

CANTERBURY JEWELLERS, WATCHMAKERS, AND ENGRAVERS.—
AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925; and in the matter of an industrial dispute between the Christchurch Jewellers, Watchmakers, and Engravers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Alford, W., Oxford.
 Ball, R., Rangiora.
 Banfield, H. F., Manchester Street, Christchurch.
 Bourner, J., Ashburton.
 Bower and Ferguson, Timaru.
 Burlington Goldsmiths, Manchester Street, Christchurch.
 Coates and Co., Ltd., Tuam Street, Christchurch.
 Curtis, F., Ashburton.
 Curtis, F., Cashel Street, Christchurch.
 Delahunty Bros., Gloucester Street, Christchurch.
 Dewar, L., Timaru.
 Dunn, F. J., Timaru.
 Ferguson, R., Timaru.
 Fisse, C., Leeston.
 Fraser, A., Timaru.
 Fraser, S., 139 Gloucester Street, Christchurch.
 Freeman, S. L., Timaru.
 Godhart, A. P., Manchester Street, Christchurch.
 Goodman, N., High Street, Christchurch.
 Hall, L., Watchmaker, Manchester Street, Christchurch.
 Hancock, A. H., Chancery Lane, Christchurch.
 Hornsby, T., Regent Street, Christchurch.
 Hunt, L., Timaru.
 Jefferies, J. and C., Manchester Street, Christchurch.
 Jones and Sons, 278 High Street, Christchurch.
 Kellaway, A., Colombo Street, Christchurch.
 Kennett, R., High Street, Christchurch.
 Keys, W. J., Temuka.
 Lane, A., Rangiora.
 Lane, H. H., Hereford Court, Christchurch.
 Left, J., South Crescent Road, Spreydon.
 Lezard and Son, Manchester Street, Christchurch.
 McBride, W., Timaru.
 Mace, F., High Street, Christchurch.
 McIlroy, J., Geraldine.
 McNab, J., Timaru.
 Madsen, C., Colombo Street, Christchurch.
 Martin, R., Manchester Street, Christchurch.
 Mayo, K., Timaru.
 Miles and Son, Lower High Street, Christchurch.
 Mills, E. S., Waimate.
 Moller and Young, Worcester Street, Christchurch.
 O'Leary, J., Timaru.
 Partridge, A., Colombo Street, Christchurch.
 Partridge, R., 192 Cashel Street, Christchurch.
 Petersens Ltd., High Street, Christchurch.

Preddis, B. O., Cathedral Square, Christchurch.
 Randle, R. R., Timaru.
 Robilliard and Sons, Ashburton.
 Roi, C., Southbridge.
 Sherlock, E. C., New Brighton.
 Shier, D. C., and Co., High Street, Christchurch.
 Shier, J., 107 Cashel Street, Christchurch.
 Sladen, F., and Sons, Worcester Street, Christchurch.
 Stewart Dawson and Co., Ltd., High Street, Christchurch.
 Taylor and Co., 163 Manchester Street, Christchurch.
 Terris, J., Regent Street, Christchurch.
 Thrower, F., Colombo Street, Sydenham, Christchurch.
 Triangle Watchmaker, G. Holmes, Ashburton.
 Underhill, G., Timaru.
 Watson and Co., Ltd., 695 Colombo Street and High Street,
 Christchurch.
 Weir, Geo., Manchester Street, Christchurch.
 Whale, K. C., Hereford Street, Christchurch.
 Whale, S., 754 Colombo Street, Christchurch.
 White, G. T., 683 Colombo Street, Christchurch.
 Whitworth, S., Manchester Street, Christchurch.
 Whitworth, W., Colombo Street, Christchurch.
 Young, A. E., 248 Oxford Terrace, Christchurch.
 Young, G. and T., Ltd., Timaru.

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 26th day of April, 1937, and shall continue in force until the 26th day of April, 1938, 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 15th day of April, 1937.

[L.S.]

E. H. NORTHCROFT, Judge.

SCHEDULE.

Hours of Work.

1. The hours of work for all journeymen employed at any branch of the industry shall be forty per week, to be worked between the hours of 8 a.m. and 5.30 p.m. on five days of the week, and between 8 a.m. and 12 noon on the day of the half-holiday. Not less than forty-five minutes shall be allowed for lunch.

Wages.

2. The minimum rate of pay for all journeymen, other than casuals, working at any branch of the trade shall be £5 5s. per week. "Journemen" shall include jewellers, watchmakers, engravers, die-sinkers, diamond-setters, enamellers, and silver-smiths.

Overtime.

