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[CONFIDENTIAL.]

(Rough Draft for Consideration Only.)

No. , 1914.

A BILL

To amend the law with regard to industrial arbitration; to amend the Industrial Arbitration Act, 1912, the Early Closing Act, 1899, the Early Closing Amendment Act, 1900, the Early Closing Amendment Act, 1910, the Early Closing Hairdressers' Shops Act, 1906, and the Saturday Half Holiday Act, 1910; to repeal the Clerical Workers Act, 90; and for purposes consequent thereon or incidental thereto,

Industrial Arbitration (Amendment).

BE it enacted by the King's Most Excellent Majesty, by and with the advice and consent of the Legislative Council and Legislative Assembly of New South Wales in Parliament assembled, and by the authority of the same, as follows:—

1. (1) This Act may be cited as the "Industrial Arbitration (Amendment) Act, 1914," and shall be construed with the Industrial Arbitration Act, 1912, hereinafter referred to as the Principal Act.

(2) The Clerical Workers' Act, 1910, is repealed.

2. Section five of the Principal Act is amended as follows:—

(a) Omit the definition of "apprentice," and substitute therefor the following:—

"Apprentice" means any person of minor age who is employed or is serving a period of training with a master in an industry which by custom or award requires more than one year of such training; and includes children working with their parents.

(b) After the definition of "award" insert " ' bench of judges ' means the Chief Judge and additional judges of the court acting in association as prescribed ".

(c) Omit the definition of calling ".

(d) In the definition of "employee" insert after " member of a family " the words " of minor age ".

(e) In the definition of "employer" after "includes", where first appearing in the said definition, insert the words "the Government of the State or the Public Service Board in respect of, or in relation to the direct employees of the Crown, or persons employed under the provisions of the Public Service Act, 1902, or any statute passed in substitution for, or amendment of the same ".

(f) Omit the definition of "improver" and substitute therefor the following:—

"Improver" means an employee who, by direction of the Court or the board for an industry given

given in his case, is serving at a special wage a period of training with an employer for the purpose of becoming a qualified worker in an industry.

(g) Add at the end of paragraph (a) of the definition of "industrial matters" the words "including the questions whether piecework shall be allowed in an industry; whether employees shall be granted an annual leave or holiday upon full pay in any industry; whether and under what conditions employees may board and lodge with their employers; whether monetary allowance shall be made by employers to employees in respect of standing back or waiting time imposed upon such employees by the conditions of the employer's enterprise or because of intermittency of industrial operations or other causes".

(h) After "employment" where first occurring in paragraph (b) of the definition of "industrial matters" insert the words "including claims to restrict work before or after certain hours in any industry" and by adding at the end of the paragraph the words "or non-employment including claims to have protective appliances, clothing, hot or cold water, and sanitary and bathing accommodation provided for the use of employees in any industry; and notwithstanding the provisions of any contract already made or to be made or the effect of any custom of, or against apprenticeship, the term of apprenticeship in any industry and the earliest and latest stage at which apprenticeship shall begin, and the treatment to be extended by masters to apprentices, including the insurance of apprentices against accident or other harm, and the matters to be taught to apprentices and the method, times, and conditions of instructing apprentices, whether in factory, workshop, place of business, technical, trade, or other school, or otherwise, and whether in the time and at the expense of the
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the master and apprentice or master only or apprentice only; and any claims for the modification of the rules or conditions of apprenticeship in individual cases, and any claim or dispute which may arise between an apprentice and his master with regard to any of the above matters, or to the payment to an apprentice of the prices or rates reserved to him by his contract or indentures of apprenticeship as distinguished from an award, or as to any forfeitures incurred by an apprentice in terms of his contract or an award, or as to the hours to be worked for his master by an apprentice; and the notification or registration by a master of all contracts of apprenticeship entered into by him, and all assignments of rights and obligations thereunder, and all acts of cancel- or abrogation by other means of such contracts."

