

NEW ZEALAND FURNITURE, GLASSWORKING, AND WICKERWORKING
INDUSTRIES—AMENDMENT OF APPRENTICESHIP ORDER

In the Court of Arbitration of New Zealand—In the matter of the Apprentices Act 1948; and in the matter of the New Zealand Furniture, Glassworking, and Wickerworking Industries Apprenticeship Order, dated the 14th day of April 1960, and recorded in 60 Book of Awards 673.

WHEREAS by section 13 (2) of the Apprentices Act 1948, the Court is empowered to amend any apprenticeship order: And whereas application has been made to the Court by the New Zealand Furniture Trades Apprenticeship Committee for amendment of the New Zealand Furniture, Glassworking, and Wickerworking Industries Apprenticeship Order, dated the 14th day of April 1960, and recorded in 60 Book of Awards 673: And whereas the Court has considered the recommendations made to it by the said Committee and has heard the employers, workers, and other persons concerned: Now, therefore, the Court, in pursuance and exercise of the powers vested in it by the said Act, doth hereby order as follows:

1. That the said apprenticeship order shall be amended in the manner following:

(1) By deleting clause 1 and substituting therefor the following clause:

"1. *Industries to Which Order Applies*—The industries to which this order shall apply are those included in the following branches (more particularly referred to in the First Schedule in this order) namely, cabinetmaking; machining; cabinetmaking and machining combined; chair and frame making; chair and frame

making and machining combined; upholstering; carpet planning; linoleum planning; carpet planning and linoleum planning combined; wood carving; turning; polishing; pianoforte making (other than mechanism); organ building; wire mattress making (in all branches); picture framing and mount cutting; leadlight working; glass bevelling; glass cutting; silvering and polishing; sand blasting and/or acid embossing; wickerworking; perambulator and push-chair making – all the foregoing branches being hereinafter referred to as and included in the term ‘the industry’.”

(2) By deleting clause 6 and substituting therefor the following clause:

“6. *Prerequisite Education*—It shall be necessary for a person desiring to become an apprentice in cabinetmaking; machining; cabinetmaking and machining combined; chair and frame making; chair and frame making and machining combined; upholstering; carpet planning; linoleum planning; carpet planning and linoleum planning combined to produce to the local committee satisfactory evidence that he has completed two years’ post-primary education: Provided, however, that in any case where the proposed apprentice has not completed two years’ post-primary education the local committee upon application shall have power to waive the requirements of this clause subject to such conditions if any it may deem fit to impose.”

(3) By deleting clause 8 and substituting therefor the following clause:

“8. *Term of Apprenticeship*—(a) Except as elsewhere provided in this clause, the term of apprenticeship in the following branches shall be 8,000 hours divided into eight 1,000-hour periods: cabinetmaking; machining; cabinetmaking and machining combined; chair and frame making; chair and frame making and machining combined; upholstering; polishing; pianoforte making (other than mechanism); organ building; leadlight working; glass cutting; silvering and polishing; sand-blasting and/or acid embossing; wickerworking; perambulator and push-chair making: Provided that the term of apprenticeship in any contract in force on the 23rd day of November 1965 shall remain at that term.

(b) The term of apprenticeship in the following branches shall be 6,000 hours divided into six 1,000-hour periods: carpet planning; linoleum planning; carpet planning and linoleum planning combined; wire mattress making (in all branches); wood carving; turning; picture framing and mount cutting: Provided that the term of apprenticeship in any contract in force on the 23rd day of November 1965 shall remain at that term.

(c) An apprentice shall make up any time lost by him in any 1,000-hour period through his own default or sickness, or accident (unless arising out of and in the course of his employment, in which case he shall make up all time lost in excess of 80 hours) or for any cause not directly connected with the business of the employer, before he shall be considered to have entered on the next succeeding period of his apprenticeship or, if in the final period, to have completed his apprenticeship.

(d) An apprentice working overtime shall have such time added to his ordinary time in calculating the respective period of his employment. Each hour worked as overtime shall be deemed to be one hour for the purposes of computing each 1,000-hour period of apprenticeship.

(e) Except as elsewhere provided in this clause, only working hours shall be reckoned in the term of apprenticeship.

(f) Except for annual holidays under the Annual Holidays Act 1944, all holidays provided for in the award or agreement referred to in clause 11 of this

order shall be deemed to be time served under the contract, reckoning eight hours for any one day. Time worked on Sundays and holidays shall be added to the time deemed to be time served.

(g) Where the New Zealand Committee is of the opinion that time served in a related occupation prior to the date of application for engagement of an apprentice should be credited to the apprentice, it may, on application made to it by or through a local committee, fix the term of apprenticeship.

