

(10471.) CANTERBURY GROCERS' ASSISTANTS AND DRIVERS.—  
INDUSTRIAL AGREEMENT.

THIS industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and of section 5 of the Industrial Conciliation and Arbitration Amendment Act, 1932, this 20th day of May, 1933, embodies the terms of settlement arrived at by the assessors appointed for the hearing of the industrial dispute between Charles James Forbes and the undermentioned persons, firms, and companies (hereinafter called "the employers") of the one part, and the Christchurch Grocers' Assistants' Industrial Union of Workers (hereinafter called "the union") of the other part, whereby it is mutually agreed by and between the said assessors as follows.

SCHEDULE "A."

- Aitken, A. C., Methven.  
 Aitken, A. J., Lyndhurst.  
 Allen, H. and E., 43 Randall Street, Christchurch.  
 Alston, Mrs. E., 186A Antigua Street, Christchurch.  
 Anderson, C. E. and A. M., Darfield.  
 Anderson, C. A., 131 Waltham Road, Christchurch.  
 Anderson, J. A., 146 Evans Street, Timaru.  
 Anderson, L. C., Sumner Road, Christchurch.  
 Arbuckle Bros., 109 Evans Street, Timaru.  
 Austin, Mrs. E. P., 129 Nayland Street, Sumner.  
 Auty, E. J., 170 Church Street West, Timaru.  
 Baldwin, Mrs. A. K., 102 Trafalgar Street Christchurch.  
 Barker, —, 47 North Parade, Christchurch.  
 Barrett, F. S., Hororata.  
 Bastin, H. A., 147 Colombo Street, Christchurch.  
 Bathurst, E. C., 94 Alford Forest Road, Ashburton.  
 Batty and Brown, 475 Worcester Street, Christchurch.  
 Bell, J. N., 66 North Street, Timaru.  
 Bergh, G. V., Sheffield.  
 Birrell and Goode, 4 Ferry Road, Christchurch.  
 Bettle, A. C., Station Road, Heathcote.  
 Biggins, N. C., 216 Strickland Street, Christchurch.  
 Bennie, D., Sefton.  
 Bishop and Clark, 64 Holmwood Road, Christchurch.  
 Blackwell, J. H. and C., Kaiapoi.  
 Blyth, H. A., 127 Hackthorne Road, Christchurch.  
 Boardman, Mrs. F., Racecourse Road, New Brighton.  
 Bonney, A., 22 Falsgrave Street, Christchurch.  
 Bourne, C. B., Woodend.  
 Boyd, H. A., 259 Lincoln Road, Lower Riccarton.  
 Braddick, Jas., Fairlie.  
 Brittenden, W. C., Doyleston.  
 Broughton, C., Fendalton Road, Christchurch.  
 Brown Bros., Belfast.  
 Browne, J., Wakefield Avenue, Sumner.  
 Buchanan, F., 229 Westminster Street, Christchurch.  
 Burgess, Mrs. E. S., Yaldhurst.  
 Busby, J., 50 Shakespeare Road, Christchurch.  
 Buxton and Thomas, 110 Victoria Street East, Ashburton.  
 Byrne, P., 659 Gloucester Street, Christchurch.  
 Canterbury Farmers' Co-operative Association, Ltd., Timaru, Temuka,  
 Geraldine, Fairlie, Waimate.