(i) Omit paragraph (c) of the definition of "industrial matters" and substitute therefor the following:—

(c) The employment of juniors or of any persons or class of persons in any industry, including the disqualification of any persons for employment in any industry by reason of sex or age, or the right to dismiss or to refuse to employ any particular person or persons or class of persons, or the question whether any particular person or persons or class of persons ought, as an act of righteousness, having regard to the public interests and notwithstanding the common law rights of employers or that dismissal may have been made under the provisions of the Coal Mines Regulation Act, 1912, or any colliery rules authorised thereby, to be continued or re-instated in the employment of any particular employer; but not so as to give preference of employment to members of industrial unions except in accordance with the provisions of section twenty-four, subsection (1), paragraph (g), as amended by this Act. (j)

- (j) At the end of the definition of "industrial matters" add the following paragraphs :—
 - (f) any matter relating to an industry which has been made the subject of an industrial agreement or of formal disagreement in such industry ; and generally all questions as to what is fair and right in all matters pertaining to the relations of employers and employees, having regard to the interests of the persons immediately concerned and of society as a whole.
 - (g) any claim that preference of employment shall be given to members of industrial unions of employees.
- (k) In the definition of "industry" after "means" insert the word "craft", and at the end of such definition add the words "and unless otherwise indicated by the context or any provisions of this Act any division of an industry or combination, arrangement, or grouping of industries".
- (l) Between the definition of "industry" and that of "judge" insert the following :—
 - "Journeyman" means a qualified worker in an industry which by custom or award requires a period of training of more than one year's duration".
- (m) In the definition of "judge or the judge" before the word "judge" when thirdly occurring in the said definition insert the word "chief".
- (n) Between the definition of "judge" and that of "justice" insert the following :—
 - "Junior" means any person of minor age employed in an industry which does not call for a period of training of more than one year's duration and whose wage has been fixed at a special rate by the board for the industry.

3. Subsection seven of section eight of the Principal Act is repealed. **4.**

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4. After section nine of the Principal Act insert a new section as follows :—

(9A). Any industrial union may, with the consent of the registrar upon application made as prescribed, change its name, and upon such change being made the registrar shall enter the new name on the register in place of the former name, and shall issue a certificate of registration altered to meet the circumstances of the case; but no such alteration of name shall affect any rights or obligations of the industrial union or of any member thereof or render defective any legal proceedings instituted or to be instituted by or on behalf of or against the industrial union, and any legal proceedings may be continued or commenced against the industrial union by its new name that might have been continued or commenced against the industrial union by its former name.

5. Section ten of the Principal Act is amended as follows :—

(a) Insert after “satisfied” the words “that an industrial union is unreasonably refusing to any person admission to membership or has obtained registration by fraud or any imposition or concealment of material facts practised before the registrar or by any evasion of an order of the court, refusing or cancelling registration or”;

(b) substitute the words “aiding, abetting, or instigating any other union or any of its members to” for the words “instigating to or aiding any other unions or any of its members in”;

(c) omit the words “with the consent of all parties bound by such award or industrial agreement”.

6. In section eleven of the Principal Act after “shall” where secondly occurring insert the words “subject to any existing or future award or awards made or to be made”.

7. Section twelve of the Principal Act is repealed.

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8. Section thirteen of the Principal Act is repealed and the following is substituted for it :—

13. (1) There is hereby constituted a court to be called the Court of Industrial Arbitration. It shall be a superior court and a court of record, and shall have a seal which shall be judicially noticed.

(2) The judges of the Court shall be a Chief Judge and not more than three additional judges. The present judge of the Court shall be the Chief Judge of the court and the present additional judge shall be an additional judge of the court, and they and all the judges of the court shall hold their offices subject to the provisions of subsection six of this section.

Whenever the office of Chief Judge becomes vacant the Governor shall appoint a judge of the Supreme Court or some person qualified for appointment as a judge of the Supreme Court to be the Chief Judge of the court.

The Governor may appoint judges of the Supreme Court or persons qualified for appointment as judges of the Supreme Court to be additional judges of the court; provided that there shall not be more than three of such additional judges at the same time.

(3) The Governor may appoint a judge of the Supreme Court or any person qualified for appointment as a judge of the Supreme Court to be deputy judge to act temporarily in the absence of any judge of the court. A judge who is prevented by any cause from attending to his duties as judge at the place where he is required shall be considered to be absent.

