

(10949.) AUCKLAND (TWENTY-ONE MILES RADIUS) BUTCHERS.—
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 Auckland Butchers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

- The Auckland Master Butchers' Industrial Union of Employers, Empire Buildings, Swanson Street, Auckland, C. 1.
 Auckland Meat Co., Ltd., Wakefield Street, Auckland, C. 1.
 Bailey, W. W., Butcher, 1240 Dominion Road, Mount Roskill, S. 2.
 Barrett, M. J., Butcher, Great South Road, Otahuhu, S.E. 7.
 Baster, T., Ltd., Butchers, 133 Ponsonby Road, Auckland, C. 2.
 Billings, W., Butcher, 141 Panmure Road, Ellerslie, S.E. 6.
 Binstead, J. C., Butcher, 547 Mount Eden Road, Auckland, S. 1.
 Birch, A., Butcher, Symonds Street, Auckland, C. 3.
 Bland, B., Butcher, Upland Road, Remuera, S.E. 2.
 Brideson, D., Butcher, 397 Manukau Road, Epsom, S.E. 1.
 Bridges Overington and Co., Butchers, 65 Wellesley Street, Auckland, C. 1.
 Brindle, F. F., Butcher, 693 Mount Eden Road, Mount Eden, S. 1.
 Brindle, H. R., Butcher, 811 Mount Eden Road, Mount Eden, S. 1.
 Browne and Booth, Butchers, Park Road, Grafton, Auckland, C. 1.
 Caddy Bros., Butchers, 34 Richmond Avenue, Grey Lynn, W. 2.
 Chalmers, T. B., Butcher, Queen Street, Onehunga, S.E. 5.
 Chesney, R. C., Ltd., 60 Queen Street, Auckland, C. 1.
 Collins, T., Butcher, Avondale, S.W. 3.
 Cooper, A. F., Butcher, 185 Parnell Road, Parnell, C. 4.
 Couper, A., Butcher, 119 Dominion Road, Mount Eden, S. 2.
 Courtney, A., Butcher, Sussex Street, Grey Lynn, W. 2.
 Crang, C. H., Butcher, 6 Karangahape Road, Auckland, C. 2.
 Cressey, G. F., Butcher, 45 Mount Eden Road, Mount Eden, S. 1.
 Cuthbert, R., Butcher, Queen Street, Auckland, C. 1.
 Cook, G., Butcher, 5 Park Road, Grafton, C. 1.
 Debney, L., Pork Butcher, Jervois Road, Ponsonby, W. 1.
 Dengato, G. F., Butcher, Jervois Road, Ponsonby, W. 1.
 Farmers' Meat Auction Co., Ltd., 6 College Hill, Ponsonby, W. 1.
 Farmers' Meat Auction Co., Ltd., 101 Customs Street W., Auckland, C. 1.
 Farnell, F., Butcher, 238 Hobson Street, Auckland, C. 1.
 Fearon Bros., Butchers, Avondale, S.W. 3.
 Forman, H., Butcher, Blockhouse Bay, S.W. 3.
 Fowle and Crosby, Butchers, Avondale, S.W. 3.
 Fresh Meat Market Co., 195 Karangahape Road, Auckland, C. 2.
 Foley, H., Butcher, Trafalgar Street, Onehunga, S.E. 5.
 Gordon, R. M. F., Butcher, Huia, via New Lynn.
 Gray and Jansen, Butchers, 446 Manukau Road, Epsom, S.E. 1.
 Great Central Meat Co., Ltd., Queen Street, Auckland, C. 1.
 Hale, C., Butcher, 31 Parnell Road, Parnell, C. 4.
 Harris, C. V., Butcher, Te Papapa, Onehunga, S.E. 5.
 Harris and Walker, Butchers, Otahuhu, S.E. 7.
 Harrison, G., Butcher, Queen Street, Onehunga, S.E. 5.
 Hawthorne and Munro, Ltd., Butchers, Papakura, Manurewa, and Papatoetoe.

