

NORTHERN (AUCKLAND) INDUSTRIAL DISTRICT.

(10518.) AUCKLAND (TEN-MILES RADIUS) HAIRDRESSERS' ASSISTANTS.—AWARD.

In the Court of Arbitration of New Zealand, Northern Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925; and in the matter of an industrial dispute between the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Allan, E., 3 Karangahape Road, Auckland
 Alcock, D., Te Papapa
 Amie, Madame, Cooke's Building, Queen Street
 Amie, Madame, Terminus Hairdressing Saloon, Rosebank Road, Avondale
 Anderson, Arthur, Great South Road, Otahuhu
 Arnott, B., 525 Manukau Road, Epsom
 Asher, E. K., 19 Shortland Street
 Ashford, W. J., La Favourette Hairdressing Saloon, Symonds Street
 Astle, George, 153 Newton Road
 Baddiley, A. A., New Lynn
 Balu, T., 41 Wellesley Street West
 Barker, H., 57 Victoria Street West
 Barlin, R. D., 177 New North Road, Eden Terrace
 Barton, H., 265 Karangahape Road
 Bassett, W. G., New Lynn
 Bazalo, I., 19 Ponsonby Road
 Beauty Salon (Whitfield and Leathes), 236 Queen Street, Onehunga
 Beauty Wave Salon (Mrs. M. E. Reid), 7 Civic Building
 Bell, W., and Son, 12 Darby Street
 Bidwell, Miss, 538 Queen Street
 Binns, Mrs., 18 Strand Arcade
 Black, A., St. Helier's Bay
 Blackburn, A., 175 Manukau Road, Parnell
 Blenkin, T. E., 58 Manukau Road, Parnell
 Bond, Mrs. E., 5 Civic House
 Borgolte, Miss, City Chambers
 Bosnic, F., 20 Pitt Street
 Braithwaite, Miss O. M., Olivia Toilet Saloon, Green Lane
 Brierley, H., Great South Road, Otahuhu
 Brown, A. H., 1A Great North Road
 Brown, Evelyn, American Beauty Shoppe, 324A Queen Street
 Brown, G. H., Globe Saloon, Tivoli Building, Karangahape Road
 Browne, Vic., 79 Victoria Road, Devonport
 Burford, H., Birkenhead
 Burns, A., 6 Great North Road, Grey Lynn
 Carrie, J., 317 Sandringham Road
 Ciprian, M., Beresford Street
 Clarey, Miss, La Blonde, 399 Mount Eden Road
 Clark, Miss, 1 Woolworth Offices, Karangahape Road
 Clausen, Fred., 128 Victoria Street West
 Clegg, H. W., 182 Queen Street, Onehunga
 Clowes, Josiah, Greenwood's Corner, Epsom
 Cobb, George, 25 Manukau Road, Parnell
 Cogle Bros., 160 Broadway, Newmarket
 Coleman, J. W., 9 Queen Street
 Colledge, Miss Elizabeth, corner Broadway and Remuera Road

