

(4297.) WELLINGTON DISTRICT BAKERS AND PASTRYCOOKS.—
AWARD.

In the Court of Arbitration of New Zealand, Wellington Industrial District. — In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the Wellington Operative Bakers and Pastrycooks' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Wellington and Suburbs.

Andrews and Son, bakers and pastrycooks, 39 Webb Street.
Angell, W., baker and pastrycook, Johnsonville.

Wellington and Suburbs—continued.

- Ball, E. J., pastrycook, 5 Hopper Street.
 Bell, C. E., baker and pastrycook, Mein Street, Newtown.
 Benge and Platt, bakers and pastrycooks, Upper Hutt.
 Benson, Agnes, baker and pastrycook, Porirua
 Bevis, P., baker and pastrycook, Adelaide Road.
 Beynon, C. H., and Son, bakers and pastrycooks, 76 Nelson Street,
 Petone.
 Brierley, T., baker and pastrycook, 75 Vivian Street.
 Brown and Taylor, bakers and pastrycooks, Parade, Island Bay.
 Cook, S. W., baker and pastrycook, Johnsonville.
 Cotton, W., baker and pastrycook, Main Road, Lower Hutt.
 Cunliffe, J. E., baker and pastrycook, 166 Ingestre Street.
 Denhard Automatic Bread Company (Limited), Adelaide Road.
 Edwards, W. J., baker and pastrycook, Rona Bay.
 Flint, Mrs. A., baker and pastrycook, Riddiford Street.
 Frederico, F., baker, Clyde Quay.
 Freeman, Mrs. W., baker and pastrycook, 63 Molesworth Street.
 Godber, J., and Co., pastrycooks, Cuba Street.
 Grantham, W. E., pastrycook, Lower Hutt.
 Green, F., pastrycook, 76 Lambton Quay.
 Green, W., pastrycook, 175 Riddiford Street.
 Hall, W., pastrycook, 164 Cuba Street.
 Harris, George, jun., baker, Rona Bay, Wellington.
 Hawkins, A. W., pastrycook, 164 Cuba Street, Wellington.
 Hazelwood, J. A., baker and pastrycook, Upper Hutt.
 Hill, J., baker and pastrycook, Jackson Street, Petone.
 Hilton, F., baker and pastrycook, Cleveland Street, Brooklyn, and
 48 Molesworth Street.
 Hower Bros. (E. J.), bakers and pastrycooks, 458 Adelaide Road.
 Isaac, W., and Sons, bakers and pastrycooks, Aro Street.
 James, W. A., baker and pastrycook, Lower Taranaki Street.
 Jansen, S. A., baker and pastrycook, 465 Adelaide Road.
 Langdon, H., pastrycook, 59 Brougham Street.
 Lawrence, A., baker and pastrycook, 114 Constable Street.
 Mawby, J. H., baker and pastrycook, Rintoul Street.
 McFarlane, A., baker and pastrycook, 97 Adelaide Road.
 McVicker and Carson, bakers and pastrycooks, Petone.
 Meyers, F., baker and pastrycook, Cleveland Street, Brooklyn.
 Meyrick, F., baker and pastrycook, Lower Hutt.
 Mowbray, J. B., baker and pastrycook, Lambton Quay.
 Mullers and Lamburg, bakers and pastrycooks, Seaton Road, Kil-
 birnie.
 New Zealand Automatic Bakery Company (Limited), 110 Taranaki
 Street.
 Nicol, A., baker and pastrycook, Pahautanui.
 Niell, T., baker and pastrycook, Elmwood Bakery, Lower Hutt.
 Oakley, H. J., baker and pastrycook, Jackson Street, Petone.
 Oliver, J. S., pastrycook, Singer's Avenue, Willis Street.

Wellington and Suburbs—continued.

- Physick, J., baker, Wadestown, Wellington.
 Raine, T. G., pastrycook, Karori.
 Raven, A., baker and pastrycook, 43 Hopper Street.
 Richard, A., baker and pastrycook, Sydney Street, Petone.
 Richard and Rowell, pastrycooks, Moxham Avenue, Hataitai.
 Robertshaw, H. R., baker and pastrycook, Park Road, Maranui.
 Scells, E., and Davey, J., pastrycooks, 24 Willis Street.
 Scott, G. A., baker and pastrycook, 88 Manners Street.
 Silby, G. D., baker and pastrycook, Jackson Street, Petone.
 Smith, P., baker and pastrycook, 149 Riddiford Street.
 Taylor, P. S., pastrycook, 234 Cuba Street.
 Taylor, R., baker and pastrycook, 62 Adelaide Road.
 Taylor, W., baker and pastrycook, Kilbirnie, Wellington.
 Tenks, M., baker and pastrycook, 257 Riddiford Street.
 Tonks, W., baker, Herbert Street.
 Wellington Master Bakers' Union of Employers (H. F. Allen, secretary), 111 Customhouse Quay.
 Whisker, J. A., baker and pastrycook, 97 Aro Street.
 Williams, G. M., baker and pastrycook, Lower Hutt.