- Haynes, R. F., Butcher, Papakura.
 Haythornwaite, W., Butcher, Henderson.
 Heald, Miss M., 748 New North Road, Mount Albert, S.W. 2.
 Hellaby, R., and W., Ltd., Quay Street, Auckland, C. 1.
 Herk, W. J., Butcher, 64 Ponsonby Road, Auckland, W. 1.
 Higginson, J., Butcher, Remuera Road, Newmarket, S.E. 1.
 Holborrow, P. C., Butcher, Henderson.
 Holt, E. H., Butcher, Prince of Wales Estate, Mount Albert, S.W. 2.
 Hollings, S. A., Butcher, 245 Dominion Road, Auckland, S. 2.
 Hood, H. W., and Son, Butchers, Manurewa.
 Hood, H. W., 423 Dominion Road, Mount Eden, S. 2.
 Hutchison, T. W., Butcher, 9 Grand Avenue, Grey Lynn, W. 2.
 Hutton, J. C. (N.Z.), Ltd., Stanley Street, Auckland, C. 1.
 Hydra Bacon and Meat Co., Ltd., Margaret Street, Ponsonby, W. 1.
 Jamieson, W. S., Butcher, Avondale, S.W. 3.
 Jarrett, G. W., Butcher, Franklin Road, Ponsonby, W. 1.
 Johnson, F. J., 86 Victoria Street, Auckland, C. 1.
 Jones, A., Butcher, Dominion Road, Auckland, W. 2.
 Jones, N. L., Butcher, 113 Remuera Road, Remuera, S.E. 2.
 Kent, R. H., Butcher, 162 Mount Albert Road, Mount Roskill, S.E. 3.
 Knight, F., Butcher, Papakura.
 Knight, G. O., Butcher, 266 Karangahape Road, Auckland, C. 2.
 Lawson, W. B., Butcher, Mount Eden Road, Mount Eden, S. 1.
 Lea, C. J. S., and Co., Pork Butchers, Karangahape Road, Auckland, C. 2.
 Lee, H., Butcher, France Street, Newton, Auckland, C. 2.
 Leigh, N., Butcher, 954 Dominion Road, Mount Roskill, S. 2.
 Lister, L., Butcher, Dominion Road, Mount Eden, S. 2.
 Lloyd, J. H., Butcher, Milford, N. 2.
 Lockhart, W., Butcher, Station Road, Otahuhu, S.E. 7.
 McLaren, C. R., Butcher, Mangere Road, Otahuhu, S.E. 7.
 Magill, H. J., Butcher, Remuera Road, Auckland, S.E. 2.
 Magill, R. S., Butcher, 237 Upper Symonds Street, Auckland, C. 3.
 Mandeno, T. N., Butcher, Mangere.
 Mann, D., and Co., Butchers, 53 Richmond Avenue, Grey Lynn, W. 2.
 Manurewa Meat Co., Ltd., Great South Road, Manurewa.
 Mayer, S., and Son, Butchers, 420 Mount Eden Road, S. 1.
 Mills and Tinkler, Butchers, 530 Manukau Road, Epsom, S.E. 3.
 Millerchen, G. W., 865 New North Road, Mount Albert, S.W. 2.
 Mitchell, A. C., Butcher, Remuera Road, Auckland, S.E. 2.
 Morrow, D. H., Butcher, 738 Manukau Road, Royal Oak, S.E. 3.
 Naylor, A. F., Butcher, New Lynn, S.W. 4.
 Nears, C. A., Butcher, Point Chevalier, W. 3.
 Nield, C. W., Butcher, Great South Road, Otahuhu, S.E. 7.
 Papatoetoe Meat Co. (T. J. Salter, Proprietor), Papatoetoe.
 Parsons, F. W., Butcher, 310 Dominion Road, Auckland, C. 3.
 Parsons, H. S., 193 Great North Road, Grey Lynn, W. 2.
 Parsons, V., Butcher, Avondale.
 Peck, C. M., Butcher, 588 Dominion Road, S. 2.
 Pennell, F., Butcher, 81 Sandringham Road, Sandringham, S.W. 1.
 Phillips, Raymond, Butcher, Queen Street, Onehunga, S.E. 5.
 Ratcliffe, A., Butcher, 314 Sandringham Road, S.W. 1.
 Reeves, T., Butcher, Great North Road, Auckland, W. 2.
 Reid, Ernest, Butcher, 128 Grey's Avenue, Auckland, C. 1.
 Rich, W. J., and Co., Butchers, 618 Manukau Road, Epsom, S.E. 3.
 Robertson, Charles, Butcher, Glen Eden.
 Rowe, J., Butcher, Broadway, Newmarket, S.E. 1.
 Rimmer, W., Butcher, Belmont, Takapuna, N. 2.
 Ryan, D., Butcher, Panmure Road, Ellerslie, S.E. 6.