(4) Except as herein in this Act otherwise provided the Chief Judge, additional judges, and deputy judges (whilst any such deputy judge is exercising the jurisdiction conferred upon him) of the court shall have the same rights, powers, jurisdictions, and privileges.

(5) Except as herein in this Act otherwise provided, the court shall be constituted by the Chief
Judge

Judge or any additional or any deputy judge sitting alone, or, in the cases hereinafter in this Act provided, with assessors. Should two or more judges be sitting separately at the same time, each shall constitute the court under this Act: Provided that in dealing with any proceeding or award of a board made under the chairmanship of a judge, the court shall be constituted by the bench of judges.

(6) A judge of the court shall be liable to be removed from office in the same manner and upon such grounds only as a Supreme Court judge is by law liable to be removed from office.

(7) The salary of the Chief Judge of the court shall be at the rate of three thousand pounds per annum, and the salary of an additional or of a deputy judge shall be at the rate of two thousand six hundred pounds per annum. The judges of the court shall have the same rank as judges of the Supreme Court, and shall amongst themselves and amongst such judges have precedence according to the time and order of their appointments, and shall be entitled to the same pensions as are judges of the Supreme Court, and for the purposes of determining the rights under the foregoing provisions of the present judge and the present additional judge of the court, they shall be taken to have been appointed judges of the Supreme Court, the former on the date of his appointment to be president of the court of arbitration in the year one thousand nine hundred and five, and the latter on the date of his appointment to be a district court judge.

9. Section fourteen of the Principal Act is repealed, and the following is substituted for it:—

14. (1) The court shall have the powers and may exercise the jurisdictions and functions conferred by this Act upon industrial boards, upon special boards for demarcation purposes, upon the chairmen of industrial boards, upon the chairmen of conciliation committees, upon the Industrial Registrar, and upon industrial magistrates.

(2)

(2) The court may exercise the powers, jurisdictions, and functions of an industrial board or of a special board for demarcation purposes in respect of any industry or industries, notwithstanding that a board or boards may not have been constituted for such industry or industries.

(3) Upon any reference or application to a board under the provisions of section thirty-one of the Principal Act the jurisdiction and functions of such board thereupon may be exercised by the court, and shall not be exercised by the board until a direction to that effect shall be given by the court.

(4) The judge may, if he thinks fit, assume the powers, functions, and jurisdiction of the chairman of any board which may be directed to operate.

10. Section sixteen of the Principal Act is amended to read as follows :—

(a) Omit subsection one and substitute therefor the following :—

(1) Industrial boards shall, on the recommendation of the court, be constituted by the Minister for any industry or division of any industry, or any combination, arrangement, or grouping of industries, as the Minister on the recommendation of the court may direct: Provided that the industrial conditions of the crafts shall, subject to the provisions of section fourteen of this Act, be determined by craft boards or fixed by awards made specially for such crafts.

(b) In subsection two omit “for all of the boards which may be constituted under each of the board designations mentioned in the first column of Schedule One” and insert the words “for any one or more of the boards which may be recommended for constitution”.

(c) In subsection three insert at the end of the subsection the words from “persons nominated by the employers and by the industrial unions of employees concerned respectively”. (d)

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- ★ (d) At the end of the same subsection add the following: "The judge may, if he thinks fit, assume the position, functions and jurisdiction of the chairman of any board which may be appointed under this subsection".

11. Section seventeen of the Principal Act is repealed.

12. In section eighteen of the Principal Act insert after "board", where thirdly occurring, the words "the board may proceed in his absence and".

13. In section nineteen of the Principal Act, after "oath", where firstly occurring, insert the words "before a commissioner for affidavits or justice of the peace".

14. Subsection one of section twenty of the Principal Act is repealed, and the following is inserted in its place:—

(1) The Minister, on the recommendation of the recommendation of the court, may at any time dissolve a board, vary the constitution of a board, or remove any member of a board from office on the ground that such member is of unsound mind, or any person who has abandoned his residence in this State, or is not properly discharging his duties as a member of such board.

15. The following section is inserted next after section twenty-three of the Principal Act:—

23A. The court shall have power to punish as for contempt of court all persons acting in contempt of boards or guilty of malicious attacks upon the conduct of chairmen or members of boards.