Hawke's Bay District.

Napier—

- Alexander, J., baker, 53 Dickens Street.
 Alexander, T., baker, Taradale.
 Andrew, J. B., baker and pastrycook, 64 Emerson Street.
 Carter, W. H., baker, 254 Hastings Street.
 Culley, Edward, pastrycook, Hastings Street.
 Findlay, F., pastrycook, Hastings.
 Frater, George, baker, Chaucer Road.
 Harrison, John William, baker, Waipukurau.
 Jeffares, Thomas, baker, Taradale.
 Muir, E. A., baker, Havelock North.
 Murdoch, J. H., pastrycook, Emerson Street.
 Singh, G., baker, Petane.
 Sheehan and Sons, bakers, Waghorn Street, Port Ahuriri.
 Tucker, Mrs. H. D., baker, Hastings Street.
 Weathered, J., baker, Clive.
 Wood, George Henry, baker, Waipukurau.

Hastings—

- Champton, W. H., pastrycook.
 Fyfe, T., baker.
 Hastings Bakery Company (Limited), (George Findlay, manager).
 Kirk and Marks, pastrycooks, Hastings.
 Pearson, H., pastrycook.

Dannevirke—

- Braggins, C. H., baker.
 Bull, E. H., baker.

*Hawke's Bay District—continued.*Dannevirke—*continued.*

Drury, B. A. and George H., pastrycooks.
Edkins, W. H., and Ruston, J. C., bakers.
Pritchard, W. H., baker.

Ormondville—

Edkin, W. H., baker.

Otane—

Payne, P., baker.

Ongaonga—

Willicombe, W., baker.

Takapau—

Blair, B., and Ireland, bakers.

Waipawa—

Bott, E., baker.
Mulinder, A. A., baker.

Wairoa—

Osler, J. M., baker, Marine Parade.
Strange, J. W., baker.
Thompson, D., pastrycook, Marine Parade.

Manawatu District.

Longburn—

Birch, F. A. and G. M. (Birch Bros.), bakers.

Palmerston North—

Butzbash, A., baker, Main Street East.
Charker, D., baker, Waldegrave Street.
Dustin's Limited, pastrycooks, Main Street West.
Edwards, W., baker, Grey Street.
Everitt, W. D., baker, Cuba Street.
Glover, W., baker, Alexandra Street.
Meadley and Gardner, bakers, Main Street West.
Meadley, H., baker, Limbrick Street.
Rawlins, Mrs. J., pastrycook, The Square.
Whitehead Bros., bakers, Main Street West.

Otaki—

Askew Bros., bakers.
Robinson, Mrs. J., baker.

Shannon—

Lambert, F., baker.
Roache, John, baker.

Tokomaru—

Jones, Henry Newton, baker.

Manakau—

Askew Bros., bakers.

Paraparaumu—

Fisher, Michael, baker.

Ashhurst—

Trass, Alfred W., baker.

Manawatu District—continued.

- Bunnythorpe—
 Malmo, George, baker.
- Rongotea—
 Brown Bros., bakers.
- Kimbolton—
 Patterson, David, baker.
- Turakina—
 Davis, H., baker and pastrycook.
- Apiti—
 Beard, John Bennett, baker.
- Foxton—
 Perreau, Mark E., baker.
 Walls, John, baker.
- Feilding—
 Hancock, W. H., baker.
 Kells, G. H., baker.
 Matthews, C., baker.
 Stacey, H. W., pastrycook.
 Whitehead, E., baker.
- Waituna—
 Newdick, H. G., baker.
- Halcombe—
 Feeney, P., baker.
- Bull's—
 Goebel, Gustave Gotlieb, baker.
- Sandon—
 McBride, James, baker.
- Levin—
 Hughes, H. J., baker and pastrycook.
 Watson, David, baker.
 Williams, Arthur L., baker and pastrycook.
 Wooller, Walter, baker.
- Woodville—
 MacLean, Mrs. A. N., baker and pastrycook.
 Turnbull, S., baker and pastrycook.