- Cashmere Stores, Ltd., 2 Dyers Pass Road, Christchurch.  
 Cashmere Stores, Ltd., 76 Malcolm Avenue, Christchurch.  
 Caygill, G. H., 45 Fitzgerald Street, Christchurch.  
 Chapman and Co., Akaroa.  
 Chapman Bros., Southbridge.  
 Charles, W. E., Coalgate.  
 Chinnery, B. R., 162 Canon Street, Christchurch.  
 Clark, W. J., Temuka.  
 Clay, W., 80 Fitzgerald Avenue, Christchurch.  
 Clements, A. J., Akaroa.  
 Clements, G. H., Mayfield.  
 Colthart, R. J., 353 Armagh Street, Christchurch.  
 Commons, Mrs. E., 54 Grafton Street, Christchurch.  
 Cook, F. A., Ltd., 759 Colombo Street, Christchurch.  
 Cook, C. A., Ohoka.  
 Cook, Jas., Oxford.  
 Cookson Bros., Methven.  
 Coombes, C., 104 Fisher Street, Christchurch.  
 Cooper Bros., 217 Fitzgerald Avenue, Christchurch.  
 Cosgriff, M., Cust.  
 Cosgriff, W., Hanmer Springs.  
 Cottrell, Mrs. C. L., 129 Stanmore Road, Christchurch.  
 Courtney, C. E., 106 Bealey Avenue, Christchurch.  
 Cox, W. C., 66 Neville Street, Christchurch.  
 Cresswell, Mrs. C. V., 59 Picton Avenue, Christchurch.  
 Cuming, L. R., 62 Clissold Street, Christchurch.  
 Cunningham, S. J., Rangiora.  
 Dartnell Bros. and Co., Springston.  
 Davidson, J., Kaikoura.  
 Dixon, H. C., 48 St. Albans Street, Christchurch.  
 Donkin, S., 92 Sumner Road, Redcliffs.  
 Downing, N., Ashley Bend.  
 Doyle, Geo., 1 King Street, Timaru.  
 Dron, Miss A., Balcairn.  
 Dwight, A., 126 Opawa Road, Christchurch.  
 Duffield, Mrs. A., 12 Lawson Street, Christchurch.  
 Economic Cash and Carry Stores, 13 Oxford Street, Lyttelton.  
 Elliott, J. P., Little River.  
 Emery, A. W., 17 Colombo Street, Christchurch.  
 Fisher, D. H., Hawarden.  
 Fitzgerald, C., Rangiora.  
 Flower, E. W., Kaikoura.  
 Forbes Ltd., Norwich Quay, Lyttelton.  
 Forbes, C. J., 130 Colombo Street, Christchurch.  
 Ford and Bamfield, 194 Hastings Street, Christchurch.  
 Forgie and Sons, 807 Colombo Street, Christchurch.  
 French, H., 278 Colombo Street, Christchurch.  
 Gillies, I. C., 147 Springfield Road, Christchurch.  
 Goodwin, H., 376 Colombo Street, Christchurch.  
 Grant and Wright, Ltd., Waimate.  
 Grant, T. W., 206 Harewood Road, Christchurch.  
 Gray, E., Kaiapoi.  
 Greenwood, L. D., 187 North Road, Papanui.  
 Hamilton, R., Warrington Street, Christchurch.  
 Hancock, A. T., 103 Riccarton Road, Christchurch.  
 Hancock, I. L., 108 Lincoln Road, Christchurch.  
 Hanson, J., 367 Riccarton Road, Christchurch.  
 Harbison, H. J., 160 Wilson's Road, St. Martins.  
 Hardy, C., and Co., Rakaia.

