

## OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

(10357.) DUNEDIN (TWENTY-FIVE MILES RADIUS) GROCERS' ASSISTANTS AND DRIVERS.—AWARD.

In the Court of Arbitration of New Zealand, Otago and Southland Industrial District. — In the matter of the Industrial Conciliation and Arbitration Act, 1925; and in the matter of an industrial dispute between the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Adams, J. A., and Co., Ltd., Outram  
 Airey, J., 96 Arthur Street, Dunedin  
 Allan, A., 325 King Street, Dunedin  
 Allen, L., 139 Elgin Road, Mornington, Dunedin  
 Anderson, J. W., 6 Mailer Street, Mornington, Dunedin  
 Armit, R., and Co., 189 Highgate, Dunedin  
 Asher, Mrs. C., 37 Orbell Street, North-east Valley, Dunedin  
 Austin, E., Waikouaiti  
 Baines Bros., 521 Cargill Road, South Dunedin  
 Ballantyne, Mrs. J. McK., 61 Kirkcaldy Street, South Dunedin  
 Barclay, G., and Co., 215 Main Road, Ravensbourne  
 Barclay, J. A., 70 Albany Street, Dunedin  
 Barnett, C., 235 North Road, North-east Valley, Dunedin  
 Barron, A. M., 33 Nairn Street, Roslyn, Dunedin  
 Bevis, George, 82 Signal Hill Road, North-east Valley, Dunedin  
 Bishop, A. H., Wingatui  
 Blackwood, A. J., 374 South Road, Caversham, Dunedin  
 Brennan, J. J., 32 Richardson Street, St. Kilda, Dunedin  
 Broderick, D., 38 Stuart Street, Dunedin  
 Broderick, Miss M., 26 Atkinson Street, South Dunedin  
 Brown, Alfred E., 305 George Street, Dunedin  
 Brown, H. F., Forbury Road, St. Kilda, Dunedin  
 Buchanan and Co., Main Road, Green Island  
 Bunting, Misses, Half-way Bush  
 Bunting, Miss M. E., Half-way Bush  
 Burgess, Mrs. A., 58 Glen Avenue, Mornington, Dunedin  
 Burn, Mrs. E., 329 North Road, North-east Valley, Dunedin  
 Bush, S. and A., Kaikorai Valley Road, Burnside, Green Island  
 Butler, Mrs. M., 43 South Road, Dunedin  
 Butler, Mrs. M. G., 135 Frederick Street, Dunedin  
 Caldwell, G., 141 Union Street, Dunedin  
 Callander, Mrs. A. G., 15 McBride Street, South Dunedin  
 Cameron, D. A., 69 North Road, North-east Valley, Dunedin  
 Campbell, M., 15 Silvertown Street, Anderson's Bay, Dunedin  
 Chave, C. V., 1 Filleul Street, Dunedin  
 Chivers, F., 65 Helena Street, South Dunedin  
 Clancy, L., 81 Neville Street, Caversham, Dunedin  
 Clarke, Mrs. A. K., Bay View Road, South Dunedin  
 Clearwater, A., Broad Bay  
 Cook, Mrs. M., 136 Frederick Street, Dunedin  
 Copland, D., 142 St. Andrew Street, Dunedin  
 Couper, H., Warrington  
 Crawford, Mrs. A. J., 112 St. Andrew Street, Dunedin  
 Croft, H. H., 82 Carroll Street, Dunedin  
 Cumming, Mrs. E. A., Glen Avenue, Mornington, Dunedin  
 Curtin, Mrs. M., 79 Wesley Street, South Dunedin