Collins, Sid., 159 Mount Eden Road
 Collins, W., 12A Queen's Arcade
 Cornish, P., 1226 Great North Road, Point Chevalier
 Cullen, J., 51 Park Road
 Cunningham, J. T., 14 Wellesley Street East
 Curham, M., 108 Green Lane
 Dahya, R., and Co., 118 Hobson Street
 Dawson, J., 20 Kitchener Road, Sandringham
 Delgrosso, D., 10 Victoria Street West
 Dellamore, Mrs. Vera, 507 Manukau Road, Epsom
 Denning, P., Shewery's Building, Remuera Road
 Dickinson, W., 5 St. Kevin's Arcade, Karangahape Road
 Dolores, P., 254 Broadway, Newmarket
 Drake, D., 9 Symonds Street, Royal Oak
 Drake, J., Trafalgar Street, Onehunga
 Dullabh, Kanji, 6A Wakefield Street
 Dunham, A., Civic Building, Wellesley Street West
 Eagleton, R., 6 Victoria Street West
 Edelle Beauty Salon (Miss E. Sanders), 91 Queen Street
 Edwards, George, Milford
 Ekman, Mrs. E. M., 430 Mount Eden Road
 Elias, B., 156A Hobson Street
 Elise, Madame, 30 H.B. Building, Queen Street
 Eve Beauty Salon (Mrs. V. J. Jordan), 416A Mount Eden Road
 Eyles, R. J., 76 Queen Street
 Fayette Beauty Salon (F. Scollard), 254 Dominion Road
 Fidler, A. E., 86 Sandringham Road
 Fielding, F., 1209 Great North Road, Point Chevalier
 Findlay, Doug., 23 Customs Street East
 Fleming, G., 701 Mount Eden Road, Three Kings
 Fletcher, A., 182 Karangahape Road
 Fox, Miss, H.B. Building, Queen Street
 French, G., Union Building
 Gilchrist, A. A., Queen Street, Northcote
 Goldsbro, E. P., 145 Broadway, Newmarket
 Gordon, J., 549 Dominion Road
 Govind, D., and Co., 106 Victoria Street West
 Graham, Miss J., Speight Road, Kohimarama
 Gray, H. J., Garnett Road, Grey Lynn
 Green and Newman, Endean's Building, Queen Street
 Grey, Miss Lilian, 85 Victoria Road, Devonport
 Gussey, W., 103 Victoria Road, Devonport
 Hackett and Crowther, Power Board Building, Queen Street
 Hadfield, Ralph, 64 Jervois Road
 Hammond, Miss H., Mayfair Salon, 195 Queen Street
 Handlin, L., 146 Queen Street, Onehunga
 Hannah, Madame, Blue Salon, 101A Remuera Road
 Hardgrave, E., 190 Queen Street, Onehunga
 Harker, H. J., 24 High Street
 Harrison, W. G., 51 Hurstmere Road, Takapuna
 Harvey, Bert, 27 Victoria Road, Devonport
 Heaps, H. E., 221 Karangahape Road
 Hebden, R., 395 New North Road, Kingsland
 Henderson, Dick, 8 College Hill
 Hislop, Betty, 91A Great South Road
 Hogan, W., 664 Dominion Road
 Holmes, Miss C., 295 Sandringham Road
 Hoppy, R., 525A Dominion Road
 Hough, J. D., 109 Panmure Road, Ellerslie

Hounslow, W., Commerce Building, Anzac Avenue
 Howarth, J., 694 New North Road, Mount Albert
 Howell, Misses, La Favourette Hairdressing Saloon, Symonds Street
 Hubber, Miss E. C., Melvern's Building, Karangahape Road
 Hunt, E., 417 Queen Street
 Hunter, Miss, "Pembroke," 38 Symonds Street
 Hunter, A., Central Toilet Parlours, Lister Building
 Hunter, Wm., 210 Ponsonby Road
 Iivil, A. E., Hurstmere Road, Takapuna
 Iivil, E., Gifford's Buildings, High Street
 Iivil, W. G., 108 Queen Street
 Jack, M., and Co., Milady Beauty Salon, 80 Pitt Street
 Jackson, Mrs., H.B. Building, Newton
 Jackson, George, Dilworth Building
 Jacobsen, Miss, 73 Hobson Street
 Jaime, Robert, 162 Symonds Street
 Jamieson, W. F., 340 Ponsonby Road
 Jay's Beauty Salon (Mrs. May H. Hammer), 11 H.B. Building, Queen Street
 Jay's Beauty Salon (G. Kenrick), Great South Road, Otahuhu
 Jensen, J., and Son, 317 Ponsonby Road
 Jina, L., 243 Hobson Street
 Johns, B., 104 Albert Street
 Jones and Fitzgerald, 69 Hobson Street, Auckland
 Julian, E., 59 Wellesley Street West
 Kara, George, 58 Khyber Pass
 Kearin, Miss Molly, Adelphi Buildings, Richmond Avenue, Grey Lynn
 Kennedy, B., 59 Mount Eden Road
 King, Miss M., 447 New North Road, Kingsland
 Kinniburgh, A. E., 415 New North Road, Kingsland
 Kirby, W., 3 Wellesley Street East
 Knight, T. G., 233 Dominion Road
 Knight, Mrs., 48 Victoria Road, Devonport
 Knock, Charles G., 283 Great South Road
 Knott, Fred. C., Fergusson's Building, Queen Street
 Knott, W., 30A Wellesley Street West
 Lamb, H. O., Lake Road, Takapuna
 Larsen and Thomas, Misses, 13 Vulcan Building, Vulcan Lane
 Leonard, Eileen, Forder's Building, Otahuhu
 Lefevre, Madeleine, Power Board Buildings
 Leonard, R., Great South Road, Otahuhu
 Lest, Jardin J., 22A Swanson Street
 Lloyd, P., 42 Ponsonby Road
 Lowrie, M. L., Milford
 Lumsden and Smith, 284 Queen Street
 Luxford, W. H., 89 Victoria Street West
 Lyall, Misses, Cameo Beauty Parlours, 112 Colonial Mutual Building
 McClure, S., 292 Queen Street
 McDonald, L. N., 28 Victoria Street West
 McGill, Mrs. E. M., Pacific Building
 McGregor, R. H., Grafton Bridge Flats, Park Road
 McKay, L. J., 32 Great North Road
 McMurchy, W., and Son, 209 Karangahape Road
 McNaughton, J., 7 Khyber Pass
 Mae, Madame, Charm Beauty Salon, 34 H.M. Arcade
 Mancho, M., 41 Grey Avenue
 Martin, R., Great South Road, Otahuhu
 Mason Roberts (A. Stead-Roberts), Vulcan Building, Queen Street
 Mason, Walter, 110 Dominion Road

