

(10334.) NORTHERN, TARANAKI, WELLINGTON, MARLBOROUGH, CANTERBURY, AND OTAGO AND SOUTHLAND WOOL, GRAIN, HIDE, MANURE, ETC., STORES EMPLOYEES.—AWARD.

*[Filed in Office of the Clerk of Awards, Auckland.]*

In the Court of Arbitration of New Zealand, Northern, Taranaki, Wellington, Marlborough, Canterbury, and Otago and Southland Industrial Districts.—In the matter of the Industrial Conciliation and Arbitration Act, 1925; and in the matter of an industrial dispute between—

- The New Zealand Federated Storemen and Packers' (other than in Retail Shops) and Warehouse Employees' (other than Drivers and Clerks) Industrial Association of Workers,
- The Auckland United Storemen Industrial Union of Workers, Trades Hall, Hobson Street, Auckland,
- The New Plymouth United Storemen and Packers (other than Employees in Grocery Stores) Industrial Union of Workers, King Street, New Plymouth,
- The Wellington Storemen and Packers (other than in Retail Shops) and Warehouse Employees' (other than Drivers and Clerks) Industrial Union of Workers, Trades Hall, Wellington,
- The Napier Wool, Grain, Oil, and Wholesale Merchants' Employees' Industrial Union of Workers, 20 Macdonald Street, Napier,
- The Blenheim United Storemen (other than Employees in Retail and Soft Goods Establishments) Industrial Union of Workers, Carvell Street, Blenheim,
- The Canterbury Builders' and General Labourers, Quarry Workers, and Wool and Grain Stores Employees' Industrial Union of Workers, Trades Hall, Christchurch,
- The Otago and Southland United Storemen and Packers' Industrial Union of Workers, Rattray Street, Dunedin

(hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

NORTHERN INDUSTRIAL DISTRICT.

Abraham and Williams, Wool-brokers, Customs Street, Auckland.  
 Bisley, A. M., and Co., Merchants, Ward Street, Hamilton.  
 Buckland, Alfred, and Sons, Ltd., Wool-brokers, Albert Street, Auckland.  
 Carr, Pountney, and Co., Ltd., Grain-merchants, Fort Street, Auckland.  
 Clark, George, and Sons, Merchants, Ward Street, Hamilton.  
 Colyer, Watson, and Co., Merchants, Albert Street, Auckland.  
 Craig, J. J., Ltd., Merchants, Queen Street, Auckland.  
 Dalgety and Co., Ltd., Wool-brokers, Fanshawe Street, Auckland.  
 Donald, A. B., Ltd., Merchants, City Markets, Auckland.  
 Farmers' Co-operative Auctioneering Co., Ltd., Merchants, Gore Street, Auckland.  
 Farmers' Trading Co., Ltd., Merchants, Hobson Street, Auckland.  
 Furness, C. H., and Co., Ltd., Merchants, Customs Street, Auckland.  
 Glover and Co., Ltd., Merchants, Drake Street, Auckland.  
 Jones, J., Ltd., Auctioneers and Grain and Produce Merchants, City Markets, Auckland.  
 Laurie, W. S., and Co., Merchants, Fanshawe Street, Auckland.  
 Lewisham, W. E., Merchant, Customs Street, Auckland.  
 Lichtenstein and Paykel, Ltd., Merchants, Anzac Avenue, Auckland.  
 Lichtenstein, E., and Co., Hide and Skin Merchants, Alfred Street, Onehunga.  
 National Trading Co., Ltd., Merchants, Fort Street, Auckland.  
 New Zealand Loan and Mercantile Agency Co., Ltd., Merchants, Albert Street, Auckland.  
 New Zealand Shipping Co., Ltd., Quay Street, Auckland.  
 Paterson and Robertson, Merchants, Customs Street, Auckland.  
 Paterson, A. S., and Co., Ltd., Merchants, Quay Street, Auckland.  
 Perkins and Sons, Ltd., Auctioneers, City Markets, Auckland.  
 Shaw, Savill, and Albion Co., Ltd., The Strand, Parnell, Auckland.  
 Spedding Ltd., Merchants, Fort Street, Auckland.  
 Wilson-Canham and Co., Merchants, Fort Street, Auckland.  
 Winstone, F. M., Ltd., Merchants, Customs Street, Auckland.  
 Wright, Stephenson, and Co., Ltd., Merchants, Customs Street, Auckland.  
 Yates, Arthur, and Co., Ltd., Seed and Manure Merchants, Albert Street, Auckland.  
 Common, Shelton, and Co., Ltd., Merchants, Gisborne.  
 Gisborne Sheep-farmers' Meat Co., Ltd., Merchants, Gisborne.  
 Williams and Kettle, Ltd., Merchants, Gisborne.