Cuttle, Miss I. D., 42A Bowen Street, St. Kilda, Dunedin  
 Davy, F. E. D., 40 Bedford Street, St. Clair, Dunedin  
 De Clifford, Jas., 77 Maitland Street, Dunedin  
 Denton, Mrs. H. R., 352 Bay View Road, Dunedin  
 Divers, W. A., 602 King Street, Dunedin  
 Dodd, Mrs. J., 7 Nicholson Street, South Dunedin  
 Donaldson, Mrs. E., 15 Signal Hill Road, North-east Valley, Dunedin  
 Donovan, J. C., 28 David Street, Caversham, Dunedin  
 Drake, Mrs. F., Glenleith, Leith Valley, Dunedin  
 Dunstan, A., 58 Prince Albert Road, St. Kilda, Dunedin  
 Earley, R. F., 13 Osmond Street, South Dunedin  
 Easson, G., 72 Prince Albert Road, St. Kilda, Dunedin  
 Emerson, J., 10 Grey Street, Port Chalmers  
 Ewing, Mrs. M., 52 Chapman Street, Roslyn, Dunedin  
 Faigan, A. G., 1 Serpentine Avenue, Dunedin  
 Ferguson, B. R., and Co., 754 George Street, Dunedin  
 Finnie, William E., Woodside  
 Fleet, Miss E., 834 King Street, Dunedin  
 Fowler, Mrs. B. L., Broad Bay  
 Fraser and Sons, 140 Stuart Street, Dunedin  
 Fraser, Miss J. G., 180 Stuart Street, Dunedin  
 Gamble, C., 47 Driver Street, St. Kilda, Dunedin  
 Gantley, Mrs. E. L., 43 Forth Street, Dunedin  
 Gardiner, D., 651 Castle Street, Dunedin  
 Gawne, E. W., 507 Anderson's Bay Road, Dunedin  
 Geddes, A. G., 27 Sidey Street, Caversham, Dunedin  
 Gibb, G., 88 Elgin Road, Mornington, Dunedin  
 Goodley, A., and Sons, 7 Taieri Road, Roslyn, Dunedin  
 Goodley, E., Highgate, Maori Hill.  
 Graham, F. A., 74 Royal Terrace, Dunedin  
 Graham, W. V., Taieri Mouth  
 Grey, J., 24 Grosvenor Street, Caversham, Dunedin  
 Griffiths, J., 113 Maclaggan Street, Dunedin  
 Grubb, D., 474 South Road, Caversham, Dunedin  
 Hand, W., 85 Harbour Terrace, Dunedin  
 Hanson, Mrs. M., 432 Macandrew Road, South Dunedin  
 Hare, A. J., 46 Signal Hill Road, North-east Valley, Dunedin  
 Harrison, M. S., 4 Mills Street, St. Kilda, Dunedin  
 Harrison, R., Gordon Road, Mosgiel  
 Harvey, J., and Co., 3-5 North Road, North-east Valley, Dunedin  
 Hatley, R. W., 95 Melbourne Street, South Dunedin  
 Houghton, William R., 40 Council Street, St. Kilda, Dunedin  
 Head, W. J., 29 Wesley Street, South Dunedin  
 Healey, Miss E., 8 Filleul Street, Dunedin  
 Hislop, G., 149 Taieri Road, Roslyn, Dunedin  
 Hodge, A., 12 Norman Street, Anderson's Bay, Dunedin  
 Hodges, C., Main South Road, Mosgiel Junction  
 Hook, W. G., 37 Meadow Street, Mornington, Dunedin  
 Horne, Mrs. E. A., 58 St. David Street, Dunedin  
 Huges Bros., North Road, North-east Valley, Dunedin  
 Hunter, J. A., Falcon Street, Roslyn, Dunedin  
 Jackson, Mrs. J. L., 53 Elm Row, Dunedin  
 Jackways, H. S., 1 Forbury Crescent, St. Kilda, Dunedin  
 Jacob, H. G., 33 Walton Street, Roslyn, Dunedin  
 Jamieson, C. A., 47 Howe Street, Dunedin  
 Jamieson, Mrs. E., 139 Dundas Street, Dunedin  
 Jamieson, M., 7 Gilfillan Street, Tainui, Dunedin  
 Jefferson, W. L., 3 Silvertown Street, Anderson's Bay, Dunedin  
 Johnston, Robert, W., 571 Cargill Road, South Dunedin