Mason, W., 126 Valley Road, Dominion Road
 Meehan, G., Market Place
 Miller, C., 57 New North Road, Eden Terrace
 Milne and Choyce, Ltd., Queen Street
 Moor, Miss, 2 St. Kevin's Arcade, Karangahape Road
 Mudd, J., 698 Dominion Road
 Murray, E., 110A Victoria Street West
 Naden, Paul, 16 Wyndham Street
 Norotam, G., 36 Wellesley Street West
 Nealie, F. J., 68 Queen Street
 Nolan, Jack, 55 Richmond Avenue
 New Zealand Hairdressing College, 228 Queen Street
 Noonan, J., Te Papapa
 Norris, J. F., 143 Great North Road
 O'Hara, E., Maison Mac, Jellicoe Chambers, Queen Street
 Panckhurst, Roy, Great South Road, Otahuhu
 Pasalie Bros. and Alac, 132 Queen Street
 Pascoe, Mrs., 132 Great North Road
 Paterson, F., 17 Customs Street West
 Paterson, R. P., 7 West Street, Newton
 Paul, F. H., 95 Queen Street
 Paul, Sam, 85 Symonds Street
 Pearson, Misses, 266 Queen Street, Onehunga
 Peters, A. S., 184 Jervois Road
 Peters, G. V., 495 Manukau Road, Epsom
 Pilkington, L., 137 Panmure Road, Ellerslie
 Pitchford, R. G., 200 Hobson Street
 Pollock, Irene, 198 Queen Street
 Porter, F., 263 Queen Street
 Ramji, P., 227 Hobson Street
 Ratangi, Dahya, 10 Quay Street East
 Reid, W., 97 Karangahape Road
 Renshaw, R. H., 243 Symonds Street
 Rice, Bert., Astor Hairdressing Saloon, 4 Khyber Pass
 Richards, A. J., Great South Road, Otahuhu
 Richardson, R., 7 Victoria Street West
 Ridell, Miss M., 303 Queen's Arcade
 Rielly, C., 17 Great North Road
 Robin, Alb., 20 Hurstmere Road, Takapuna
 Robinson, M. T., 109A Remuera Road
 Robinson, S., 82 Victoria Street West
 Robson, C., Great South Road, Otahuhu
 Rogers, E. A., 113 Ponsonby Road
 Rothwell, J. W., 367 Dominion Road
 Rudings, L. R., Te Papapa
 Rule, E., and Son, 96 College Hill
 Ruston, H., 65 Manukau Road, Parnell
 Sampson, N., Smith and Caughey's Building, Newmarket
 Sanders, Miss Edith, 91 Queen Street
 Sareta Salons (Mr. S. W. House), S. and C.'s Building, Queen Street
 Selley, J., 195 Hobson Street
 Sharkey, P. J., Surrey Crescent
 Sharp, Stan., 42 Albert Street
 Shaw, R., 49 Customs Street East
 Sheppard, J. B., 93 Great South Road
 Sherwin, Mrs., 219 Symonds Street
 Short, Miss Rosina, Lewis Eady Building
 Skentlebery, R., Onewa Road, Northcote