- Scotting, A. W., Butcher, St. Helier's Bay, E. 1.
 Scotts, W., Ltd., Butchers, 33 Calliope Road, Devonport, N. 1.
 Sealey, Percy, Butcher, Howick.
 Shand, G., Butcher, 248 Sandringham Road, Sandringham, S.W. 1.
 Shand, James, Butcher, Campbell Road, Onehunga, S.E. 5.
 Smith, A. E., Butcher, 81 Panmure Road, Ellerslie, S.E. 6.
 Smith, E. S., Butcher, Mount Eden Road, Three Kings, Auckland, S.E. 3.
 Smith, F. J., Butcher, 604 New North Road, Mount Albert, S.W. 2.
 Smith, J. T., Butcher, 222 Sandringham Road, Sandringham, S.W. 1.
 Smith, W. G., Butcher, Dominion Road, Auckland.
 Smith and Smith, Butchers, Great North Road, Grey Lynn, W. 2.
 Sowden, F., Butcher, Devonport, N. 1.
 Stansfield, E., Butcher, 159 Karangahape Road, Auckland, C. 1.
 Steane, T., Butcher, 91 Richmond Road, Ponsonby, W. 1.
 Stott, R. E., Butcher, Onewa Road, Birkenhead, N. 5.
 Swaffield, H., Butcher, Papatoetoe.
 Thorpe, C., and Son, Butchers, Queen Street, Onehunga, S.E. 5.
 Tucker, G., Butcher, 401 New North Road, Mount Albert, S.W. 2.
 Vuglar, W. J., Butcher, Great North Road, Grey Lynn, W. 2.
 Waldie, J., Butcher, Ponsonby Road, W. 1.
 Ward, W. J., Butcher, Jervois Road, Ponsonby, W. 1.
 Warder, H., Butcher, 25 Richardson Road, Mount Albert, S.W. 2.
 Wengdal, H. J., Butcher, 25 Sandringham Road, S.W. 1.
 Wengdal, W. H., Butcher, 262 Ponsonby Road, Auckland, W. 1.
 Westfield Freezing Co., Ltd., Westfield, Otahuhu, S.E. 7.
 White, L., and Sons, Butchers, Howick.
 Williams, J. B., Butcher, 181 Broadway, Newmarket, S.E. 1.
 Williamson and Jackson, Butchers, Devonport, N. 1.
 Wilkins, A., and Son, Butchers, Richmond Road, Ponsonby, W. 1.
 Wilson, E., Butcher, Eden Terrace, Auckland, C. 3.
 Woodhall, B., Butcher, 227 New North Road, S.W. 2.

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 as hereinafter provided, and shall continue in force until the 1st day of May, 1937, 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 28th day of November, 1935.

[L.S.]

E. PAGE, Judge.

SCHEDULE.

Hours of Work.