TARANAKI INDUSTRIAL DISTRICT.

Ataub and Co., Regent Street, Hawera.  
 Farmers' Co-operative Organization Society, New Plymouth, Stratford, and Inglewood.  
 Farmers' Co-operative Organization Society, Merchants, Princess Street, Hawera.  
 Fary, J., Merchant, Eltham.  
 Gamlin and Co., Merchants, Inglewood.  
 Gaustad, Marlow, and Co., Ltd., Waitara.  
 Hodder and Tolley, Hawera and Eltham.  
 James and Co., Stratford.  
 Lamason, T. A., Stratford.  
 Newton King, Ltd., New Plymouth, Kaponga, Inglewood, Stratford, and Hawera.  
 New Zealand Farmers' Fertilizer Co., Ltd., Smart Road, New Plymouth.  
 New Zealand Loan and Mercantile Agency Co., Ltd., Stratford, Patea, and Hawera.  
 New Zealand Refrigerating Co., Ltd., Hawera.

Nolan, L. A., and Co., New Plymouth.  
 Sheehan, J., Merchant, Glover Road, Hawera.  
 Wilkinson, C. A., Eltham.  
 Wilson, Canham, and Co., Hawera.  
 Wright, Stephenson, and Co., Ltd., Merchants, Patea.

WELLINGTON INDUSTRIAL DISTRICT.

Abraham and Williams, Ltd., Thorndon Quay, Wellington.  
 Bourke, J. J., and Co., Featherston Street, Wellington.  
 Colyer, Watson, and Co., 326 Lambton Quay, Wellington.  
 Dalgety and Co., Featherston Street, Wellington.  
 Davidson and Co., Exporters, Thorndon Quay, Wellington.  
 Levin and Co., Ltd., Customhouse Quay, Wellington.  
 Murray, Roberts, Ltd., Featherston Street, Wellington.  
 New Zealand Farmers' Co-operative Distributing Co., Featherston Street, Wellington.  
 New Zealand Loan and Mercantile Agency Co., Ltd., Featherston Street, Wellington.  
 Paterson, A. S., and Co., Merchants, Thorndon Quay, Wellington.  
 Rowe, S., and Son, Ltd., Produce-merchants, Cuba Street, Wellington.  
 Wairarapa Farmers' Co-operative Association, Ltd., Lambton Quay, Wellington.  
 Wilson, Canham, and Co., Exporters, Thorndon Quay, Wellington.  
 Wright, Stephenson, and Co., Ltd., Customhouse Quay, Wellington.  
 Cook, J. H., and Co., Taupo Quay, Wanganui.  
 Farmers' Co-operative Organization of New Zealand, Ltd., Taupo Quay, Wanganui.  
 Frankish, Bellamy, and Co., Ridgway Street, Wanganui.  
 Freeman, R., Jackson, and Co., Ltd., 56 Ridgway Street, Wanganui.  
 Goldingham and Beckett, Ltd., Hill Street, Wanganui.  
 Johnson and Co., Ltd., Taupo Quay, Wanganui.  
 New Zealand Farmers' Co-operative Distributing Co., Ltd., 7 Victoria Avenue, Wanganui.  
 Roberts, Hugh, Nixon Street, Wanganui.  
 Smith, Webster, and Co., Ridgway Street, Wanganui.  
 Wanganui Harbour Board, 10 Taupo Quay, Wanganui.  
 Palmer, A. J., and Co., Ltd., Seed-merchants, Queen Street, Palmerston North.