- Harris, A. J., Hororata.  
 Hasell, E. J., 961 Colombo Street, Christchurch.  
 Hawkins Ltd., Rangiora.  
 Head, A., 46A Ferry Road, Christchurch.  
 Henderson, C. W., 15 Wakefield Avenue, Sumner.  
 Henderson, Mrs. M., 146 Edgeware Road, Christchurch.  
 Henderson, R., 662 Worcester Street, Christchurch.  
 Hendren, F. J., 54 Division Road, Lower Riccarton.  
 Henry, C. F., 56 Seaview Road, New Brighton.  
 Herriott, D., and Son, 325 Bealey Avenue, Christchurch.  
 Herriott, H. J., 61 Victoria Street, Christchurch.  
 Herriott, J. B., 42 Wairarapa Road, Christchurch.  
 Hirst, G., Kaiapoi.  
 Hitchcock, E., Culverden.  
 Hitchins, W. H., 93 Barrington Street, Christchurch.  
 Hobson, A. P., 395 Ferry Road, Woolston.  
 Holland, F. L., 20 Riccarton Road, Christchurch.  
 Holloway, Mrs. E. M., 158 Seaview Road, New Brighton.  
 Horne, J. and G., 136 Church Street, Timaru.  
 Jenkins, H. I., 46 Springfield Road, Christchurch.  
 Jennings, W. R., 382 Montreal Street, Christchurch.  
 Jones, A. W., Belfast.  
 Jowett, J., 336 Colombo Street, Christchurch.  
 Kaiapoi Supply Stores, Kaiapoi.  
 Keen, F. W., 135 Linwood Avenue, Christchurch.  
 Kennedy, R., Hanmer Springs.  
 Kerr Bros., 94 Burnett Street, Ashburton.  
 Kincaids Ltd., 693 Colombo Street, Christchurch.  
 Kissell, G. P., Ltd., Templeton.  
 Knott, A. S., 30 Elizabeth Street, Timaru.  
 Knowles, L. J., 130 Opawa Road, Christchurch.  
 Langford, I. H., Winchester.  
 Lowry, J. F., Kirwee.  
 Leigh, H., 435 Colombo Street, Christchurch.  
 Leigh, H., 787 Colombo Street, Christchurch.  
 Leverett, W. E., 35 Bowhill Road, North Brighton.  
 Lewis, W. R., 54 Stafford Street, Timaru.  
 Logan, B., Geraldine.  
 M. P. Stores, 96 Stafford Street, Timaru.  
 McCallum, Miss E. R., 90 St. Albans Street, Christchurch.  
 McClintock, D., 47 Estuary Road, New Brighton.  
 McDonald, E. R., 98 North Road, Papanui.  
 McDonald, M. J., 511 Hereford Street, Christchurch.  
 McFarlane and Clark, 108 Birdwood Avenue, Christchurch.  
 McGill, J., 52 Berwick Street, Christchurch.  
 McIlroy, J. W., and Co., 287 Manchester Street, Christchurch.  
 MacKenzie, Mrs. L. A., 261 Cashel Street, Christchurch.  
 McKenzie, Mrs. M. C., 65 Seaview Road, New Brighton.  
 Mackie, D., Templeton.  
 McKinley and Stone, 146 Clarence Road, Lower Riccarton.  
 Maclay, Misses F. and M., 251 Colombo Street, Christchurch.  
 McMillan, H., Ouruhia.  
 McMillan, John, Waikuku.  
 McMullan, L. P., 403 Madras Street, Christchurch.  
 McTigue, F. A., Islington.  
 McWhinnie, J. H., Geraldine.  
 Madden, C. M., 230 Linwood Avenue, Christchurch.  
 Maggs, G. J., 99 Westminster Street, Christchurch.  
 Mason, J., Chertsey.  
 Maxey, A., Prebbleton.

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 Hancock, I. L., 108 Lincoln Road, Christchurch.  
 Hanson, J., 367 Riccarton Road, Christchurch.  
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 Herriott, J. B., 42 Wairarapa Road, Christchurch.  
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 Hitchcock, E., Culverden.  
 Hitchens, W. H., 93 Barrington Street, Christchurch.  
 Hobson, A. P., 395 Ferry Road, Woolston.  
 Holland, F. L., 20 Riccarton Road, Christchurch.  
 Holloway, Mrs. E. M., 158 Seaview Road, New Brighton.  
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 Jones, A. W., Belfast.  
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 Kennedy, R., Hanmer Springs.  
 Kerr Bros., 94 Burnett Street, Ashburton.  
 Kincaids Ltd., 693 Colombo Street, Christchurch.  
 Kissell, G. P., Ltd., Templeton.  
 Knott, A. S., 30 Elizabeth Street, Timaru.  
 Knowles, L. J., 130 Opawa Road, Christchurch.  
 Langford, I. H., Winchester.  
 Lowry, J. F., Kirwee.  
 Leigh, H., 435 Colombo Street, Christchurch.  
 Leigh, H., 787 Colombo Street, Christchurch.  
 Leverett, W. E., 35 Bowhill Road, North Brighton.  
 Lewis, W. R., 54 Stafford Street, Timaru.  
 Logan, B., Geraldine.  
 M. P. Stores, 96 Stafford Street, Timaru.  
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 McClintock, D., 47 Estuary Road, New Brighton.  
 McDonald, E. R., 98 North Road, Papanui.  
 McDonald, M. J., 511 Hereford Street, Christchurch.  
 McFarlane and Clark, 108 Birdwood Avenue, Christchurch.  
 McGill, J., 52 Berwick Street, Christchurch.  
 McIlroy, J. W., and Co., 287 Manchester Street, Christchurch.  
 MacKenzie, Mrs. L. A., 261 Cashel Street, Christchurch.  
 McKenzie, Mrs. M. C., 65 Seaview Road, New Brighton.  
 Mackie, D., Templeton.  
 McKinley and Stone, 146 Clarence Road, Lower Riccarton.  
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 McMillan, John, Waikuku.  
 McMullan, L. P., 403 Madras Street, Christchurch.  
 McTigue, F. A., Islington.  
 McWhinnie, J. H., Geraldine.  
 Madden, C. M., 230 Linwood Avenue, Christchurch.  
 Maggs, G. J., 99 Westminster Street, Christchurch.  
 Mason, J., Chertsey.  
 Maxey, A., Prebbleton.