- Jones, Mrs. M., Brighton  
 Kinney, Mrs. M., 36 Forbury Crescent, St. Kilda, Dunedin  
 Kitchen, Miss B., 88 Bay View Road, South Dunedin  
 Kitchin, G., 680 George Street, Dunedin  
 Laurenson, J. G., and Sons, Ltd., 111 Highgate, Roslyn, Dunedin  
 Lawry, G. B., 140 Bay View Road, Caversham, Dunedin  
 Lawry, Mrs., corner Perth Avenue and Carroll Street  
 Lawson, P., Mansford Town, Port Chalmers  
 Le Couteur, Miss B., 98A Victoria Road, St. Kilda, Dunedin  
 Le Gal, J. H., 210 Castle Street, Dunedin  
 Lennox, A. H., Gordon Road, Mosgiel  
 Lorden, J. H., 142 Elgin Road, Mornington, Dunedin  
 M.P. Stores, 21 George Street, Port Chalmers  
 McConnell, R., and Co., 2 Regent Road, Dunedin  
 McConnell, William, and Son, 219 King Edward Street, South Dunedin  
 McConnell, Mrs. B., 149 Surrey Street, South Dunedin  
 McCracken Bros., 282 South Road, Caversham, Dunedin  
 Macdonald, A. W., 460 King Street, Dunedin  
 Macdonald, J. J., 393 Cargill Road, South Dunedin  
 McDowell, W. G., 4 Kaikorai Valley Road, Roslyn, Dunedin  
 McFadyen, Mrs. C., 37A Nairn Street, Roslyn, Dunedin  
 McFarlane and Co., 171 George Street, Dunedin  
 McFarlane, N. S., 7 Silverton Street, Anderson's Bay, Dunedin  
 McGoun, Mrs. M., 20 Glen Road, Mornington, Dunedin  
 McGregor, Miss M., 245 South Road, Caversham, Dunedin  
 McGregor, W. G., Main Road, St. Leonards  
 Mackay Bros., 55 Ross Street, Roslyn, Dunedin  
 McCormick, Robert H., 197 King Edward Street, South Dunedin  
 McKay, Mrs. Alison, Main South Road, Green Island  
 McKenzie, D., 103 Harrow Street, Dunedin  
 McKenzie, J. R., Ltd., 82-86 George Street, Dunedin  
 McKinley, G., 84 Kaikorai Valley Road, Roslyn, Dunedin  
 McLaren, Mrs. M., 3 Leith Street, Dunedin  
 McLean, C. H., 32 Shetland Street, Roslyn, Dunedin  
 McLean, D., 4 Carroll Street, Dunedin  
 McMillan, Mrs. A., 55 Atkinson Street, South Dunedin  
 McMillan, Mrs. M., 88 Dundas Street, Dunedin  
 McMillan, Mrs. M., 99 Stafford Street, Dunedin  
 McNamara, N., 451 Anderson's Bay Road, Dunedin  
 McNaughton, J. McF., 363 Rattray Street, Dunedin  
 McQuillan, Mrs. R., 180 Hanover Street, Dunedin  
 Manson, C. L., 29 Gilfillan Street, Tainui, Dunedin  
 Martin, Miss D., 110 South Road, Caversham, Dunedin  
 Matheson and Moir, 274 George Street, Dunedin  
 Mayfield, R. H., 409 King Edward Street, South Dunedin  
 Melser, Mrs. R., 26 Bowen Street, St. Kilda, Dunedin  
 Michie, Mrs. M., 62 Bay View Road, South Dunedin  
 Miles, A. C., Portobello  
 Miller, David M., and Co., 302 Castle Street, Dunedin  
 Miller, D., Brighton  
 Miller, Mrs. E., 73 Arthur Street, Dunedin  
 Milnes, F. Y., Waitati  
 Milnes, James P., George Street, Port Chalmers  
 Mitchell, D. C., and Sons, 182 Macandrew Road, South Dunedin  
 Mitchell, F., Portobello  
 Mitchell, J., Gordon Road, Mosgiel  
 Mitchell, W. S., 257 Highgate, Maori Hill, Dunedin  
 Mong, A. E., Forbury Crescent, St Kilda, Dunedin  
 Monk, A. G., 241 Cargill Road, South Dunedin  
 Moorehead, A. E., 38 Begg Street, St. Kilda, Dunedin