Smith, W., 9 Strand Arcade
 Sparkes, Geoff, Mangere Crossing, Otahuhu
 Speck, Bert, 209 New North Road, Kingsland
 Spooner, Miss B., 193 Symonds Street
 Stephens and Kay, 253 Broadway, Newmarket
 Stone, G., 10 William Street, Dominion Road
 Strickland, H., 262c Great South Road
 Sutcliffe, H. G., 484 Queen Street
 Sutcliffe, Harold J., 99 Customs Street East
 Sussex, Miss Gwen E., Sunlite Beauty Salon, 661 New North Road,
 Mount Albert
 Swindells, T. G., 5 New North Road, Eden Terrace
 Sykes, George, France Street
 Tanner, Alf., 1218 Great North Road, Point Chevalier
 Taplin, Fred., 239 Broadway, Newmarket
 Tate, Madame Thora, corner Belgium Street and Karangahape Road
 Telenta, N., 101 Victoria Street West
 Thomas, E., 125 Ponsonby Road
 Tierney, L., Great North Road, Avondale
 Town, S., 309 Queen Street
 Tribhovandas, Thakorlala, 17 Grey Avenue
 Tucker, W. J., 137 Symonds Street
 Turner, R., Tuarangi Road, Grey Lynn
 Turner, T. H., 34 Speight Road, Kohimarama
 Turvey, L. C., Hauraki Street, Birkenhead
 Tylocoat, G., Victoria Park Hairdressing Saloon, 214 Victoria Street West
 Tyson, Miss G., Eugenia Hairdressing Saloon, 14 Queen's Arcade
 Verlie Parlours (Miss Cornish), Liverpool Street
 Vernon, Mrs. Frances, 752 New North Road, Mount Albert
 Vipond, Ellis, 81 Sandringham Road
 Walker, C., 8 Customs Street West
 Walker, John, 14 St. Kevin's Arcade, Karangahape Road
 Wallace, W., 163 Symonds Street
 Walsh, J., 34 Victoria Road, Devonport
 Wells, W., 236 Karangahape Road
 Whelan, C. M., 70 Panmure Road, Ellerslie
 White, M. Allen, 629 New North Road, Morningside
 Wilkinson, Reg., 712 New North Road, Mount Albert
 Willis, Miss, and Kennedy, Miss, La Pompadour Beauty Parlour, Eskdale
 Flats, Park Road
 Winter, Monte W. B., Power Board Building
 Wood, T., and Sons, 273 Ponsonby Road
 Woods, Chas., 31 Customs Street West
 Woods, Miss Mae, 569 Manukau Road, Epsom
 Woods, P. J., Great North Road, Avondale
 Wynn, J., 151 Queen Street, Onehunga
 Young, Eddie, 268 Dominion Road

and

the Auckland Hairdressers' Assistants' Industrial Union of Workers, Auckland (hereinafter called "the union").

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 11th day of September, 1933, and shall continue in force until the 11th day of September, 1935, 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 5th day of September, 1933.

[L.S.]

F. V. FRAZER, Judge.

SCHEDULE.

Hours of Work.

1. (a) The hours of work shall be forty-eight per week, exclusive of meal-hours, to be worked between the hours of 8 a.m. and 6 p.m. on Monday, Tuesday, Wednesday, and Thursday, between the hours of 8 a.m. and 9 p.m. on Friday, and between the hours of 8 a.m. and 1 p.m. on Saturday. If any of the holidays hereinafter mentioned falls on a Friday, the late night shall be observed on Thursday, or if Thursday is also a holiday, then on Wednesday: Provided, however, that in the event of Christmas Day or New Year's Day falling on a Tuesday or Wednesday the hour for ceasing work shall be not later than 8 p.m. on the day preceding such holiday and on the Friday of the same week.

(b) All hairdressers' saloons to which section 17 of the Shops and Offices Amendment Act, 1927, applies shall be closed on each working-day at the hour fixed by this award for assistants to cease work on

that day: Provided that on any day on which an assistant may be employed until 6 p.m. the hour at which all saloons shall be closed shall be 7 p.m.: Provided further that all subsisting orders of exemption from the provisions of the closing-hours clause of the former award, dated the 19th day of October, 1925, shall remain in full force and effect as if they had been made under this award.

Work in Hand.

2. No worker shall be allowed to take a customer into his chair after five minutes before closing-time.

Minimum Wages.

3. (a) The minimum wage to be paid to journeymen hairdressers shall be £4 5s. per week.

(b) The wages provided for in subclause (a) hereof shall be deemed to be weekly wages, and no deduction shall be made from same except for time lost through the worker's own default or sickness.