- Moir, J. T., Cheviot.  
 Mole, W. T., Geraldine.  
 Morrison Bros., Geraldine.  
 Munro, W., Lincoln.  
 Myers, J. L., 411 Colombo Street, Christchurch.  
 National Mortgage and Agency Co., Fairlie.  
 N.Z. Farmers' Co-op. Association of Canterbury, 214 Cashel Street, Ch'ch.  
 N.Z. Farmers' Co-op. Association of Canterbury, Rangiora.  
 N.Z. Farmers' Co-op. Association of Canterbury, Ashburton.  
 N.Z. Farmers' Co-op. Association of Canterbury, Oxford.  
 N.Z. Farmers' Co-op. Association of Canterbury, Hawarden.  
 N.Z. Farmers' Co-op. Association of Canterbury, Leeston.  
 N.Z. Farmers' Co-op. Association of Canterbury, Cheviot.  
 Nichol, A. B., 72 Elizabeth Street, Timaru.  
 Nichol, R. S., Stafford Street, Timaru.  
 Norrie, J. O., 241 Stafford Street, Timaru.  
 O'Malley, J. A., Cust.  
 Ormandy, J., Leeston.  
 Orr, John, and Co., 68 East Street, Ashburton.  
 Orr, J. W., 91 Madras Street, Christchurch.  
 Owers, F. E., and Co., Dunsandel.  
 Parrot and Co., Rangiora.  
 Patis, H. G., 150 Sumner Road, Redcliffs.  
 Penman, J., 1 Wairarapa Road, Christchurch.  
 Pierce Bros., 222A Kilmore Street, Christchurch.  
 Popple, T. R., Parnassus.  
 Power, R. G., Leeston.  
 Pye, J., and Co., Ltd., Rakaia.  
 Railton, J., 243 Linwood Avenue, Christchurch.  
 Roberts and Tulloch, 447 Papanui Road, Christchurch.  
 Robinson, J. A., 6 Yaldhurst Road, Upper Riccarton.  
 Rodie Bros., 636 Ferry Road, Woolston.  
 Rogers, H. W., Waiau.  
 Rogers, H. W., Culverden.  
 Ross, A. J. G., 16 Averill Street, Richmond, Christchurch.  
 Rowan, W. V., Southbridge.  
 Rowlands, A. B., 52 Elizabeth Street, Timaru.  
 Russell, C. B., and Co., 22 London Street, Lyttelton.  
 Salt, C. H., Pigeon Bay.  
 Saunderson, C. E., Springfield.  
 Saunderson, H., Waikari.  
 Self Help Co., Ltd., 339 Moorhouse Avenue, Christchurch, and all Branches.  
 Self Help Co-op., Ltd., carrying on business in Christchurch at 437A, 132A, 646, 767 Colombo Street, and at 214, 382, 622 Ferry Road, and at 95, 325 Stanmore Road, and at Moorhouse Avenue, 119 Waltham Road, 296 Lincoln Road, 161 Cranford Street, 47A Warrington Street, 66 Edgeware Road, 701 Gloucester Street, 92B Riccarton Road, 298-298A Selwyn Street, and at the corner of Aldwins Road and Linwood Avenue, and at the corner of Harewood Road and North Road, and elsewhere; and at New Brighton, Sumner, Ashburton, Timaru, and Rangiora.  
 Shaw, A., North Road, Papanui.  
 Sheffield, E. D., Parnassus.  
 Shemeld, W., and Son, Methven.  
 Smith's White Stores, 63 Nayland Street, Sumner.  
 Smith, A. E., and Co., Temuka.  
 Smith, A. B. L., 398 Ferry Road, Woolston.  
 Smith, G. W., 2 Opawa Road, Christchurch.  
 Smith, J. A., 197 Church Street, Timaru.  
 Smith, R., Rangiora.  
 Smith, W. H., Temuka.