Mosgiel Cash and Carry Store, Gordon Road, Mosgiel  
 Mosgiel Industrial Co-operative Society, Gordon Road, Mosgiel  
 Mowat, W., and Co., 262 North Road, North-east Valley, Dunedin  
 Munro, C. T., 1 Ravelston Street, Anderson's Bay, Dunedin  
 Murdoch, D., Brighton  
 Nelson, Miss D. M., 140 Victoria Road, St. Kilda, Dunedin  
 Newman, S. D., 5 Highgate, Roslyn, Dunedin  
 Nicholson, H., 60 Dundas Street, Dunedin  
 Nicholson, J., 236 Forbury Road, Caversham, Dunedin  
 O'Connell, Miss Ellen J., 44 Brown Street, Dunedin  
 O'Hara, C. C., Momona  
 Otago Farmers' Co-operative Association, Ltd., Edievale and Heriot  
 Page, Mrs. H. M., 26 Dick Street, South Dunedin  
 Perry, Mrs. O. J., Sawyers Bay  
 Pollock, R. D., 116 Cavell Street, Anderson's Bay, Dunedin  
 Power, B. S., 16 Tainui Road, Anderson's Bay, Dunedin  
 Preddy, P. W., George Street, Dunedin  
 Pringle and Son, 32 Tomahawk Road, Anderson's Bay, Dunedin  
 Proctor, G., 23 Minto Street, Anderson's Bay, Dunedin  
 Pryde, Miss J., 83 Prince Albert Road, St. Kilda, Dunedin  
 Pryde, J., 16 Moreau Street, St. Kilda, Dunedin  
 Rainsford, W. A., 120 North Road, North-east Valley, Dunedin  
 Ralston, R. H., Allanton  
 Ramsay, Andrew, Neill Street, Green Island  
 Ramsay, R., 72 Musselburgh Rise, Anderson's Bay, Dunedin  
 Ramsay, T., 156 South Road, Caversham, Dunedin  
 Reid, Miss K., 120 Maitland Street, Dunedin  
 Rennie, Mrs. M. E., Allanton  
 Riddell, C. G., Portobello  
 Ridley, C. W., Sawyer's Bay  
 Rigby, G., Tomahawk  
 Ritchie, Mrs. E., 1 Royal Crescent, St. Kilda, Dunedin  
 Robertson, Mrs. M., 107 Macandrew Road, South Dunedin  
 Rodger, Hugh, 203 Main Road, Ravensbourne  
 Ross, Charles, 19 Thomas Burns Street, Dunedin  
 Ross, E. T., Fairfield  
 Rowlands, W. T., Macandrew Bay  
 Rowlatt, E. P., 381 King Edward Street, South Dunedin  
 Roxburgh, J. R., 79 Malvern Street, Woodhaugh, Dunedin  
 Roy, T. D., 22 Bowen Street, St. Kilda, Dunedin  
 Rutherford, R., 289 South Road, Caversham, Dunedin  
 Sainsbury, H. T., North Taieri Road, Abbotsford, Green Island  
 Samuel Bros., 66 Silverton Street, Anderson's Bay, Dunedin  
 Self Help Co-operative Grocery, Ltd., 186 George Street, Dunedin  
 Shaw, W., 511 Cargill Road, South Dunedin  
 Sherwood, R. P., 44 Albany Street, Dunedin  
 Shirley, A., 37 Botha Street, Anderson's Bay, Dunedin  
 Shirley, F. M., 100 Kenmure Road, Mornington, Dunedin  
 Sickels, A., North Taieri Road, Abbotsford, Green Island  
 Skinner, P. R., 451 North Road, North-east Valley, Dunedin  
 Small, C. W., 43 Arthur Street, Dunedin  
 Smith, W., and Co., 188 Princes Street, Dunedin  
 Smith, Edwin, Henley  
 Smith, George, G., Seacliff  
 Smith, S., 62 Nairn Street, Roslyn, Dunedin  
 Sneddon, 36 Prince Albert Road, St. Kilda, Dunedin  
 Star Stores, Ltd., 215 George Street, Dunedin  
 Steedman, Mrs. E., 130 Helenburgh Road, Roslyn, Dunedin  
 Stevens, Mrs. L. A., 43 Cutten Street, South Dunedin