*Hawke's Bay.*

Barry Bros. and Co., Port Ahuriri, Napier.  
 Cranby, C. H., and Co., Merchants, Tennyson Street, Napier.  
 Dalgety and Co., Merchants, Hastings Street, Napier.  
 De Pelichet and McLeod, Ltd., Merchants, Port Ahuriri, Napier.  
 Hawke's Bay Farmers' Co-operative Association, Ltd., Station Street, Napier.  
 Murray Roberts, Ltd., Merchants, Waghorne Street, Port Ahuriri, Napier.  
 New Zealand Loan and Mercantile Agency Co., Ltd., Hastings Street, Napier.  
 New Zealand Shipping Co., Wool-store, Port Ahuriri, Napier.  
 Williams and Creagh, Ltd., Port Ahuriri, Napier.  
 Williams and Kettle, Ltd., Browning Street, Napier.  
 Clarkson, T., Ltd., Hastings.  
 Hawke's Bay Farmers' Co-operative Association, Ltd., Market Street, Hastings.  
 Hoadley, Son, and Stewart, Ltd., Merchants, Hastings.  
 Langley and Co., Grain-merchants, Hastings.  
 Redgrave and Co., Grain-merchants, Hastings.  
 Russell, S., Grain-merchant, Hastings.  
 Simmonds, A., and Co., Merchants, Hastings.  
 Tennant, H. B., Merchant, Hastings.  
 Wilson, Canham, and Co., Merchants, Hastings.  
 Wairarapa Farmers' Co-operative Association, Ltd., Merchants, Dannevirke.

## MARLBOROUGH INDUSTRIAL DISTRICT.

Clouston and Co., Wholesale Merchants, Blenheim.  
 Corry, A. M., and Co., Wholesale Merchants, Blenheim.  
 Dalgety and Co., Wholesale Merchants, Blenheim.  
 Eckford and Co., Wholesale Merchants, Blenheim.  
 Levin and Co., Wholesale Merchants, Blenheim.  
 Murray, Roberts, and Co., Wholesale Merchants, Picton.  
 New Zealand Farmers' Co-operative, Wholesale Merchants, Blenheim.  
 New Zealand Loan and Mercantile Agency Co., Ltd., Blenheim and Picton.  
 Nimmo and Blair, Wholesale Merchants, Blenheim.  
 Parker, C. W., and Co., Wholesale Merchants, Blenheim.  
 Wright, Stephenson, and Co., Blenheim.

## CANTERBURY INDUSTRIAL DISTRICT.

Barker, N. L., Wool and Grain Merchant, Ashburton.  
 Bruce, Murdock, Wool and Grain Merchants, Ashburton.  
 Canterbury (N.Z.) Seed Co., Merchants, Cashel Street, Christchurch.  
 Colyer, Watson, and Co., Moorhouse Avenue, Christchurch.  
 Cook, W. E., and Co., Merchants, 170 Cashel Street, Christchurch.  
 Dalgety and Co., Ltd., Wool-brokers, Cathedral Square, Christchurch.  
 Lloyd, H. A., Wool and Grain Merchant, Ashburton.  
 McElrea, H. R. C., Skin and Wool Broker, Ashburton.  
 Matson, H., and Co., Wool-brokers, Cashel Street, Christchurch.  
 Montgomery and Co., Seed-merchants, Christchurch.  
 National Mortgage and Agency Co., Ltd., Christchurch, Ashburton, and South-  
 bridge.  
 New Zealand Farmers' Co-operative Association, Christchurch, Rangiora, and  
 Ashburton.  
 New Zealand Loan and Mercantile Agency Co., Hereford Street, Christchurch.  
 Paterson, A. S., and Co., Grain-merchants, Cashel Street, Christchurch.  
 Pyne and Co., Wool-brokers, Cashel Street, Christchurch.  
 Robinson, T., and Co., Merchants, 184 Cashel Street, Christchurch.  
 Seldon Bros., Wool and Grain Merchants, Ashburton.  
 Tutton, A. P., Wool and Grain Merchant, Rangiora.  
 Wright, Stephenson, and Co., Wool and Grain Merchants, Christchurch.  
 Annand and Co., Timaru.  
 C.F.C.A., Ltd., Timaru.  
 Coe, A., St. Andrew's.  
 Gapper and Sheen, Ltd., Temuka.  
 Meehan and Sons, Timaru.  
 Mill, John, and Co., Ltd., Timaru.  
 Morton and Co., Timaru.  
 Pyne, Gould, Guinness, Ltd., Timaru and Christchurch.  
 Shaw, Savill, and Co., Ltd., Timaru.  
 Turnbull, D. C., and Co., Timaru.  
 Ward, J. G., and Co., Ltd., Christchurch.

## OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

Black, R. S., Wool and Skin Merchant, Rattray Street, Dunedin.  
 Dalgety and Co., Ltd., Wool and Grain Merchants, Cumberland Street, Dunedin.  
 Duke, W., and Sons, Ltd., 90 George Street, Dunedin.  
 Irvine and Co., Ltd., Wool and Skin Merchants, 238 Cumberland Street, Dunedin.  
 Kreglinger and Fernau, Wool-merchants, 258 Vogel Street, Dunedin.  
 Mooney, J. K., and Co., Wool and Skin Merchants, Stuart Street, Dunedin.  
 Murray, Roberts, and Co., Ltd., Wool and Grain Merchants, Crawford Street,  
 Dunedin.  
 National Mortgage and Agency Co. of New Zealand, Ltd., Wool and Grain  
 Merchants, Water Street, Dunedin.

- New Zealand Loan and Mercantile Agency Co., Ltd., Rattray Street, Dunedin.  
 Nimmo and Blair, Seed-merchants, Vogel Street, Dunedin.  
 Otago Farmers' Co-operative Association, Ltd., Wool and Grain Merchants, Crawford Street, Dunedin.  
 Paterson, A. S., and Co., Seed, Grain, and Hide Merchants, 11 Bond Street, Dunedin.  
 Reid, Donald, and Co., Wool and Grain Merchants, Vogel Street, Dunedin.  
 Simpson, R. T., Skin-merchant, 28 Station Street, Dunedin.  
 Stronach, Morris, and Co., Ltd., Wool and Grain Merchants, Crawford Street, Dunedin.  
 Swift, J. W., and Co., Ltd., Wool-merchants, 110 and 114 Bond Street, Dunedin.  
 Turner Bros., Skin and Hide Merchants, 53 Lower Rattray Street, Dunedin.  
 Waters, Ritchie, and Co., Skin and Wool Merchants, Anderson's Bay Road, Dunedin.  
 White and Co., Skin-merchants, Robert Street, Dunedin.  
 Wilson, Canham, and Co., Wool-exporters, Lower Rattray Street, Dunedin.  
 Wright, Stephenson, and Co., Ltd., Wool and Grain Merchants, Cumberland and High Streets, Dunedin.  
 Boaden, James, Tyne Street, Oamaru.  
 Bruce, Christie, and Co., Merchants, Tyne Street, Oamaru.  
 Darling and McDowell, Grain and Produce Merchants, Harbour Street, Oamaru.  
 Ireland and Co., Ltd., Merchants, Severn Street, Oamaru.  
 Meek, J. and T., Merchants, Thames Street, Oamaru.  
 Mill, John, and Co., Ltd., Agents, Wharf, Oamaru.  
 North Otago Farmers' Co-operative Association, Ltd., Thames Street, Oamaru.  
 Oamaru Wool and Skin Buyers, Ltd., Tyne Street, Oamaru.  
 Stringer and Co., Grain and Produce Merchants, Tyne Street, Oamaru.  
 Casey, John, and Co., Merchants, Gorton Street, Gore.  
 Henderson and Co., Ltd., Merchants, Ordsall Street, Gore.  
 Kirk and Co., Merchants, Gore.  
 Southland Farmers' Co-operative Association, Ltd., Main Street, Gore.  
 Ward, J. G., and Co., Ltd., Merchants, Mersey Street, Gore.  
 Watson, J. E., and Co., Ltd., Merchants, Mersey Street, Gore.  
 Brown Bros., Merchants, Tay Street, Invercargill.  
 Carswell and Co., Ltd., Merchants, Liddell Street, Invercargill.  
 Henderson and Co., Ltd., Merchants, Dee Street, Invercargill.  
 Irvine and Co., Ltd., Merchants, Don Street, Invercargill.  
 Mills, J. R., and Sons, Merchants, Spey Street, Invercargill.  
 Nicol Bros., Merchants, Esk Street, Invercargill.  
 Southland Farmers' Co-operative Association, Ltd., Merchants, Invercargill.  
 Todd Bros. and Co., Merchants, Dee Street, Invercargill.  
 Ward, J. G., and Co., Ltd., Merchants, Dee Street.  
 Ward, J. J., and Co., Liddell Street, Invercargill.  
 Watson, J. E., and Co., Ltd., Merchants, Tay Street, Invercargill.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives duly appointed, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, doth hereby order and award:—

