have not acquired an elementary knowledge of freehand and mechanical drawing, mechanics, heat, and elementary electricity at a secondary school will be required to take a year's course in the above subjects at a technical school in the first year of apprenticeship before commencing the course called for in the syllabus set out in the schedule to this order.

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.

12. A person under twenty-one years of age 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, or such other evidence as the District Registrar and the committee may require, in order to show the time served by such person as an apprentice outside of New Zealand. The District Registrar shall refuse to register any contract of apprenticeship entered into under the provisions of this clause until such evidence has been furnished to the satisfaction of himself and the committee. 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.

13. All time lost by an apprentice through his own default or sickness in any year of his employment shall be made up before such apprentice shall be considered as having entered upon the next succeeding year of his employment, and the total period of his employment shall be extended by a period equivalent to such lost time; but an apprentice working overtime shall have such time added to his ordinary time in calculating the respective years of his employment.

14. An employer shall not be bound to pay an apprentice for time lost through sickness or through the default of the apprentice, or by his voluntary absence from work with the consent of the employer.

15. The hours worked by an apprentice shall, subject to any statute, be those normally worked by journeymen in accordance with the provisions of the Motor Mechanics' award relating to journeymen for the time being ruling in the district.

16. (a.) An employer shall not permit an apprentice to work overtime on any night on which he has to attend classes at Technical College.

(b.) Apprentices under eighteen years of age shall not be permitted to work overtime more than six hours in any one week. Apprentices over eighteen years of age and under twenty years of age shall not be permitted to work overtime more than ten hours in any one week.

17. Overtime shall be paid for at the rate of time and a half for the first three hours and double time thereafter, but being not less than 9d. per hour in any case.

18. The conditions of the award referred to in clause 15 hereof, in so far as they relate to the method and time of payment of wages, holidays (except in regard to deductions for holidays), travelling-time, outside work, meal-money, and other matters (other than preference to unionists), relating generally to the employment and not in conflict with this order, shall be applicable to apprentices.

19. Small hand tools as per schedule to be drawn up by committee shall be provided by the employer. A suitable locker (with key) to contain tools shall be provided by the employer. After being once supplied the apprentice shall be responsible for the tools, and in the event of his leaving his employer all the said tools shall be returned to the employer or replaced at the expense of the apprentice, unless he can show that any of the tools have been broken in carrying out his work.

20. 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 therein, and shall not contravene the provisions of any Act relating to the employment of boys or youths. In default of such provisions 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.

21. 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 working-hours 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 hurt or damage to the employer or his property if known to him, but will do everything in his power to prevent the same.

22. 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 trade of a motor mechanic, 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 trade of a motor mechanic, 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 of a motor mechanic.

23. It shall be the duty of every employer who on the coming into operation of this order, has in his employ an assistant or assistants as provided for under clause 11 of the Northern Industrial District Motor Mechanics' award, dated the 20th day of March, 1925, or any previous award, to enter into a contract of apprenticeship with him or them, subject to such conditions (if any) as shall be determined by the Apprenticeship Committee. Such contracts of apprenticeship shall be registered in accordance with the provisions of the Apprentices Act, 1923.

24. After this order comes into operation no employer shall employ an apprentice or apprentices unless his shop or garage is, in the opinion of the committee, sufficiently equipped to train apprentices, consideration being had to the practical training apprentices will receive at the Technical College.

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

26. It shall be an implied term 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 (d) inclusive of section 5 (4) of the said Act are hereby delegated by the Court to the said committee in so far as those 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 of such powers.

28. This order shall operate and take effect as from the 6th day of April, 1925.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

A suggested form of apprenticeship contract is appended.

[L.S.]

F. V. FRAZER, Judge.

SCHEDULE.

Setting out Course of Instruction to be taken by Apprentices in the Motor Engineering Trade attending Classes at Seddon Technical College.

Length of Course of Instruction.—The course of instruction set out in this plan is intended to occupy three years. Classes of not less than two hours each will be held on two evenings of each week during which the Technical College is open. One evening is to be devoted to theoretical work, the other to workshop practice.

Examinations.—The syllabus provides for two examinations during the course of study, one (a) at the end of the second year, the other (b) at the end of the third year.

Examiners.—The examinations in theoretical subjects will be conducted by the Technical College authorities, but practical examinations will be conducted by an examiner appointed by the committee.

Increased Wages to Successful Students.—Students passing the examination (a) shall be entitled to an additional 5s. per week in wages, and a further similar increase will be paid to all students passing the second examination (b).

SYLLABUS FOR TECHNICAL TRAINING OF APPRENTICES IN MOTOR TRADE AT TECHNICAL COLLEGES REFERRED TO IN THIS ORDER.