Stevenson, L. E., 46A Queens Drive, St. Kilda, Dunedin  
 Stewart, D., Main South Road, Green Island  
 Stewart, J. H., 306 King Edward Street, South Dunedin  
 Stewart, K., 492 Castle Street, Dunedin  
 Stewart, Mrs. M. E., 34 Kirkcaldy Street, South Dunedin  
 Storey, D., Brighton  
 Strong, W. A., 195 George Street, Dunedin  
 Sutherland, Mrs. A., 3 Bayfield Road, Anderson's Bay, Dunedin  
 Taber, W. J., Tomahawk  
 Tanner, F., 746 King Street, Dunedin  
 Thomson, A. V., 178 North Road, North-east Valley, Dunedin  
 Thomson, G., 15 North Road, North-east Valley, Dunedin  
 Tompkins, Miss Mary, 76 Frederick Street, Dunedin  
 Tyler, Mrs. A. D., 38A Begg Street, Dunedin  
 Tyrie, J. N., 20 Ferguson Street, St. Kilda, Dunedin  
 United Service Stores (H. Myers), 1 Broadway, Dunedin  
 Valentine, A. W., 108 North Road, North-east Valley, Dunedin  
 Vinicombe, Mrs. M., 26 Fortune Street, North-east Valley, Dunedin  
 Walker, A., 181 Albany Street, Dunedin  
 Wardell Bros. and Co., 65 George Street, Dunedin  
 Weir, H., 125 Glen Avenue, Mornington, Dunedin  
 White, J. B., 122 Richardson Street, St. Kilda, Dunedin  
 White, Miss L., 2 Grosvenor Street, Caversham, Dunedin  
 Williams, George, East Taieri  
 Williams, John, East Taieri  
 Wilson, W. and R., Stores, Gordon Road, Mosgiel  
 Wolfenden and Russell, 140-148 King Edward Street, Dunedin  
 Wood, H., and Son, 39 Elgin Road, Mornington, Dunedin  
 Wood, Mrs. C., 462 Cumberland Street, Dunedin  
 Woolworths (N.Z.), Ltd., 94-96 Princes Street, Dunedin  
 Wright, Stephenson, and Co., Ltd., 188 High Street, Dunedin  
 Young and Anderson, 138 George Street, Dunedin

and

The Otago Grocers' Assistants' Industrial Union of Workers (hereinafter called "the union").

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 16th day of January, 1933, and shall continue in force until the 16th day of January, 1935, and thereafter as provided by subsection (1) (d) of section 89 of the Industrial Conciliation and Arbitration Act, 1925.

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 30th day of December, 1932.

[L.S.]

F. V. FRAZER, Judge.

#### SCHEDULE.

##### *Hours of Work.*

1. (a) Forty-eight hours shall constitute a week's work, to be worked between the following hours : From 8.15 a.m. to 5.30 p.m. on four days of the week, and from 8.15 a.m. to 9 p.m. on one day of the week, and from 8.15 a.m. to 12.30 p.m. on the day of the statutory half-holiday.

(b) One hour on each of the above days shall be allowed for meals except on the day of the half-holiday.

##### *Wages.*

2. (a) The minimum rates of wages for grocers' assistants and drivers shall be as follows :—

	Per Week.		
	£	s.	d.
Under sixteen years of age .. .. .	0	12	6
From sixteen to seventeen years of age .. .. .	1	0	0
From seventeen to eighteen years of age .. .. .	1	7	6
From eighteen to nineteen years of age .. .. .	1	17	6
From nineteen to twenty years of age .. .. .	2	5	0
From twenty to twenty-one years of age .. .. .	3	0	0
From twenty-one to twenty-two years of age .. .. .	3	10	0
Twenty-two years of age and over .. .. .	4	2	6

(b) An assistant who is placed in charge of a shop or branch shop shall be paid a minimum wage of £5 per week, but shall not otherwise be subject to the provisions of this award.

*Casual Workers.*

3. Notwithstanding anything herein contained, casual workers may be employed from day to day, provided they are paid not less than 2s. 6d. per hour. Employment for less than one week shall be deemed casual labour.

*Overtime.*

4. All time worked outside or in excess of the hours mentioned in clause 1 shall be deemed to be overtime, and shall be paid for at the rate of time and a quarter for the first three hours, and thereafter time and a half. Overtime shall be calculated on a daily basis.

*Notice of Overtime and Tea-money.*

5. When an employee is required to work overtime and he has received notice during the forenoon he shall receive 1s. tea-money; when the employee has not been notified during the forenoon he shall receive 1s. 6d. tea-money.