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and

provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that a penalty as by law provided shall be payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect from the 1st day of December, 1932, and shall continue in force until the 30th day of November, 1933, and thereafter as provided by subsection (1) (d) of section 89 of the Industrial Conciliation and Arbitration Act, 1925.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand, this 21st day of November, 1932.

[L.S.]

F. V. FRAZER, Judge.

#### SCHEDULE.

##### *Hours of Work.*

1. (a) Subject to the provisions hereinafter contained as to shifts, the ordinary hours of work shall be eight each day on five days of the week, to be worked between the hours of 7.30 a.m. and 5 p.m., and four hours on the day of the customary half-holiday in the industry in the particular locality, to be worked between the hours of 7.30 a.m. and 12 noon. One hour shall be allowed for dinner each day, except the day of such customary half-holiday, but may by mutual agreement between the employer and the majority of his workers be less than one hour. The tea-hour shall be given not later than 6 p.m. : Provided that the starting and finishing times of work on any day or days may be varied by the employer in the case of failure of motive power affecting the work of the store, through circumstances over which the employer has no control.

(b) No worker shall be employed for more than five hours without an interval for a meal.

(c) Any worker required to commence work before 6.30 a.m. shall be allowed half an hour for breakfast, between 7 a.m. and 9.30 a.m., without deduction from pay.

#### *Wages.*

2. (a) Casual workers employed in the stores of the employers parties hereto shall be paid not less than 1s. 8d. per hour.

(b) Permanent hands similarly employed shall be paid not less than £3 12s. 6d. per week.

(c) Any worker mixing manures, or bagging manures by hand, shall, for the time he is so employed, receive 3d. per hour in addition to his rate. A minimum of one hour shall be paid.

(d) Workers whilst engaged upon any of the following work shall be paid 1d. per hour in addition to the rates prescribed in subclauses (a) and (b) hereof: (i) Workers classing hides, sheep-skins, rabbit-skins, or wool; (ii) workers in control of grass-seed and grain-cleaning operations; (iii) workers sampling seed or grain.

#### *Conditions.*

3. (a) Any work done during meal-hours shall be paid for at ordinary overtime rates, subject, however, to the provisions of clause 1 hereof.

(b) A "casual worker" is an employee who is engaged by the hour. One hour's notice of termination of engagement shall be given by either side, except in cases where work is stopped on account of weather conditions, when a moment's notice only need be given. Notwithstanding the foregoing, a casual worker may be dismissed for misconduct without notice.

(c) A "permanent hand" is a weekly employee, and not less than one week's notice shall be given by either party of the termination of the employment. Provided, however, that this shall not prevent an employer from summarily dismissing an employee for misconduct or other good cause.

(d) A casual worker on completion of twelve months' continuous service under this award shall, for the purposes of the award, be deemed to be a permanent hand.

(e) Wages shall be paid weekly, not later than Friday and during ordinary working-hours, except in the case of the termination of the employment, when all wages due shall be paid immediately upon discharge; but if any worker leaves of his own accord an order upon the city office shall be deemed to be sufficient.

#### *Overtime.*

4. (a) All time worked between 6 p.m. and 8 p.m., and between 6.30 a.m. and 7.30 a.m., on ordinary working-days shall be paid for at time and a quarter rates. All time worked between 6.30 a.m. and

7.30 a.m. and between 12 noon and 3 p.m. on the day of the customary holiday shall be paid for at time and a quarter rates. All time worked after 3 p.m. on the day of the half-holiday or after 8 p.m. on any other day shall be paid for at time and a half rates.

(b) When an employee is ordered back to work overtime after 6 p.m. on any ordinary working-day, or after 1 p.m. on the day of the customary half-holiday, a minimum of two hours shall be paid for.

(c) Provided that the overtime rate for Eckford and Co. between the hours of 10 p.m. and 5 a.m. shall be 2s. 10d. per hour; all other overtime, time and a quarter for the first two hours, and time and a half thereafter.