16. Subsection one of section twenty-four of the Principal Act is amended as follows:—

(a) In paragraph (b) after "fixing" insert the words "the quantum of work or service to be done".

(b) At the end of the same paragraph add the words "provided that the hours and times so fixed shall not exceed in duration forty-eight hours per week, or eight and three-quarter hours upon each of five days of the week and four and a quarter hours upon the sixth day of the week, unless the board shall certify that

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a greater number of hours in any particular industry should, for reasons affecting the public interest, be so fixed; and provided that the working hours of all industries now working forty-eight hours per week or less, either under awards or by established custom, and of all industries in respect of which forty-eight hours in future may be conceded by award, shall not be increased except by Parliament; and provided that in all underground occupations the normal working day shall not exceed eight hours from bank to bank in dry work and six hours from bank to bank in wet work.

- (c) Omit paragraph (d) and substitute the following :—
 - (d) Fixing the number or proportionate number of women to men, of juniors to adult workers, and of apprentices and improvers to journeymen and employers in any industry; and fixing in respect of women workers, juniors, apprentices, and improvers in an industry the quantum of work to be done, and the number of hours and the times to be worked by them, and the lowest prices and rates payable to them for ordinary time, overtime, and holidays, notwithstanding in the case of apprentices the existence of current indentures or contracts of apprenticeship; and provided that in the case of apprentices, the increase in such prices or rates fixed for the three and other later years may be payable contingently upon the passing by the apprentice of any prescribed tests, or the obtainment by him of any prescribed certificates of tuition or competency.
- (d) Omit paragraph (g) and substitute therefor the following :—
 - (g) Declaring that preference of employment shall be made to the members of any industrial union of employees, and prescribing such terms and conditions in respect of such preference as it may deem necessary. Such

Such declaration shall be made where, in the opinion of the board, the giving of such preference will be conducive to industrial peace, or is necessary for the proper carrying-out of the award :

Provided that such declaration may be made only where the industrial union or unions of employees applying therefor substantially represents or represent the industry in which such members are engaged, and where the board is satisfied that the rules of the union allow any employee in the industry to become a member of such union on payment of reasonable entrance fee and reasonable periodical subscriptions.

- (e) After paragraph (g) insert the following new paragraphs :—
 - (h) declaring with regard to such industries that an authorised representative of any union shall have the powers of an inspector under the Principal Act ;
 - (i) abrogating or varying contracts for labour, including contracts of apprenticeship, made at any time before or after the commencement of this Act, subject to such conditions and such exemptions as it thinks just ;
 - (j) giving such retrospective effect as may be right, fair, and honest, or as may be consented to by the parties to the whole or any part of its award ;
 - (k) modifying or altering the provisions of the Early Closing Act, 1899, the Early Closing Amendment Act, 1900, the Early Closing Hairdressers' Shops Act, 1906, Saturday Half Holiday Act, 1910, the Early Closing Amendment Act, 1910, or any Acts passed in extension, consolidation, or amendment of such Acts, to any effect deemed proper or convenient, and in particular so that any shop, business, or person, to which or to whom

whom such provisions are applicable, may be wholly or partly relieved of the incidence of such provisions; and declaring that the place in which any industry is carried on shall be a shop of a certain class within the meaning of the said Acts to the intent that the statutory provisions in their original or any modified or altered form which to the said Board may seem expedient shall apply to such industry, and every person employed in or in connection therewith, and to the further intent that where an award fixes times at which employees shall cease work in shops of that class such shops shall, whether employees are or are not employed therein, be closed at such times as may be fixed by such award; and from time to time revoking in whole or in part any such modification, alteration, or declaration, whereupon and pending the making of further awards the statutory provisions shall revive and again operate if the revocation be complete without modification, alteration, or extension of any kind, if the revocation be partial subject to such conditions and limitations as may be expressed.

17. Section twenty-four of the Principal Act is further amended by adding thereto the following subsection:—

(3) A board may exercise the above powers notwithstanding the provisions of any industrial agreement, and may otherwise amend or rescind the provisions of any such agreement.