(h) Where an apprentice who commenced his apprenticeship before the 24th day of November 1965 and who is serving a 10,000-hour term passes the Trade Certificate Examination of the New Zealand Trades Certification Board when he has more than 1,500 hours of his apprenticeship to serve, his term of apprenticeship shall be reduced by 1,500 hours, but where an apprentice passes that examination during the last 1,500 hours of his apprenticeship his term of apprenticeship shall be deemed to be completed from the date on which he produces to his employer a notification of the passing of the examination.

(i) Where an apprentice who commenced his apprenticeship before the 24th day of November 1965 and who is serving a 9,000-hour term passes the Trade Certificate Examination of the New Zealand Trades Certification Board when he has more than 1,000 hours of his apprenticeship to serve, his term of apprenticeship shall be reduced by 1,000 hours, but where an apprentice passes that examination during the last 1,000 hours of his apprenticeship his term of apprenticeship shall be deemed to be completed from the date on which he produces to his employer a notification of the passing of the examination.

(j) A person who has attained the age of 18 years and who desires to enter into a contract of apprenticeship may apply for a special contract of apprenticeship under section 25 of the Apprentices Act 1948."

(4) By deleting clause 9 and substituting therefor the following clause:

"9. *Period of Probation*—The period of probation to be prescribed in any contract to enable the parties to determine whether or not it shall be continued shall not exceed three months."

(5) By deleting clause 11 and substituting therefor the following clause:

"11. *Wages*—(a) The minimum weekly rates of wages payable to apprentices shall be the undermentioned percentages of the minimum weekly wage rate for journeymen (or if no weekly wage rate is prescribed, then an amount equal to 40 times the minimum hourly wage rate for journeymen) in the branch of the industry to which the apprentice is apprenticed, as prescribed by the award or agreement relating to the employment of such journeymen in the establishment in which the apprentice is employed and in force for the time being and from time to time:

(i) For apprentices commencing their apprenticeships when under 18 years of age:

	8,000-hour Term Per Cent	6,000-hour Term Per Cent
First 1,000-hour period	42	42
Second 1,000-hour period	47	50
Third 1,000-hour period	52	58
Fourth 1,000-hour period	57	66
Fifth 1,000-hour period	62	75
Sixth 1,000-hour period	67	80
Seventh 1,000-hour period	75	.....
Eighth 1,000-hour period	80	.....

(ii) For apprentices commencing their apprenticeships when 18 years of age or over:

	8,000-hour Term Per Cent	6,000-hour Term Per Cent
First 1,000-hour period	45	50
Second 1,000-hour period	50	60
Third 1,000-hour period	56	70
Fourth 1,000-hour period	63	77
Fifth 1,000-hour period	70	83
Sixth 1,000-hour period	77	90
Seventh 1,000-hour period	83	.....
Eighth 1,000-hour period	90	.....

(iii) For apprentices who commenced their apprenticeship before the 24th day of November 1965:

Apprentices serving a—				
10,000-hour Term Per Cent	9,000-hour Term Per Cent	8,000-hour Term Per Cent	7,000-hour Term Per Cent	6,000-hour Term Per Cent
37	42	42	47	42
42	47	47	52	50
47	52	52	57	58
52	57	57	62	66
57	62	62	67	75
62	67	67	75	80
67	75	75	80	.....
75	80	80	.....	.....
80	85	.....	.....	.....
85	.....	.....	.....	.....

Provided that in the case of any such apprentice who commenced his apprenticeship when 18 years of age or over the rates of wages payable shall be not less than those prescribed by the clause now superseded by this clause.

(b) (i) Every apprentice who commences his apprenticeship after the 23rd day of November 1965 and who produces to his employer a notification that he has passed the School Certificate examination shall be paid at a rate of not less than 5 per cent in excess of the minimum rate prescribed above.

(ii) Every apprentice who commences his apprenticeship after the 23rd day of November 1965 and who is serving an 8,000-hour term who produces to his employer a notification that he has passed the Trade Certificate Examination of the New Zealand Trades Certification Board shall, from the date of production of the notification to his employer, be paid not less than 100 per cent of journeymen's rates as defined in subclause (a) of this clause.

(c) Every apprentice who, whether he has been ordered to attend classes or not, shall have obtained from the New Zealand Trades Certification Board a notification that he has passed the relevant First Qualifying Examination of that board shall, upon production of that notification to his employer, be paid at a rate of not less than 10s. a week in excess of the minimum rate prescribed above; and if he produces a notification that he has passed the relevant second Qualifying Examination of that board, he shall be paid at a rate of not less than 15s. a week in excess of the minimum rate prescribed above: Provided that these payments shall cease to be payable where an apprentice qualifies for payment of wages at journeymen's rates as prescribed in paragraph (ii) of subclause (b) of this clause."