(c) All wages shall be paid weekly, not later than Friday, and punctually on the termination of the working-hours.

Casual Workers.

4. (a) When an assistant is engaged on the understanding that the engagement will not exceed five days such employment shall be deemed to be casual, and the rates of pay specified below shall be payable. If it is intended that a full week's work shall be done the weekly wage shall apply. After two complete weeks have been served by a worker engaged casually, without notice of intention to terminate the employment, the engagement shall be deemed permanent and clause 3 shall apply.

(b) Casual labour shall be paid for at the rate of not less than 2s. per hour. In no case shall a casual worker be engaged for less than four hours continuously.

Termination of Employment.

5. The engagement, except in the case of casual workers, shall be deemed to be a weekly one, and one week's notice of dismissal or resignation shall be given by the employer or workers, or a week's wages paid by either in lieu thereof; but this shall not prevent any employer from dismissing a worker for good cause.

Holidays.

6. (a) The following shall be observed as full holidays: New Year's Day, Anniversary Day, Good Friday, Anzac Day, Sovereign's Birthday, Labour Day, and Christmas Day.

(b) The following shall be observed as partial holidays: The day following New Year's Day, Easter Monday, and Boxing Day, as from 11 a.m.

(c) If any of the holidays above mentioned, except Anzac Day, falls on a Sunday it shall be observed on the Monday following.

Classification.

7. The following workers only may be employed at the trade, viz.: Journeymen (which shall include journeywomen), junior journeymen, apprentices, and under-rate workers.

Junior Journeymen.

8. After completion of the apprenticeship period of four years any worker who does not feel competent to earn the minimum wage as a journeyman and is desirous of obtaining further training and experience, may, if granted a certificate by the Apprenticeship Committee, enter into a contract of service with any employer for a period to expire at a date not exceeding two years from the date of the completion of his apprenticeship, at a wage fixed by the Apprenticeship Committee, such wage being stated in the certificate so granted to him. It shall be the duty of an employer to inspect such certificate before engaging any such worker, and to pay not less than the wage stated therein during the currency of such special contract of service.

Qualifications for Journeymen and Journeywomen.

9. A "journeyman" or "journeywoman" shall mean one who has served his or her apprenticeship to the trade.

Board and Lodging.

10. It shall not be permissible for an employer to provide board and lodging for any worker other than a member of his own family or a youth from an orphan home, except by agreement between the union and the employer concerned.

Subletting of Chairs.

11. No employer shall sublet chairs.

Uniforms.

12. If any employer requires his employee to wear any distinctive uniform needing laundry-work such employer shall pay all laundry expenses connected therewith.

Managers.

13. (a) Nothing in this award shall apply to any employee engaged as a manager, provided that not less than the wages specified for journeymen are paid.

(b) There shall be only one manager allowed to one saloon, and no employee shall be classed as manager in any saloon in which the employer himself substantially works at the trade.

(c) The appointment of an assistant as manager shall be notified to the secretary of the union; in case of the illness of the proprietor or manager, or any other emergency, a "temporary manager" may be appointed, subject to notification to the secretary of the union.

Preference.

14. (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 19th day of October, 1925, 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.

15. (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.

Disputes.

16. Should any dispute occur in connection with this award, and no agreement reached upon the matter in question, it shall be referred to the Conciliation Commissioner for the district, or such other person as may be agreed upon by the parties for settlement, and the decision of the Commissioner or such other person agreed upon shall be final and binding upon the parties concerned.

Scope of Award.

17. (a) This award shall apply to all male assistants employed in any saloon whether engaged in ladies' or gents' work.

(b) Journeywomen employed on gents' work shall also be subject to all the clauses of this award.

(c) Only clause 1 (hours of work) of this award shall apply to any female assistants employed in saloons or in a separate room in any establishment in which ladies' and/or children's hairdressing solely is carried on.

Operation of Award.

18. This award shall operate throughout that part of the Northern Industrial District lying within a radius of ten miles from the Chief Post-office at Auckland.

Term of Award.

19. This award shall come into force on the 11th day of September, 1933, and shall continue in force until the 11th day of September, 1935.

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 5th day of September, 1933.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

The only matter referred to the Court related to under-rate workers. The Court has, at the request of the parties, redrafted the clause relating to junior journeymen. In other respects the award embodies the recommendations of the Conciliation Council, which the parties agreed to accept.

F. V. FRAZER, Judge.
