

of the Workers' Union; and, in default of such agreement within twenty-four hours after such journeyman has applied in writing to the secretary of the union stating his desire that such wage shall be so agreed upon, as shall be fixed in writing by the Chairman of the Conciliation Board for the industrial district upon the application of such journeyman after twenty-four hours' notice in writing to the secretary of the union, who shall (if desired by him) be heard by such Chairman on such application.

Any journeyman whose wage has been so fixed may work and may be employed for such less wage for the period of six calendar months thereafter, and, after the expiration of the said period of six calendar months, until fourteen days' notice in writing shall have been given to him by the secretary of the union requiring his wage to be again fixed in manner prescribed by this clause.

4. *Overtime*.—All work worked beyond the time mentioned in Rule 1 shall be considered overtime, and shall be paid for at the following rates—viz.: After 5 p.m. up to 6 p.m., at the ordinary rate; between 6 p.m. and 8 p.m., time and a quarter; between 8 p.m. and midnight, time and a half; after midnight and up to 8 a.m. on the following morning, double time; on Saturdays, time and a half from 1 p.m. up to midnight; on Sundays, Christmas Day, Good Friday, and Labour Day, double time.

5. *Pay-day*.—All wages earned by any journeyman or apprentice in any one week shall be paid to him by his employer on the Friday in that week; but, if any such journeyman or apprentice is working away from his employer's place of business, such wages may be paid on the following Saturday at the place where such journeyman or apprentice is so working.

6. *Country and Suburban Work*.—Country work means work performed by a journeyman or apprentice at a distance of over ten miles from his employer's place of business.

7. Any journeyman or apprentice employed in country work shall be conveyed by his employer to and from such work free of charge, or his travelling-expenses going to and returning from such work shall be paid by such employer, but once only during the continuance of the work if such work is continuous and the journeyman or apprentice is not in the meantime recalled by his employer.

8. Any journeyman or apprentice employed on country work shall be paid, in addition to his wages and overtime at the rates hereinbefore mentioned, a further sum of 1s. for each working-day while he is so employed towards his extra expenses.

9. Suburban work means work performed by a journeyman or apprentice at a distance of over two miles and less than ten miles from his employer's place of business.

10. Any journeyman or apprentice employed upon suburban work shall be conveyed by his employer to and from such work free of charge, or his travelling-expenses going to and returning from such work shall be paid by his employer.

11. For the purposes of clauses numbered 6 to 10, both inclusive, distances shall be reckoned by the ordinary means of transit.

12. *Apprentices*.—All boys working in any branch of the trade shall be legally indentured as apprentices for the term of five years, but every boy so employed shall be allowed three calendar months' probation prior to being so indentured.

13. The proportion of apprentices to journeymen employed by any employer shall not exceed one apprentice to every four journeymen or fraction of four. For the purpose of determining the proportion of apprentices to journeymen, in taking any new apprentice the calculation shall be based on a two-thirds full-time employment of the journeymen employed for the six previous calendar months.

14. Arrangements between employers and apprentices existing at the time of the coming into operation of this award shall not be prejudiced, but any employer then employing any apprentice under any verbal arrangement must procure such apprentice to be duly indentured within three calendar months thereafter.

15. If any employer shall from any unforeseen cause be unable to fulfil his obligation to an apprentice, it shall be lawful for such apprentice to complete his term with another employer; and such employer may take and employ such apprentice notwithstanding that he has already the full number of apprentices allowed by these conditions.

16. The wages to be paid to apprentices shall be: For the first year, 6s. 6d. per week; for the second year, 10s. per week; for the third year, 15s. per week; for the fourth year, £1 per week; and for the fifth year, £1 5s. per week.

17. *Compulsory Insurance*.—No employer shall compel any journeyman or apprentice to submit to any insurance againsts accident or otherwise, or make any deduction from the moneys payable to any journeyman or apprentice by reason or in respect of such insurance.

18. *Collection of Union Dues*.—No employer shall place any obstacle in the way of the representatives of the Workers' Union in the collection of moneys due to the Workers' Union from its members, provided that such collection is not made in working-hours.

19. *Preference of Unionists*.—If and after the Workers' Union shall so amend its rules as to permit any person of good character and sober habits now employed in the trade in this industrial district, and any other person residing or who may hereafter reside in this industrial district, who is of good character and sober habits and who is a competent journeyman, to become a member of such union upon payment of an entrance fee not exceeding 5s., and of subsequent contributions, whether payable weekly or otherwise, not exceeding 6d. per week, upon a written application of the person so desiring to join the Workers' Union, without ballot or other election, and shall give notice in writing of such amendment, with a copy thereof, to the Employers' Union, and shall also publish a notice of such amendment with a copy thereof, three times in the *New Zealand Times* and also in the *Evening Post* newspapers, published in the City of Wellington, then and in such case and thereafter employers shall employ members of the union in preference to non-members, provided that there are members of the union equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it: Provided that this clause shall not interfere with engagements subsisting between employers and non-unionists at the time when such amendment as aforesaid shall be made and notice thereof shall be given and published as aforesaid, but that any employer may continue to employ any journeyman then actually employed by him as theretofore, although such workman may not be a member of the Workers' Union.

20. Until compliance by the Workers' Union with the conditions of the last clause employers may employ journeymen, whether members of the Workers' Union or not; but no employer shall discriminate against members of the Workers' Union, and no employer shall, in the employment or dismissal of journeymen or in the conduct of his business, do anything for the purpose of injuring the Workers' Union, whether directly or indirectly.

21. When members of the Workers' Union and non-members are employed together there shall be no distinction between members and non-members, and both shall work together in harmony, and shall receive equal pay for equal work.

22. So soon as the Workers' Union shall perform the conditions entitling the members of the union to preference under the foregoing clauses, and at all times thereafter, the Workers' Union shall keep in some convenient place within one mile from the Chief Post Office, in the City of Wellington, a book, to be called the "employment-book," wherein shall be entered the names and exact addresses of all members of the Workers' Union for the time being out of employ; with a description of the branch of the trade in which each such journeyman claims to be proficient, and the names, addresses, and occupations of every employer by whom each such journeyman shall have been employed during the preceding two years. Immediately upon any such workman obtaining employment a note thereof shall be entered in such book. The executive of the Workers' Union shall use their best endeavours to verify all the entries contained in such book, and shall be answerable as for a breach of this award in case any entry therein shall in any particular be wilfully false to their knowledge, or in case they shall not have used reasonable endeavours to verify the same. Such book shall be open to every employer without fee or charge at all hours between 8 a.m. and 5 p.m. on every working-day except Saturday, and on that day between the hours of 8 a.m. and noon. If the union fail to keep the employment-book in manner provided by this clause, then and in such case, and so long as such failure shall continue, any employer may, if he so thinks