- Smont, H., 109 Mackenzie Avenue, Christchurch.  
 Soanes, H., 102 Edward Avenue, Christchurch.  
 Sorrell, E. C., 566 Worcester Street, Christchurch.  
 Stanley, T. A., 111 Hills Road, Christchurch.  
 Star Stores, 407 Colombo Street, Christchurch, and at Stanmore Road,  
 Papanui Road, and 103 Riccarton Road.  
 Star Stores, 655 Colombo Street, Christchurch.  
 Star Stores, 126 Armagh Street, Christchurch.  
 Star Stores, 174 High Street, Christchurch.  
 Star Stores, Timaru, Ltd., Temuka.  
 Star Stores, Timaru, Ltd., Stafford Street, Timaru.  
 Steans, C. E., Little River.  
 Stephens and Co., Sheffield.  
 Still, A., Hornby.  
 Stillwell, H. A., Lincoln Road, Halswell.  
 Stirling, J. W., 110 Milton Street, Christchurch.  
 Struthers, G., Cheviot.  
 Suckling, C. M., Tai Tapu.  
 Supply Stores, Ltd., 420 Colombo Street, Christchurch.  
 Sutherland, R., 262 Stanmore Road, Christchurch.  
 Templeton, J. K., 1025 Colombo Street, Christchurch.  
 Templeton, R. J., Motukarara.  
 Thompson, G. E., Darfield.  
 Thompson and Owers, Methven.  
 Thomson, T. E., 9 Bowhill Road, North Brighton.  
 Thorne, Philip, Sefton.  
 Todd, J., 189 Stafford Street, Timaru.  
 Troup, Mrs. Mary, Glentunnel.  
 Tucks, Ltd., 382 Colombo Street, Christchurch; and at Hornby.  
 Tucks, Ltd., 773 Colombo Street, Christchurch.  
 Tucks, Ltd., 102 Cashel Street, Christchurch.  
 Tucks, Ltd., 61 Seaview Road, New Brighton.  
 Tyson, T. C., 540 Tuam Street, Christchurch.  
 Vogan, T., 224 Ferry Road, Christchurch.  
 Vogan, T., 105B Riccarton Road, Christchurch.  
 Walker, Wm., 350 Cashel Street, Christchurch.  
 Wardells, Ltd., 162 Cashel Street, Christchurch.  
 Waters, A. P., 317 Barbadoes Street, Christchurch.  
 Watson and Little, Waiau.  
 Weastill, J., Glentunnel.  
 Webb, J. R., and Co., 34 London Street, Lyttelton.  
 White, W. A., 62 Fendalton Road, Christchurch.  
 Wholesale Trading Co., 368 Riccarton Road, Christchurch.  
 Wilkinson, C., 566 Colombo Street, Christchurch.  
 Williamson, G. E., 124 Stanmore Road, Christchurch.  
 Williamson, W., 54 St. Albans Street, Christchurch.  
 Wills, F., Duvauchelles.  
 Wright, H. M., Sockburn.  
 Wylie, R., and Co., Kaiapoi.

The following parties were added during the inquiry :—

- Collins, J. T., Madras Street, Christchurch.  
 Collins, F., St. Martins, Christchurch.  
 Carter, T. J., Southbridge.  
 Campbell, C., corner of Tennyson Street and Eastern Terrace, Christchurch.  
 Clark, G. J., 141 Rolleston Street, Christchurch.  
 Evans, F. C., 138 Colombo Street, Christchurch.  
 Kirkpatricks, Kash and Karry, Kaiapoi.  
 National Distributors Ltd., Moorhouse Avenue, Christchurch.