18. Section twenty-five of the Principal Act is repealed and the following is substituted for it:—

25. (1) The award of a board or of a judge acting with the powers, jurisdiction, and functions of a board shall be signed by the chairman or judge and forwarded to the bench of judges, who may refer such award back to the board or judge with such recommendations as they think fit. An award when accepted by the bench of judges shall be delivered

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delivered to the registrar, who shall forthwith publish the same in the Gazette and notify the parties. On such publication every award shall take effect and until varied or rescinded by the board or the court shall, subject to such conditions and exemptions as it may direct, be binding on all persons engaged in the industries or callings and within the locality specified therein.

(2) If a board refuses to make an award, any of the parties to the proceedings before it and any other person with the consent of the court may, within fourteen days after such refusal, make application to the court to make an award as to any matter included in a claim or reference made to the board.

19. Section twenty-six of the Principal Act is repealed and the following is substituted for it:—

26. Employees employed by the Government of New South Wales or by any of its departments, including the Chief Commissioner for Railways and Tramways, the Sydney Harbour Trust, the Metropolitan Board of Water Supply and Sewerage, and the Hunter District Board of Water Supply and Sewerage, shall be paid rates and prices not less than those prescribed by awards or industrial agreements to be paid to workers of the same industrial class not employed by the Government or its departments; this provision shall apply at all times, and notwithstanding the fact that rates may previously have been specially fixed by the court or a board, for any of such first-mentioned employees.

The court or an industrial board shall not fix rates and prices for such first-mentioned employees lower than those fixed for such other employees, notwithstanding the fact that the employment of such first-mentioned employees is permanent or that additional privileges are allowed in the service of the Government or its departments.

20.

20. Section twenty-seven of the Principal Act is amended as follows :—

- (a) After “ registrar ” where occurring in subsections two and five insert the words “ or an industrial magistrate ”; and after the word “ registrar ” where occurring in subsection three insert the words “ or industrial magistrate ”.
- (b) Omit subsection four.
- (c) Insert the following new subsection next after subsection five :—

(6) A permit so issued shall not avail to excuse an employer from paying the minimum wage so prescribed, but only so long as he shall pay the wage fixed by the permit and otherwise strictly comply with the conditions of the permit so far as they concern him.

21. Section twenty-nine of the Principal Act is repealed, and the following section is inserted in its place :—

29. On an after publication of an award declaring that preference of employment in any industry shall be given to members of an industrial union of employees, all persons not members of such union, but by the nature of their employment qualified for membership therein, who may then or from time to time thereafter during the life of the award be employed in the said industry, shall be liable to pay in full to the union the amount of the entrance fee and annual subscription provided by the rules of the union to be paid on account of membership in such union ; and an industrial, or other magistrate, shall, upon application made by the secretary of the union in the manner prescribed, grant an order directing such persons to pay the full amount of such entrance fee and subscription to the said union. Provided that if any person so liable shall have once paid the amount of entrance fee to such union and shall thereafter tender the amount of the annual subscription fixed by the rules of the said union.

union to the secretary of such union before application made by such secretary as aforesaid his liability hereunder shall be reduced to a liability for the amount of annual subscription only.

22. The following section is inserted next after section twenty-nine of the Principal Act :—

29A. Any matter which can be dealt with by the court may be dealt with by the Bench of Judges or any member thereof, and the matters to be so dealt with and the conditions under which, and the manner in which, they may be so dealt with may be prescribed by regulations.

23. Section thirty of the Principal Act is amended by omitting “ or appeal from an award of a board and ” and inserting in place thereof the words “ or institute proceedings before a board or the court and ”.

24. Section thirty-one of the Principal Act is amended by omitting from subsection two, paragraph (a), the words “ of not less than twenty employees ”.

25. Section thirty-two of the Principal Act is amended by adding at the end thereof the following :—

“ And no application shall be refused because of a similar application having previously been made and dealt with by the board or because of the rule of courts of law that it is for the public good that there should be an end to litigation ”.

26. Subsection three of section thirty-five of the Principal Act is repealed and the following is inserted its place :—

(3) Where during the hearing of any matter before a board its jurisdiction is disputed or any question of law is raised, the jurisdiction shall be determined and the question of law shall be decided by the chairman if a judge, and if not by a judge

27. Paragraph (c) of section thirty-six of the Principal Act is amended by inserting after “ may ” the words “ with the consent of the chairman ”.