*Payment of Wages.*

6. Wages shall be paid weekly on any day other than Saturday, in the employer's time.

*General Provisions.*

7. (a) The employment shall be weekly employment. No deduction shall be made from the week's wages for public holidays, but time lost by a worker through his own default or sickness may be deducted from his wages.

(b) Assistants between the ages of sixteen and eighteen years may be employed as one-horse drivers, but they shall not deliver parcels exceeding the weight of 70 lb.

(c) No assistant under the age of eighteen years shall be employed at motor-driving.

(d) An employer who has no assistants or not more than three assistants over the age of twenty-two years may employ one youth under the age of twenty years, and one junior between twenty and twenty-two years of age. An employer who employs four and not more than six assistants over twenty-two years of age may employ an additional youth or junior. For every additional three assistants over the age of twenty-two years, from seven assistants upwards, the employer may employ two additional youths or juniors between the ages of fifteen and twenty-two years. This proportion shall be maintained throughout. An employer substantially engaged at the trade shall be counted as an assistant.

(e) Where an employer has more than one shop a junior regularly employed in one shop shall not be transferred temporarily to another shop except to take the place of an assistant who is absent through sickness.

*Holidays.*

8. (a) The following shall be the recognized holidays: Christmas Day, Boxing Day, and the intervening days up to and including the day following New Year's Day, Anniversary Day (except when it falls in the week preceding or in the week following Easter Sunday), Good Friday, Easter Saturday, Easter Monday, Labour Day, Sovereign's Birthday, and picnic day (to be allowed from 12 noon on a Saturday to be mutually agreed upon).

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

(c) In any locality in which any of the above holidays are customarily observed it shall be lawful for an employer, by agreement with the union, to substitute another day for any such holiday not so observed.

(d) Work done on the above-mentioned holidays and Sundays shall be paid for at time and a half rates: 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.

*Clerks.*

9. 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 solely in confectionery departments.

*Wages and Time Books.*

10. (a) 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 "wages and time 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 on each pay-day, and the date thereof; and (e) such other particulars as are prescribed by regulations.

(b) The entries of the particulars hereinbefore referred to, or a memorandum in writing containing such particulars, shall be signed by the assistant at the time of the payment of his wages, and such signature shall operate as a receipt for such payment, and also as a *prima facie* certificate of the correctness of the particulars entered with respect to that assistant.



(c) The wages and time book in use for the time being, and any such book used within the preceding two years, shall at all times be open to the inspection of the Inspector of Awards.

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

(e) An Inspector of Awards may at any time require the occupier to verify the entries in the wages and time book in such form as may be prescribed.

*Canvassers.*

11. Canvassers required to be out collecting orders, who are not able to return to their home or shop before 1.15 p.m. on any of the five days of the week, other than the day of the weekly half-holiday, shall be allowed not less than 1s. for dinner, such allowance to be given in addition to the weekly wage, unless a meal has been provided by the employer.

*Preference.*

12. (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 seven 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 agreement 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 6d. 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.

*Reference.*

13. (a) Each worker 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 length of service.

(b) Original references shall be the property of the employee, and shall be returned within forty-eight hours after engagement or rejection of application.

#### *Closing of Shops.*

14. (a) In exercise of the powers vested in the Court by section 69 of the Shops and Offices Act, 1921-22, as amended by section 17 of the Shops and Offices Amendment Act, 1927, it is ordered that all shops carrying on the business covered by this award shall be closed at the hours hereinafter specified: On four days of the week at 5.30 p.m., on one day of the week at 12.30 p.m., and on one day of the week at 9 p.m.

(b) All the said shops shall be closed from the hour of 7 a.m. on each of the days prescribed by this award as holidays (including days lawfully observed in lieu of holidays).

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

#### *Interpretation.*

15. 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 employment 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.*

16. (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.

*Scope of Award.*

17. This award shall operate throughout that portion of the Otago and Southland Industrial District lying within a radius of twenty-five miles from the Chief Post-office in the City of Dunedin.

*Term of Award.*

18. This award shall come into force in the 16th day of January, 1933, and shall continue in force until the 16th day of January, 1935.

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 30th day of December, 1932.

[L.S.]

F. V. FRAZER, Judge.

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MEMORANDUM.

The only matter referred to the Court related to under-rate workers. In other respects the award embodies the recommendations of the Conciliation Council, which the parties agreed to accept.

F. V. FRAZER, Judge.

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