3. (*a*) All work done in excess of the hours prescribed in clause 1 hereof shall be considered overtime, and shall be paid for at the rate of time and a half for the first three hours in any one day, and double time thereafter.

(*b*) Where workers have not been notified the day previously that overtime will be worked, they shall be paid 1s. 6d. tea-money if working overtime after 6 p.m., unless they can get home for a meal in the time allowed.

Holidays.

4. (*a*) The following shall be the recognized holidays: New Year's Day, 2nd January, Good Friday, Easter Monday, Labour Day, Anzac Day, Christmas Day, Boxing Day, the Sovereign's Birthday, and Show Day, which shall be observed as a full or partial holiday in accordance with local practice throughout the district.

(b) Work done on any of the above holidays or on Sundays shall be paid for at the rate of double time.

(c) Every worker on completion of twelve months' service shall be entitled to one week's holiday on full pay: Provided that any worker may agree with his employer to take as an equivalent the four working-days between Christmas and New Year. Workers dismissed or leaving the service after six months' employment shall be entitled to a holiday proportionate to the time worked.

Payment of Wages.

5. All wages, including overtime, shall be paid weekly not later than Friday, in the employer's time.

Casuals.

6. A casual worker is a worker who is not employed continuously at any one engagement for more than one week. Every such worker shall be paid at the rate of 10 per cent. above the rate fixed in clause 2, with a minimum engagement of four hours.

Terms of Engagement.

7. (a) Except in the case of casuals the employment shall be a weekly one, and one week's notice of the termination of the employment shall be given by the employer or the worker, as the case may be, but this shall not prevent an employer from summarily dismissing a worker for misconduct.

(b) The employer shall be entitled to make a rateable deduction from the weekly wage of a worker for time lost through the worker's sickness, accident, default, or voluntary absence from work.

Improvers.

8. If in the opinion of the Apprenticeship Committee appointed in connection with this industry any apprentice who has completed his term of apprenticeship is not sufficiently competent to earn the minimum rate of wages prescribed in this award, then and in such case such apprentice shall be rated as an improver, for such period as the committee shall determine, in order that he may qualify as an efficient tradesman. The committee shall determine the rates that shall be paid during the term of improvership.

Disputes Committee.

9. The essence of this award being that the work of the employers shall not on any account whatsoever be impeded, but shall always proceed as if no dispute had arisen, it is

provided that if any dispute or difference shall arise between the parties bound by this award, or any of them, as to any matter whatsoever arising out of or connected therewith and not specifically dealt with in this award, every such dispute or difference shall be referred to a committee which shall be composed of two representatives of each side, together with an independent chairman to be mutually agreed upon, or, in default of agreement, to be appointed by the Conciliation Commissioner for the district. Either side shall have the right to appeal to the Court against a decision of any such committee upon giving to the other side written notice of such appeal within fourteen days after such decision has been made known to the party desirous of appealing.

Under-rate Workers.

10. (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.

Workers to be Members of Union.

11. (a) It shall not be lawful for any employer bound by this award to employ or to continue to employ, in any position or employment subject to this award, any adult person who is not for the time being a member of an industrial union of workers bound by this award or who is not for the time being a member of a trade-union which was registered as such before the 1st day of May, 1936, and which is bound by this award:

Provided, however, that any non-unionist may be continued in any position or employment by an employer bound by this award during any time while there is no member of a union bound by this award who is available to perform the particular work required to be done and is ready and willing to undertake it.

(b) For the purposes of subclause (a) of this clause, a person of the age of eighteen years or upwards, and every other person who for the time being is in receipt of not less than the minimum rate of wages prescribed by this award for workers of the age of twenty-one years and upwards, shall be deemed to be an adult.

(NOTE.—Attention is drawn to subsection (4) of section 18 of the Industrial Conciliation and Arbitration Amendment Act, 1936, which gives to workers the right to join the union.)

Right of Entry upon Premises.

12. The secretary or other authorized officer of the union of workers shall, with the consent of the employer (which consent shall not be unreasonably withheld), be entitled to enter at all reasonable times upon the premises or works and there interview any workers, but not so as to interfere unreasonably with the employer's business.

Scope of Award.

13. This award shall operate throughout the Canterbury Industrial District.

Term of Award.

14. This award shall come into force on the 26th day of April, 1937, and shall continue in force until the 26th day of April, 1938.

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 15th day of April, 1937.

[L.S.]

E. H. NORTHCROFT, Judge.

MEMORANDUM.

The only matters referred to the Court related to membership of the union and right of entry upon premises. In other respects the award embodies the recommendations arrived at by the assessors in Conciliation Council.

E. H. NORTHCROFT, Judge.