Wairarapa District.

- Alpas, J. S. J., and Co., bakers and pastrycooks, Masterton.
- Anstice, E., baker and pastrycook, Masterton.
- Braggins and Farmer, bakers and pastrycooks, Mauriceville.
- Bull, A. H., baker and pastrycook, Featherston.
- Duff and Gates, bakers and pastrycooks, Greytown.
- East, Albert, pastrycook, Pahiatua.
- Griffin, W., baker and pastrycook, Hukanui.
- Harris, Edmund, baker and pastrycook, Pahiatua.
- Holcroft and Son, baker and pastrycook, Greytown.
- Howells, Thomas G., baker and pastrycook, Martinborough.
- Huntley, J. E., baker and pastrycook, Featherston.

Wairarapa District—continued.

Lister, David McGill, baker and pastrycook, Martinborough.
 Lorenzen, P., baker and pastrycook, Carterton.
 Mackay and Son, bakers and pastrycooks, Masterton.
 McGarry, R., baker and pastrycook, Eketahuna.
 Noad, George, baker and pastrycook, Pine Street, Masterton.
 Patrick, Ernest, baker and pastrycook, Carterton.
 Patrick, J. M. D., baker and pastrycook, Masterton.
 Patrick, L. McD., baker and pastrycook, Masterton.
 Styles, Arthur, pastrycook, Masterton.
 Watts, Thomas Richard, baker and pastrycook, Pahiatua.
 Webster, William, pastrycook, Pahiatua.
 Whyte, Helen, baker and pastrycook, Carterton.
 Wickens, J., and Co., bakers and pastrycooks, Masterton.
 Wilkes, William, pastrycook, Masterton.
 Winchester, Colin, baker and pastrycook, Masterton.

Wanganui District.

Ainsley, W., baker and pastrycook, Avenue, Wanganui.
 Ball, Louisa, baker and pastrycook, Ball Street, Wanganui.
 Barrett, J., baker and pastrycook, Victoria Avenue.
 Coxan, J., baker and pastrycook, 42 Dublin Street, Wanganui.
 Coxon, J., baker and pastrycook, Dublin Street, Wanganui.
 Dustin's Limited (W. Dustin, manager), pastrycooks, Ridgway Street.
 Eretts, E. A., baker and pastrycook, Cornfoot Street, Castlecliff.
 Hodson, T., baker and pastrycook, 3 Barrack Street, Wanganui.
 Jackson, A., baker and pastrycook, Victoria Avenue, Wanganui.
 Keys, R. J., pastrycook, 119 Avenue, Wanganui.
 Linssen, R., baker and pastrycook, 115 Glasgow Street, Wanganui.
 Newsome, G. F., baker and pastrycook, Ball Street, Wanganui.
 Osbaldstone, H. J., baker and pastrycook, River Bank, Aramoho.
 Sheehy, J., baker and pastrycook, Gonville, Wanganui.
 Southern Cross Biscuit Company (Limited), bakers and pastrycooks, Taupo Quay, Wanganui.
 Wanganui Bread Supply Company, bakers, Wanganui.
 Young and Chittenden, bakers and pastrycooks, Easttown, Wanganui.
 Waverley—
 Flatt, W. H., baker and pastrycook.
 Hunterville—
 Stevenson, W. H., baker and pastrycook.
 Mangaweka—
 Taylor, J. D., baker and pastrycook.
 Marton—
 Devany, T., baker and pastrycook.
 Gould, A. J., baker and pastrycook.
 Gestro, H., baker and pastrycook.
 Stevenson and Harwood, bakers and pastrycooks, Turakina.

Ohakune— *Wanganui District*—continued.

Buckley, G., baker and pastrycook.
 Perry, George, baker and pastrycook.
 Priest, P. J., baker and pastrycook.

Raetihi—

Mills, Mrs. Martha May, baker and pastrycook.

Taihape—

Butcher, J., baker and pastrycook.
 Dennis, N., baker and pastrycook.
 Milne, W., baker and pastrycook.
 Whitehead, H., baker and pastrycook, Mataroa.

Waitotara—

Clark Bros., bakers and pastrycooks.

Ohingaiti—

Leeks, H. R., baker and pastrycook.

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 the sum of £100 shall be the maximum penalty payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect from the 22nd day of May, 1916, and shall continue in force until the 21st day of May, 1919, and thereafter as provided by subsection (1) (d) of section 90 of the Industrial Conciliation and Arbitration Act, 1908.