Perry, S. E., Lyttelton.  
 Rides, T. H., 216 Fendalton Road, Christchurch.  
 Sarich, J. W., Leithfield.  
 Siverson, F. P., Aranui Store, Pages Road, Christchurch.  
 Smith, E., 264 Ferry Road, Christchurch.  
 Wilson, J. S., St. Albans, Christchurch.  
 Wright, A. G., Strickland Street, Christchurch.

### SCHEDULE " B. "

#### *Hours of Work.*

1. (a) The ordinary hours of work for grocers' assistants and drivers employed within a ten-mile radius from the Chief Post-office at Christchurch, and a five-mile radius from the Chief Post-office, Timaru, shall be forty-eight per week, and shall be worked as follows : On four days of the week, between the hours of 8.15 a.m. and 5.30 p.m. ; on one day of the week, between the hours of 8.15 a.m. and 9 p.m. ; on Saturday or the day usually observed as the half-holiday, between the hours of 8.15 a.m. and 12.30 p.m. : Provided that, notwithstanding anything contained in this award, where a driver who is delivering goods on the day of the weekly half-holiday is unable to finish work by 12.30 p.m. it shall be permissible for him to be employed until 1 p.m., provided that his weekly employment does not exceed forty-eight hours, except on payment of overtime rates.

(b) Outside the above radii : On four days of the week, between 7 a.m. and 6 p.m. ; on one day of the week, between 7 a.m. and 9 p.m. ; on the day of the weekly half-holiday, between the hours of 7 a.m. and 1 p.m. : Provided that on four days of the week not more than eight and a half hours shall be worked, with only one break during such period, of one hour, for a meal ; on one day of the week not more than ten and a half hours shall be worked, with an interval of one hour for dinner and one hour for tea ; on the day of the weekly half-holiday, not more than four and a half hours shall be worked.

All hours under this clause shall be continuous, with no breaks other than those provided for meals.

Where no late night is observed one hour extra may be worked during any other day.

(c) On Christmas Eve and on New Year's Eve the provisions of the Shops and Offices Act, 1921-22, and its amendments shall apply to the hours to be observed.

#### *Overtime.*

2. (a) Any time worked in any one day outside of the hours mentioned in the preceding clause 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.

(b) Any time worked on Sunday shall be paid for at the rate of 6s. an hour.

## Wages.

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

Age commenced 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 ..	15 6	22 6	29 6	36 0	45 0	56 6	67 6	76 6	85 6
16 to 17 ..	18 0	24 6	31 6	40 6	51 6	67 6	76 6	85 6	85 6
17 to 18 ..	20 6	29 6	38 6	47 6	63 0	76 6	85 6	85 6	85 6
18 to 19 ..	24 6	33 6	45 0	58 6	76 6	85 6	85 6	85 6	85 6
19 to 20 ..	31 6	42 6	56 6	76 6	85 6	85 6	85 6	85 6	85 6

(b) First shopman, or man in charge, £5 10s. per week.

(c) Where an employer carries on the business of more than one shop, each shop shall for the purposes of this agreement be deemed to be a separate business.

(d) Notwithstanding anything to the contrary contained in this agreement, any worker in charge of a shop, irrespective of age or experience, shall be deemed to be a first shopman or man in charge under this agreement.

(e) Where three or more workers are employed in any grocery shop or grocery department of a shop, one man shall receive first shopman's wages.

(f) First shopman or man in charge is a worker in charge of a shop or grocery department of a shop.

(g) In all other respects first shopman or man in charge shall be bound by all other provisions of this industrial agreement.

(h) Motor-drivers. Drivers of motor-vehicles with a combined weight of vehicle and maximum load not exceeding the weights set out in the following schedule, shall be paid as follows:—

	Per Week.
	£ s. d.
(1) Over 3 tons and up to 4 tons ..	4 13 6
(2) Over 4 tons and up to 5½ tons ..	4 16 0
(3) Over 5½ tons and up to 10 tons ..	5 0 0

(i) Travelling shops. Where a worker is employed in charge of a van used as a travelling shop he shall be paid the rate of wages provided for first shopman.

A worker employed on a travelling shop who is away from his permanent place of abode shall be paid a board allowance in addition to his weekly wage of 8s. per day, provided that this clause shall not apply to a motor-van of less than 3 tons gross weight.

(j) Wages shall be paid in full, in cash, weekly.