28. Section thirty-seven of the Principal Act is repealed and the following is inserted in its place :—

37. In any proceedings before the court or a board under Parts II, III, and IV of this Act, no person, except with the consent of the parties to the proceedings,

proceedings, shall appear as an advocate or agent who is not or has not been actually and bona fide engaged in one of the industries or callings in respect of which such proceedings are taken : Provided that the court may, without any such consent, allow a barrister, or solicitor, or agent to appear before the court, as an advocate, to argue any matters of law or any question as to the jurisdiction of a board or of the court.

29. Section forty-nine of the Principal Act is amended as follows :—

- (a) In subsection one, after “ deduction,” insert the words, “ whether on account of the loan or hire of tools, or the supply of material, or otherwise, except such as may be authorised by an award ”.
- (b) In subsection two, after “ such person may ”, insert the words “ in his own proper person or by the secretary of the industrial union to which he belongs ”.

30. Section fifty of the Principal Act is amended as follows

- (a) In subsection, one after “ penalty ”, insert the words “ of not less than two pounds, and ”
- (b) Omit subsection two and substitute the following :—

(2) Where on making such order it appears that the breach complained of relates to the failure of the defendant to pay in full, at due date, any wages (including wages for overtime) due to an employee for any specific period, at the rate, or price, fixed by the award or agreement, the registrar or magistrate shall thereupon direct the defendant to produce proof of the wages paid to such employee for the period of his service or varied services under the award or agreement not exceeding one year prior to the date of such direction, and if upon such proof it appear that the defendant has failed to pay in full in money to such employee the price or rate fixed for his said service or varied services by the said award or agreement, the

the registrar or industrial magistrate shall make such an order with respect to the amount of wages so unpaid to such employee as might be made in proceedings taken under section forty-nine. Such order may be made without motion and shall be a bar to proceedings under the said section in respect of wages.

- (c) In subsection three, after "from", insert the words "continuing the said breach or from."
- (d) Omit the second paragraph of subsection four.

31. Section fifty-two of the Principal Act and the short heading immediately preceding it are repealed, and the following short heading and section are substituted therefor:—

Provisions against victimisation of employees.

52. If an employer dismisses or suspends from his employment any employee by reason of the fact that the employee—

- (a) is a member of a board or of a trade union or an industrial union; or
- (b) has absented himself from work through being engaged in other duties as a member of a board; or
- (c) is entitled to the benefit of an award or an industrial agreement; or
- (d) claims the enforcement of the provisions of any statute or statutory regulation, award, or agreement made, or entered into for the protection of employees or the regulation of conditions of labour in any industry; or
- (e) has done any act in the discharge of his duty as a member of a trade or industrial union, which act is, in the opinion of the court, a reasonable and lawful act; or
- (f) has given evidence in good faith before a board or the court.

the court may order such employer to pay a penalty not exceeding twenty pounds for each employee so dismissed or suspended, and may further order the re-employment

re-employment of such employee by his employer on the same terms as at the time of such dismissal or suspension, when the employer shall be liable to a penalty of five pounds for every day upon which he shall fail to re-employ such employee; and award to each employee so dismissed or suspended any sum of money which it may think reasonable, having regard to all the circumstances of the case, by way of satisfaction or compensation for any loss of situation, wages, status, or other classification or injury suffered by the employee through or by means of the employer's action.

In every case it shall lie upon the employer to satisfy the court that such employee was dismissed or suspended from his employment for some substantial reason other than those above-mentioned in this section.

32. Section 53 of the Principal Act is repealed, and the following is inserted in its place:—

53. The registrar or any industrial magistrate may order the payment by any member of an industrial union under this Act or the repealed Acts, or the Industrial Arbitration Act, 1901, of any fine, levy, penalty, or subscription, payable whether before or after the commencement of this Act, in pursuance of the rules of the union.