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 May, 1916.

T. W. STRINGER, Judge.

SCHEDULE.

Hours of Work.

1. (a.) The hours of work for bakers and pastrycooks shall not exceed forty-eight in any one week.

(b.) Subject to the special provisions hereinafter contained, the daily hours of work shall be regulated by each employer from time to time according to the requirements of his business, but so that any time worked in excess of ten hours in any one day by any worker shall be reckoned and paid for as overtime, whether or not such worker shall have worked forty-eight hours in that week.

(c.) The hours of starting work for bakers shall be not earlier than 4 o'clock a.m., except on Saturdays and the day immediately preceding a public holiday, when it may be one hour earlier—viz., 3 o'clock a.m. In the event of a double holiday work may commence two hours earlier—viz., 2 o'clock a.m. Where employers have country deliveries or have to forward bread by country coaches they may start work at 3 a.m.

(d.) If any employer shall require any of his workers to start work at an earlier hour than that hereinbefore prescribed he shall pay such worker overtime at the rate of double time for all time worked between midnight and the hour prescribed for starting work, and such overtime shall be paid notwithstanding a full day's work shall not be worked by the particular worker who is so required to start work at such earlier hour. If a jobber is required to work at an earlier hour than the hours hereinbefore prescribed he shall be paid double time for any time worked between midnight and such prescribed hours.

(e.) Any journeyman employed to make dough by machinery or hand may start work earlier than the hours hereinbefore prescribed; but any journeyman who for that purpose is required to start work earlier than those hours shall be paid 5s. per week in addition to the minimum wage fixed by this award.

(f.) In towns having a population of less than 1,500 persons according to the census of 1911 the hours of work may be fixed by each employer according to the requirements of his particular business.

(g.) The hour of starting work for pastrycooks shall be not earlier than 6 a.m. on Tuesday, Wednesday, Thursday, and Friday, and not earlier than 4 a.m. on Monday and Saturday. In cases of emergency and on any holiday, and the day immediately preceding such holiday, the starting-time shall be agreed on between the employer and the foreman.

Wages.

2. (a.) The minimum wages shall be as follows: Foreman baker or pastrycook, £3 10s. per week; journeyman baker or pastrycook, £3 per week; baker's labourer, £2 13s. per week.

(b.) A baker's labourer shall not be employed in the actual manufacture of bread or small-goods, except that he may be employed to assist a journeyman in working a bread-baking machine.

(c.) Baker's labourers shall be employed in the proportion of not more than one labourer to every four journeymen or fraction of four.

(d.) In country bakehouses where only one journeyman is employed the following wages may be paid: On an outturn of 2,000 2 lb. loaves per week, £3 10s. per week; 1,500 2 lb. loaves or over per week, £3 5s. per week; 1,250 2 lb. loaves or over per week, £3 per week; under 1,250 2 lb. loaves per week, £2 15s. per week.

(e.) When the employer is himself substantially engaged in doing the actual work of a journeyman in his own bakehouse he shall be classed as a foreman or first hand, and he shall take an equal share of sponging with the men, or, if he elects not to do sponging, he shall pay the worker who does it for his time.

(f.) The wage fixed by this award is a weekly wage, and no deduction shall be made therefrom except for time lost through the worker's own default or sickness.

Jobbers.

3. A jobber shall be paid at the rate of not less than 11s. 6d. per day of eight hours. He shall be paid not less than half a day's wages in any event. If he is employed for more than four hours he shall be paid not less than 1s. 6d. per hour up to the full day of eight hours, and after that he shall be paid overtime at the rates fixed by this award for journeymen.

Overtime.

4. (a.) Subject to the present practice with regard to sponging, and also to the provisions of clause 1 (d) hereof, if overtime is required to be worked it shall be paid for as follows: Time and a quarter from the customary time of ceasing work up to 6 p.m.; time and a half from 6 p.m. up to 10 p.m.; from 10 p.m. to midnight double time. When workers are required to work on Sundays at other than the class of work herein mentioned they shall be paid double time while so employed.

(b.) Overtime for apprentices, 9d. per hour for the first three years, and for the last year of apprenticeship time and a quarter.

Holidays.

5. (a.) The following shall be deemed to be holidays: New Year's Day, Anniversary Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, and Picnic Day. Sunday sponging shall cover all holidays. If a

workman is required to work on any of such holidays he shall be paid at the rate of time and a half in addition to his weekly wage.

(b.) It shall be at the option of employers of pastrycooks to grant such workers two ordinary days as a holiday in lieu of any one of the above-mentioned holidays, with the exception of Good Friday, Labour Day, and Christmas Day.