#### *Holidays.*

5. The following shall be the recognized holidays in the under-mentioned areas respectively:—

Northern Industrial District (except Gisborne Judicial District):  
New Year's Day, Anniversary Day, Good Friday, Easter Monday, Labour Day, Sovereign's Birthday, Christmas Day, and Boxing Day.

Gisborne Judicial District: New Year's Day, Anniversary Day, Good Friday, Easter Monday, Labour Day, Sovereign's Birthday, Christmas Day, and Boxing Day: Provided, however, that should any of the foregoing days be not generally observed as a holiday another day may be substituted in lieu thereof by mutual agreement between the employers and the local union concerned.

Taranaki Industrial District: New Year's Day, Good Friday, Easter Saturday, Easter Monday, Sovereign's Birthday, Labour Day, Christmas Day, and Boxing Day.

Wellington Industrial District (except Wellington City): New Year's Day, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Christmas Day, Boxing Day, and either Anniversary Day or People's Show Day (whichever is more generally observed in the particular locality).

Wellington City: New Year's Day, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Christmas Day, Boxing Day, and Anniversary Day.

Marlborough Industrial District: New Year's Day, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Christmas Day, Boxing Day, and Anniversary Day.

Canterbury Industrial District (north of the Rangitata River): New Year's Day, Good Friday, Easter Saturday, Easter Monday, Show Day, Labour Day, Christmas Day, and Boxing Day.

Canterbury Industrial District (south of the Rangitata River): New Year's Day, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Christmas Day, Boxing Day, and Easter Saturday.



Provincial District of Otago (excluding that portion thereof comprised within the former Province of Southland): New Year's Day, Good Friday, Easter Monday, Anniversary Day, Sovereign's Birthday, Labour Day, Christmas Day, and Boxing Day: Provided, however, that by mutual agreement between the employers and the local union a "union picnic day" may be substituted for any one of the foregoing holidays.

Provincial District of Southland: New Year's Day, 2nd January, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Christmas Day, and Boxing Day.

In all areas mentioned the following general provision shall apply: All work done on Sundays, Good Friday, or Christmas Day shall be paid for at double time rates, and all work done on any other of the specified holidays, or on any days observed in lieu thereof, shall be paid for at the rate of time and a half.

#### *Annual Holidays.*

6. (a) All workers after twelve months' continuous service shall be granted an annual holiday of one week on full pay.

(b) If any worker shall work over six months and less than twelve months, he shall be paid a proportionate holiday allowance. This subclause shall not apply to the first year of service.

#### *Overalls, &c.*

7. Employers shall provide all workers employed handling manure with overalls, and those employed on hides and green and salted skins with canvas aprons and leggings, which shall remain the property of the employer. On completion of the work the same shall be returned to the foreman in charge.

#### *Employment of Youths.*

8. (a) Youths may be employed at not less than the following rates of wages:—

Age at Starting.	First Year.	Second Year.	Third Year.	Fourth Year.	Fifth Year.
Between—	s. d.	s. d.	s. d.	s. d.	s. d.
16 and 17 ..	15 0	20 0	27 6	35 0	40 0
17 and 18 ..	20 0	27 6	35 0	40 0	..
18 and 19 ..	25 0	32 6	40 0	..	..
19 and 20 ..	25 0	35 0	..	..	..

On reaching the age of twenty-one years, adult rates.

(b) The proportion of youths shall be not more than one to every four adult workers or fraction of four, except in the case of rabbit-skin stores, where it shall be not more than one youth to every two adult workers or fraction of two.

*Heavy Goods.*

9. No individual worker shall be required to carry any bagged goods exceeding 200 lb. net in weight.

*Accommodation.*

10. The employer shall provide suitable dining and lavatory accommodation, together with facilities for the changing of clothes.

*Notice of Overtime.*

11. When workers are ordered back to work after 6 p.m. on any day, or after 1 p.m. on the day of the customary half-holiday, the employer shall provide meals or pay each worker 1s. to enable him to obtain a meal, unless such worker has been notified on the previous day that he will be required to work overtime.

*Stacking Bales of Wool.*

12. When workers are engaged stacking bales of wool by hand three bales high and over, not less than four adult storemen shall constitute the gang.