33. Subsection one of section fifty-five of the Principal Act is amended as follows:—

- (a) After "penalty" where secondly occurring in the said subsection insert the words "or dismissing any proceeding for a penalty or for payment of a sum of money".
- (b) After "appeal" insert the words "upon the law or the facts".
- (c) At the end of the first paragraph, and next following the word "court", insert the following words:—"When an appeal is made upon the ground that the order is erroneous in point of law such appeal shall be prosecuted by way of case stated as hereinafter provided. When an appeal

appeal is made upon the ground that the order is erroneous in point of fact such appeal shall be prosecuted by way of a re-hearing ”.

34. Section fifty-six of the Principal Act is amended as follows :—

- (a) After “law ” insert the word “ whether ”.
- (b) At the end of the section add the words “ or otherwise, nor by any technicalities or legal forms whatever ”.

35. Section sixty-one of the Principal Act is amended by adding, at the end thereof, the words “ upon complaints made to any justice of the peace ”.

36. Section sixty-six of the Principal Act is amended by adding, at the end thereof, the following subsection :—

(3) When an industrial magistrate, or deputy industrial magistrate, is unable to attend at the time and on the day appointed for the hearing by him of any matter, a justice of the peace shall adjourn the court, and also adjourn the hearing of any cases set down for that day till such day as he may deem convenient.

37. Section sixty-eight of the Principal Act is amended as follows :—

- (a) In the second paragraph of subsection one, after “ penalty ”, insert the words “ not less than one pound, and ”.
- (b) In subsection two, after “ penalty ”, insert the words “ not less than one pound, and ”.

38. The following section is inserted next after section sixty-eight of the Principal Act :—

68A. For the purpose of the more complete enforcement of the provisions of section sixty-eight of this Act, the court may from time to time appoint, with power of revocation, any person or persons as honorary inspectors under this Act for any period not exceeding one year, and any persons so appointed shall be entitled to exercise the powers conferred upon inspectors by section sixty-seven (1) (a) and (b) of this Act during the period of his inspectorship.

39.

39. The following section is inserted next after section sixty-nine of the Principal Act:—

69A. No stamp duty shall be payable on or in respect of any authority, registration, certificate, agreement, order, statutory declaration, or other instrument effected, issued, or made under this Act.

40. Section seventy-two of the Principal Act is amended by omitting "Judge", where first occurring in the said section, and inserting in lieu thereof the words "Judges or a majority of them".

41. Schedules One and Two of the Principal Act are repealed.

This RESOLUTION originated in the LEGISLATIVE ASSEMBLY, and, having this day passed, is now ready for presentation to the LEGISLATIVE COUNCIL for its concurrence.

*Legislative Assembly Chamber,
Sydney, February, 1915. }*

Clerk of the Legislative Assembly.

**INDUSTRIAL ARBITRATION ACT, 1912—AMENDMENT OF
SCHEDULE ONE.**

That, in accordance with the terms of section sixteen (1) of the Industrial Arbitration Act, 1912, there be now added to the industries and callings mentioned in the second column of Schedule One of the said Act (as extended on the fourth day of December, one thousand nine hundred and twelve, and as further extended on the eighth day of April, one thousand nine hundred and fourteen, by resolutions of Parliament) certain industries and callings as follows :—

Industries and Callings.	Place where added.
Domestic workers	After the words "microbiology department attendants" in the Domestic group of industries.
Sheet-metal workers	After the words "iron and shipbuilding trades" in the Iron and Shipbuilding Trades group of industries.
; and generally all labourers other than those specifically mentioned as associated with other industry groups in this Schedule ; employees of trustees of commons and of contractors with municipal and shire councils.	After the words "any such callings" in the Labourers group of industries.
Mackintosh makers, oilskin makers, animal-rug makers, camp-bed makers, quilt-makers, umbrella makers, and flag makers ; persons employed in the manufacture of varnishes, lacquers, and stains.	After the words "canvas makers" in the Manufacturing (No. 1) group of industries.
Cardboard and wood box makers and carton makers ; playing and cigarette card makers and cutters.	After the word "sugar-cane" in the Manufacturing (No. 2) group of industries.
And all other pastoral and rural workers	After the word "rouseabouts" in the Pastoral and Rural Workers group of industries.
Vaudeville artists and clerks	After the word "theatrical employees" in the Professional and Shop Workers group of industries.
Gate-keepers	After the word "caretakers" (second occurring) in the Miscellaneous group of industries.