(6) By deleting from the First Schedule (operations and Skills) to the order paragraphs 1 (Cabinetmaking), 2 (Machining), 3 (Cabinetmaking and Machining combined), and 16 (Glass-bevelling, Silvering and Polishing), and substituting therefor the following paragraphs:

“1. Cabinetmaking—

- (a) (1) The use and care of tools.
- (2) The making of joints commonly used in construction.
- (3) Construction of a variety of carcasses and tables.
- (4) Fixing of the various types of locks and hinges.
- (5) Fitting up polished work.
- (6) Working knowledge of the various timbers (including veneers) used in cabinet work, and their uses.

(b) The employer may also select additional operations and skills in veneering and wood and synthetic processing as follows:

- (1) Selection of cross banding veneer.
- (2) Core construction and preparation of veneer for laying on core.
- (3) Selection of face veneer.
- (4) Matching and taping face veneer.
- (5) Use of glue-spreading machines and their maintenance.
- (6) Use of hydraulic flat presses.
- (7) Use of manual flat presses.
- (8) Use of vacuum presses for wood shaping and bending.
- (9) A working knowledge of electrically heated platens used in conjunction with above presses.
- (10) A working knowledge of woodworking machines.
- (11) Repairing damaged panelling.
- (12) Working knowledge of laying and handling of synthetic materials.

2. Machining—

- (a) (1) Instruction in safety precautions on all machines.
- (2) Maintaining and operating machines generally in a furniture factory.
- (3) Making and sharpening cutters, sharpening knives.
- (4) Knowledge of timbers used in cabinetmaking
- (5) Execution of cutting orders and setting out.
- (6) Constructional details of furniture.

(b) The employer may also select additional operations and skills in veneering and wood and synthetic processing as follows:

- (1) Selection of cross banding veneer.
- (2) Core construction and preparation of veneer for laying on core.
- (3) Selection of face veneer.
- (4) Matching and taping face veneer.
- (5) Use of glue-spreading machines and their maintenance.
- (6) Use of hydraulic flat presses.
- (7) Use of manual flat presses.
- (8) Use of vacuum presses for wood shaping and bending.
- (9) A working knowledge of electrically heated platens used in conjunction with above presses.
- (10) A working knowledge of cabinet work in general.
- (11) Repairing damaged panelling.
- (12) Working knowledge of laying and handling of synthetic materials.

3. Cabinetmaking and Machining Combined—

(a) Cabinetmaking Section—

- (1) The use and care of tools.
- (2) The making of joints commonly used in construction.
- (3) Construction of a variety of carcasses and tables.
- (4) Fixing of the various types of locks and hinges.
- (5) Fitting up polished work.
- (6) Working knowledge of the various timbers (including veneers) used in cabinet work and their uses.

(b) Machining Section—

- (1) Instruction in safety precautions on all machines.
- (2) Maintaining and operating machines generally in a furniture factory.
- (3) Making and sharpening cutters, sharpening knives.
- (4) Execution of cutting orders and setting out.

(c) The employer may also select additional operations and skills in veneering and wood and synthetic processing as follows:

- (1) Selection of cross banding veneer.
- (2) Core construction and preparation of veneer for laying on core.
- (3) Selection of face veneer.
- (4) Matching and taping face veneer.
- (5) Use of glue-spreading machines and their maintenance.
- (6) Use of hydraulic flat presses.
- (7) Use of manual flat presses.
- (8) Use of vacuum presses for wood shaping and bending.
- (9) A working knowledge of electrically heated platens used in conjunction with above presses.
- (10) Repairing damaged panelling.
- (11) Working knowledge of laying and handling of synthetic materials.

(NOTE—The minimum time to be spent on cabinetmaking or machining is to be one third of the term of the contract.)”

“16. (a) *Glass Beveling*—Hand or machine bevelling, roughing, smoothing (upright and flat wheels), pumicing, rougeing, drilling, mitreing, brilliant cutting.

(b) *Glass Cutting*—Sighting and selection for bevelling or silvering, striking out templates, cutting all types of glass up to one inch plate.

(c) *Silvering and Polishing*—All aspects of silvering spray, pouring, rocking tables (whichever method is used). Instruction in mixing formulae for silvering and mirror backing, paint, electro or spray coppering (if done in shop), stripping for resilvering. Surface preparation and rectification, scratch polishing on upright and flat buffs prior to silvering.

(d) *Sandblasting and/or acid embossing*—Preparation of masking materials, colouring (if done in shop). Drawing and scaling to size. Use of white acid and masking in embossing.

(NOTE—For contracts to (a), (b), (c), and (d) the employer may teach additional operations and skills from the other glassworking branches.)”

(7) By deleting from the First Schedule (Operations and Skills) to the order paragraph 18 (Veneering and Wood and Synthetic Processing).

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

Dated this 24th day of November 1965.

[L.S.]

A. P. BLAIR, Judge.