*Terms of Engagement.*

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

(b) No youth under the age of eighteen shall be employed in driving either motors or horses: 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 or motor-drivers, but they shall not deliver parcels exceeding 70 lb. in weight.

*Proportion of Youths and Juniors.*

5. The proportion of youths or boys to workers in receipt of not less than £4 5s. 6d. a week shall be one youth or boy to two or fraction of the first two. One boy and youth to three workers in receipt of not less than £4 5s. 6d. a week; thereafter one boy or one youth to each three additional workers in receipt of not less than £4 5s. 6d. a week. A youth is a worker in receipt of more than £1 9s. 6d. and less than £4 5s. 6d. a week. A boy is a worker in receipt of less than £1 9s. 6d. a week.

*Holidays.*

6. (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.

Within a radius of five miles from the Chief Post-office, Timaru, Show Day shall be observed as a half-holiday only.

In the boroughs of Sumner, New Brighton, and Lyttelton, and in the country districts beyond a radius of ten miles from the Chief Post-office, Christchurch, another day may be substituted for the day set apart for the annual picnic.

(b) 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. Should the said Monday be a holiday under this award, then such holiday shall be observed on the following Tuesday.

(c) Work done on the above-mentioned holidays 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.

(d) 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, he shall be entitled to a proportionate payment in lieu of holidays.

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

*Notice of Overtime and Tea-money.*

7. 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: Provided that where assistants are not notified before noon of the same day on their being required to work overtime the meal-money payable shall be 2s. in lieu of 1s. 6d.

*Clerks.*

8. 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.

*Wages and Time Book.*

9. (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 the 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, is 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.

*References.*

10. (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 the worker or applicant, and shall, on request, be returned within forty-eight hours after engagement or rejection of application.

*Allowances.*

11. (a) Canvassers : Canvassers required to be out collecting orders after 1 p.m. on 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 for more than four hours in any one week he shall receive an allowance of 2s. 6d. per week.

*Interpretation.*

12. For the purposes of this award every person shall be deemed to be a grocers' assistant who is engaged in any capacity in connection with the sale of goods, display of goods, making-up of orders, stocks, packing, despatching, or as a storeman, canvasser, driver, or in any capacity in connection with the retail grocery trade not specifically exempted from the operation of this award.

*Under-rate Workers.*

13. (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.*

14. (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 the foregoing 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 of 5s., upon application, without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 1s. per week for the first month's membership, and thereafter 13s. per quarter or £2 per annum, at the option of the member, 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. The contribution of 13s. per quarter or £2 per annum shall not be payable until after the expiration of one month after joining the union.

#### *Casual Workers.*

15. (a) Casual workers may be employed for not more than one week, and shall be paid not less than 2s. 3d. per hour for a minimum of four hours.

(b) Casual workers required to work on any holidays shall be paid double time, or if required to work after the hours as provided in clause 1 (a) hereof shall be paid at the rate of time and a half.

*Special Uniforms.*

16. 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.

*Travelling-time.*

17. (a) Any employer employing or sending a worker who is required to travel by rail or boat or motor to the place of his or her employment or proposed employment shall pay such worker second-class rail and first-class boat fare or motor fare to such place.

(b) Any firm transferring a worker from one town to another shall pay such worker's second-class rail and first-class boat fare or motor fare to the place where such worker is transferred.

*Scope of Agreement.*

18. This agreement shall operate throughout the Canterbury Industrial District.

*Term of Agreement.*

19. This agreement shall come into force on the 20th day of May, 1933, and shall continue in force until the 20th day of May, 1935.

In witness whereof the said assessors have executed these presents pursuant to the said section 5 of the Industrial Conciliation and Arbitration Amendment Act, 1932, the day and year first before written.

Signed by the assessors appointed on behalf of the union—

H. J. PANKHURST.  
S. J. MCILROY.  
T. H. BUTTERFIELD.  
W. J. GREEN.

Witness—S. Ritchie, Conciliation Commissioner.

Signed by the assessors appointed on behalf of the employers—

CHAS. J. FORBES.  
J. S. CHAPMAN.  
F. SMITH.  
ERIC GRAY.

Witness—S. Ritchie, Conciliation Commissioner.