Workshop Practice.—Filing. Fitting keys. Running up bearings. Fitting and scraping bearings. Lapping pistons and fitting rings. Grinding valves. Soldering. Carburettor adjustments. Magneto and electrical adjustments and their care. Wiring (lighting and ignition). Tuning up. Starting and lighting systems, standard type. Single- and double-wire systems. Switches and cut-outs. Signs and symbols as applied to wiring diagrams. Electrical terms. Distributors and timers. Breaker mechanism and contacts. Ignition-timing. Testing. Troubles and remedies.

Theoretical Classes.—Lubrication. Bearings. Use of micrometer. Operations of two- and four-cycle engines. H.P. rating formulas, S.A.E., &c. Mechanical efficiency of engine in simplest form. Fuel efficiency of engine in simplest form. J.H.P. and B.H.P. Engine-construction. Connecting-rods; methods of fitting, &c. Water-jackets, &c. Valves: Mushroom sleeve and rotary; causes of burning and pitting; valve-timing. Transmission: Clutches.

t and dry; types—cone, multiple-disc, and dry-plate (Ford, Borg and Beck, Millac, &c.); methods of adjustment and repair; operation and clutch brakes. Gear-boxes: Types—selective, epicyclic, and friction; operation. Fuel: Storage. Carburetors: Types—surface, drip, wick, and spray (float feed); pressure and gravity gasoline systems; vacuum-tanks—care and operation; choke-tubes, jets, compensating-jets, &c.; floats, fitters, &c.; extra air, dash-pots and meter-g-pins, &c.; hot-air pipes; adjustments of well-known makes (Holly, Kingston, Hebler, Marvel, Zenith, &c.); bearings—types and materials; ball and roller bearings; thrust bearings; compound bearings. Universal joints: Types—leather couplings, metal joints, &c. Rear axles: Types—live-and-dead, semi-boat, three-quarter, and full-float. Differentials: Types—bevel gear and straight tooth; working principles; adjustments; final drive, bevel gear, worm gear, straight and helical tooth. Brakes: Types—internal and external; lining-materials; methods of adjustment and equalizers. Steering gears. Cooling-systems: Thermo syphon, forced circulation and air-cooled; circulating-pumps (centrifugal); thermostats. Lubricating systems: Drip, forced, and splash; rough tests for viscosity; oil-pumps, gear and plunger; indicators.

Ford Section.—(1.) Rear axle and drive-shaft. (2.) Transmission gears and change-speed gears. (3.) System of ignition—coils, magneto, &c. (4.) Cooling-system. (5.) Starting and lighting system.

[*For suggested form of apprenticeship contract see p. 45.*]

SUGGESTED FORM OF APPRENTICESHIP CONTRACT.

THIS DEED, made the day of , 19 , between [*Full name of employer*], of [*Address and occupation*], (hereinafter called "the master") of the first part, [*Full name of apprentice's parent or guardian*], of [*Address and occupation*], (hereinafter called "the guardian") of the second part, and [*Full name and address of apprentice*], a minor born on the day of , 19 (hereinafter called "the apprentice") of the third part, witnesseth as follows:—

1. The master hereby covenants with the apprentice, and also as a separate covenant with the guardian, that he will take the apprentice as his apprentice in the trade of a (or that branch of the trade known as), and the apprentice and the guardian hereby jointly and severally covenant with the master that the apprentice will serve the master as such apprentice for the term and upon and subject to the conditions hereinafter set forth.

2. The term of the apprenticeship shall be years, commencing on the day of , 19 , and shall be served at [*State place*].

3. The master shall pay to the apprentice during the said term wages at the rates hereinafter specified, to wit: during the first year, per week [*and so on for each period*].

4. The provisions of the Apprentices Act, 1923, and the regulations made thereunder, and the general order of the Court of Arbitration, dated the day of , 19 , governing the conditions of apprenticeship in the trade, are, save as hereinafter expressly provided, deemed to be incorporated in these presents.

5. The period of probation referred to in section 12 of the said Act shall be months.

6. The apprenticeship shall be subject to the minimum conditions provided in and by the said general order, except as follows [*Here state conditions agreed to, in so far as they differ from those of the general order*].

7. [*If the employer does not carry on a business that comprises all the operations usually included in the training of an apprentice as a journeyman in the trade, state specifically the operations to be taught the apprentice.*]

In witness whereof these presents have been executed by the parties hereto the day and year first before written.

[*Employer's signature.*]

Signed by the said in the }
presence of— }

[*Witness's signature, occupation, and address.*]

[*Continue similarly for guardian and apprentice.*]