(c.) It shall be optional for employers in districts outside the City of Wellington to observe Show Day in their respective districts in lieu of Anniversary Day.

(d.) If any of these holidays shall be generally observed on any other day, such other day shall be deemed to be the holiday for the purposes of this award.

Carters.

6. A carter shall not be employed in any bakehouse in connection with the manufacture of any goods in the baking trade, but a baker may deliver bread so long as he does not work more than the prescribed hours.

Boarding of Workers.

7. Employers shall not provide any of their workers with board or lodging on their own premises: Provided that in any case where a worker can satisfy the nearest Inspector of Factories that it is not practicable for such worker to obtain at a reasonable rate suitable board and lodging elsewhere than on his employer's premises, such Inspector of Factories may issue to such worker a permit authorizing him to agree with his employer to board and lodge on his employer's premises at a rate not exceeding 15s. per week. This clause shall not apply to the boarding of apprentices.

Meal-hours.

8. (a.) Not less than half an hour shall be allowed for breakfast, and three-quarters of an hour for dinner, unless under special circumstances, when by mutual arrangement between the employer or his representative and the worker a shorter interval may be taken for meals.

(b.) No worker shall be allowed to work longer than four hours and a half before breakfast.

Employment of Females.

9. Females shall not be employed to manufacture any goods in a bakehouse, or to do any hot-plate work, but they may be employed in finishing and packing small-goods and cleaning fruit.

Termination of Engagement.

10. One week's notice of the termination of the engagement of a worker shall be given by the employer to the worker or by the worker to the employer.

Apprentices.

11. (a.) An employer taking an apprentice shall be deemed to have undertaken the obligation which he agrees to perform as a duty enforceable under this award of teaching such apprentice the trade, and shall pay such apprentice not less than the under-mentioned rates of wages: For the first six months, 12s. 6d. per week; second six months, 15s. per week; third six months, 17s. 6d. per week; fourth six months, £1 per week; fifth six months, £1 2s. 6d. per week; sixth six months, £1 5s. per week; seventh six months, £1 7s. 6d. per week; eighth six months, £1 10s. per week.

(b.) Where an employer provides his apprentice with board and lodging the above-mentioned wages may be reduced by 7s. 6d. per week during the first year, 10s. per week during the second year, 12s. 6d. per week during the third year, and 15s. per week during the fourth year.

(c.) The period of apprenticeship shall be four years, but three months' probation shall be allowed the first employer of any apprentice to determine his fitness, such three months to be included in the period of apprenticeship.

(d.) At the end of the period of apprenticeship the employer shall give the apprentice a certificate to show that he has served his apprenticeship. Should the employer at any time before the termination of the apprenticeship wish for any reason to dispense with the services of the apprentice he shall give him a certificate for the time served and procure him another employer carrying on business within a reasonable distance of the original employer's place of business, who will continue to teach the apprentice, to pay him the wages prescribed by this award according to the total length of time he has served, and generally to perform the obligations of the original employer: Provided that it shall not be obligatory upon an employer to find the apprentice another employer if he shall so misconduct himself as to entitle the employer to discharge him, but he shall give him a certificate covering the time actually served.

(e.) If an employer shall from any cause beyond his control be unable to fulfil his obligation to his 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 the full number of apprentices allowed by this award.

(f.) An employer taking an apprentice shall give notice thereof and of the name of the apprentice to the Inspector of Factories within one month after the expiration of the period of probation, and an employer transferring an apprentice to another employer shall similarly within one week thereof give notice of such transfer to such Inspector.

(g.) An employer shall not be deemed to discharge his duty towards his apprentice if he fails to keep him at work owing to slackness of work, but such slackness may form a proper ground for transferring him to a master willing to undertake the responsibility of teaching him.

(h.) When an apprentice is discharged for cause the employer shall send notice of the discharge and of the cause thereof to the Inspector of Factories.

(i.) The proportion of apprentices to journeymen pastrycooks shall be as follows: In the pastrycooks' department: Where one or no journeyman is employed, one apprentice; where two journeymen are employed, one apprentice; where three journeymen are employed, two apprentices; where four journeymen are employed, two apprentices; where five journeymen are employed, three apprentices; where six journeymen are employed, three apprentices; where seven journeymen are employed, three apprentices; where eight journeymen are employed, four apprentices.

For the purpose of determining the proportion of apprentices to journeymen in taking any new apprentice, the calculation shall be based upon a two-thirds full-time employment of the journeymen employed for the twelve previous calendar months.