*First-aid Chest.*

13. A suitable first-aid medical outfit shall be provided and maintained in all stores, and shall be at all times accessible to each worker employed.

*Disputes Committee.*

14. The essence of this award being that the work of the employers shall not on any account whatsoever be impeded, but shall always proceed as if no dispute had arisen, it is provided that if any dispute or difference shall arise between the parties bound by this award, or any of them, as to any matter whatsoever arising out of or connected therewith, and not specifically dealt with in this award, every such dispute or difference shall be referred to a committee to be composed of two representatives of each side, together with an independent chairman to be mutually agreed upon, or in default of agreement to be appointed by the Court. Either side shall have the right to appeal to the Court against a decision of any such committee upon giving to the other side written notice of such appeal within fourteen days after such decision has been made known to the party desirous of appealing.

*Shifts.*

15. (a) When shifts are worked at seed-cleaning, grain-cleaning, dressing and crushing, mixing manure, outside the hours prescribed in clause 1 hereof, eight hours shall constitute the shift and forty-four hours the week's work, for which payment shall be made at the rate of £3 16s. per week. All time worked in excess of the shift shall be paid for at the rate of time and a quarter for the first two hours and time and a half thereafter. A crib-time of not less than half an hour shall be allowed in each shift without any deduction from the worker's pay. This clause shall apply only when a full week's shift is worked.

(b) Paragraph (ii) of subclause (d) of clause 2 of this award shall apply to shift-work.

*Basic Slag.*

16. Workers employed at carrying or handling basic slag shall be paid, for the time actually employed thereat, 3d. per hour in addition to the ordinary rates of wages prescribed by this award. This amount shall not be payable unless the aggregate time occupied at such work in any one day amounts to one hour or more.

*Preference.*

17. (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. The provisions of this subclause relating to the dismissal of workers shall apply, with equal effect, to any worker coming within the scope of this award engaged since the 6th day of February, 1929, but before the coming into force of this award, who is not a member of the union during the currency of this award.

(b) The provisions of this 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 1s. per week, and such fines as may be lawfully imposed on him for non-attendance without reasonable excuse at a specially called meeting of the union, of which written notice has been given to him or sent to him by post at his last address as notified by him to the union, or for misconduct at a meeting of the union, or for being more than three months in arrear, without reasonable excuse, in his

contributions to the union: Provided that the maximum fine shall not exceed 2s. 6d. for non-attendance at a meeting of the union or for being in arrear with his contributions, and £1 for misconduct at a meeting of the union.

*Under-rate Workers.*

18. (a) Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may from time to time be fixed, on the application of the worker after due notice to the union, by the local Inspector of Awards or such other person as the Court may from time to time appoint for that purpose; and such Inspector or other person in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector or other person shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b) Such permit shall be for such period, not exceeding six months, as such Inspector or other person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been given to such worker by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability it may be fixed for such longer period as such Inspector or other person shall think fit.

(c) Notwithstanding the foregoing, it shall be competent for a worker to agree in writing with the president or secretary of the union upon such wage without having the same so fixed.

(d) It shall be the duty of the union to give notice to the Inspector of Awards of every agreement made with a worker pursuant hereto.

(e) It shall be the duty of an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

*Scope of Award.*

19. This award shall not apply to any head storeman unless he is substantially employed at manual labour, but otherwise shall apply to all workers who are substantially employed as storemen by employers parties to this award in stores handling wool and/or hides, skins, tallow, hemp, manure, grain, seeds, salt, chaff, or flour, and shall be operative throughout the Northern, Taranaki, Wellington, Marlborough, Canterbury, and Otago and Southland Industrial Districts. In so far as the firm of Wright, Stephenson, and Co., Ltd., is concerned, this award shall not apply to workers engaged solely as bulk-store hands in connection with the manure and fertilizer works of the said firm.

*Term of Award.*

20. This award shall come into force on the 1st day of December, 1932, and shall continue in force until the 30th day of November, 1933.

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 21st day of November, 1932.

[L.S.]

F. V. FRAZER, Judge.

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MEMORANDUM.

The only matter referred to the Court was the under-rate workers' clause. In other respects this award embodies the recommendations of the Conciliation Council, which the parties agreed to accept.

F. V. FRAZER, Judge.

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