In the 'bread-baking department every employer shall be allowed to have one apprentice whether he employs any journeymen or not. If an employer employs more than two journeymen he shall be allowed two apprentices, but not more than two apprentices shall be allowed in the bread-baking department of any bakehouse.

(j.) Existing arrangements with or relating to apprentices now serving under indentures or under existing awards shall not be affected by anything herein contained, and so far as is necessary for the purpose of giving effect to such arrangements the said award shall continue in force.

(k.) An apprentice who has served his term of apprenticeship may be employed as an improver for a further period of one year by any employer at a minimum wage of £2 per week.

Under-rate Workers.

12. (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 Factories 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.

13. (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 not exceeding 5s., upon a written application, without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 6d. per week.

THE FOLLOWING SPECIAL PROVISIONS SHALL APPLY TO AUTOMATIC BAKERIES.

Definition of Automatic Bakery.

14. "Automatic bakery" for the purpose of this part of this award means an establishment in which at least three-fourths of the work is done by machinery.

Definition of Workers.

15. (a.) Baker: The work of a baker shall include the preparation of flour and dough for the breadmaking machinery, attendance to the machinery while in motion, and the cleansing and lubricating of such machinery.

Should the ordinary work of the establishment be insufficient to keep a worker fully occupied, the employer may, at his discretion, employ such worker at other suitable work in the establishment.

(b.) Baker's labourers: The work of labourers shall include assisting bakers in charge of the breadmaking machinery, assisting in loading and unloading ovens, trucking and packing away bread, cleaning bread-tins, keeping factory and loading departments clean, assisting in cleaning and lubricating the machinery, and generally doing all kinds of unskilled work in and about the factory.

Hours of Work.

16. (a.) The provisions in this award as to hours of work and overtime shall apply to workers in automatic bakeries, save as hereinafter modified.

(b.) Workers in automatic bakeries may be employed in shifts of not more than eight hours, and between the hours of 3 a.m. and 8 p.m. where employers have country deliveries or have to forward bread by country coaches, and in other cases between the hours of 4 a.m. and 8.30 p.m., at ordinary rates of pay.

(c.) Workers shall be employed on morning and afternoon shifts alternately unless otherwise arranged by mutual consent of the employer and the worker affected.

(d.) Workers employed on afternoon shifts shall be allowed at least half an hour for an evening meal.

Labourers.

17. Subclauses (b) and (c) of clause 2 of this award shall not apply to labourers employed in automatic bakeries.

General Conditions.

18. Save as modified by these special provisions, the provisions of this award shall apply to automatic bakeries and workers therein.

Term of Award.

19. This award shall come into force on the 22nd day of May, 1916, and shall continue in force until the 21st day of May, 1919.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the said Court hath hereunto set his hand, this 15th day of May, 1916.

T. W. STRINGER, Judge.

MEMORANDUM.

At the Conciliation Council the master bakers and employees arrived at a complete agreement, which is embodied in this award. At the hearing before the Court application was made for special

provisions to be inserted in respect to automatic bakeries, and the Court heard evidence upon this question. The main object of the application was to remove, or at least to modify, the restrictions imposed in connection with night baking. The Court has always been opposed to night baking, and if the concessions asked for by the representatives of automatic bakeries were conceded, they would also have to be conceded to all master bakers in order to place all competitors in the industry on an equal footing, the effect of which would be to reintroduce night baking with all its evil consequences to the workers. This the Court was not prepared to do, but it has made some special provisions with regard to automatic bakeries which may afford them some facilities for carrying on this special class of business. The sole object of night baking appears to be to meet the demand of consumers for an early delivery of freshly baked bread, and the Court would, if practicable, prohibit all night baking, the effect of which would be to compel consumers to accept bread which, if not quite so palatable as newly baked bread, would probably be more wholesome. As, however, the Court cannot control bakers who do not employ workers, it could not in fairness impose this restriction upon bakers who do employ workers, as this would give the former class of bakers an undue advantage over the latter in competition for customers. If, as the Court thinks, it is desirable to abolish night baking, this can only be effected by legislation on the subject.

T. W. STRINGER, Judge.

NOTE.—Section 90, subsection (1) (*d*), of the Industrial Conciliation and Arbitration Act, 1908, provides that, notwithstanding the expiration of the currency of the award, the award shall continue in force until a new award has been duly made or an industrial agreement entered into, except where the registration of an industrial union of workers bound by such award has been cancelled.