1. The ordinary hours of work shall not exceed forty-eight per week, and they shall be worked as follows:—

(a) For butchers' assistants, between 7 a.m. and 4.30 p.m. (with one hour allowed for dinner) on five days of the week, and between 6 a.m. and 12 noon (with half an hour allowed for breakfast) on the statutory closing-day, but such workers when carting meat to shops, supplying early shipping, or attending an early morning train, may be required to commence work before 7 a.m. but not earlier than 6 a.m., provided that such workers are allowed half an hour off for breakfast, and time off at the end of the day equivalent to the time worked before 7 a.m. in excess of the breakfast half-hour.

(b) For workers employed exclusively as pork butchers' and small-goods shop assistants, between 8 a.m. and 5.30 p.m. (with one hour allowed for dinner) on four days of the week; between 8 a.m. and 9 p.m. (with one hour allowed for dinner, and, if employed after 6 p.m., one hour allowed for tea) on one day of the week, and between 7.30 a.m. and 12.30 p.m. on the statutory closing-day.

(c) For small-goods factory workers, between 7 a.m. and 4.30 p.m. (with one hour allowed for dinner) on five days of the week, and between 6 a.m. and noon (with one half-hour allowed for breakfast) on Saturday.

(d) For motor-drivers and horse-drivers, the hours shall be regulated in advance by the employer, subject to the following restrictions:—

- (i) The hours worked in any one day shall be consecutive, save that if a worker is required to commence work before 6.30 a.m. he shall be allowed one half-hour for breakfast, and if he is required to work after 12 noon he shall be allowed one hour for dinner.
- (ii) The hours worked shall not exceed eight and a half on any day, nor five and a half on the statutory closing-day.

(e) The hours of work, save for meals, shall in all cases be consecutive.

Closing of Shops.

2. (a) In exercise of the powers vested in the Court by section 69 of the Shops and Offices Act, 1921–22, as amended by section 17 of the Shops and Offices Amendment Act, 1927, it is ordered—

- (i) That butchers' shops in the combined district of Auckland shall be closed at 4.30 p.m. on five days of the week, and at noon on the statutory closing-day.
- (ii) That pork butchers' shops in the combined district of Auckland shall be closed at 5.30 p.m. on four days of the week, at 9 p.m. on one day of the week, and at 12.30 p.m. on the statutory closing-day.

(b) All the said shops shall be closed from the hour of 7 a.m. on each of the days prescribed in this award as holidays (including days lawfully observed as holidays in lieu of any prescribed).

(c) This clause shall be read subject to the provisions of section 3 (2) of the Shops and Offices Act, 1921–22.

Overtime.

3. (a) All work done, of whatever nature or kind, in excess of the hours specified, or before the time specified for commencing work, or after the time specified for ceasing work, or on a holiday, shall be deemed to be overtime, and shall be paid for at time and a half rates on all days except Sunday, Good Friday, and Christmas Day, on which days double time shall be paid.

(b) Except as provided in subclauses (b) and (d) of clause 1, no work shall be done before 6 a.m. or after 5.30 p.m. on five days of the week, or before 5 a.m. on the day of the half-holiday.

Wages.

4. Workers shall be paid not less than the wages specified in the following scale:—

	Per Week.
	£ s. d.
(a) In the case of butchers' assistants—	
First shopman, or man in charge	5 10 0
Second shopman	4 17 6
All other butchers' assistants	4 10 0
Cellarmen and packers	4 10 0
Chamber hands	4 10 0
Boners	4 10 0
Butchers over twenty-one years of age and under twenty-two	4 2 6

(b) In the case of pork-butchers' assistants and small-goods shop assistants:—

	Per Week.
	£ s. d.
First assistant or person in charge (male) ..	5 10 0
Second male assistant	4 17 6
All other male assistants	4 10 0
Female assistant (if in charge)	3 13 6
All other female assistants—	
First year	1 12 0
Thereafter	2 5 0
In shops where both male (other than boys) and female assistants are employed, the female assistant, if in charge, shall be paid not less than	5 10 0

(c) In the case of workers engaged in small-goods factories:—

	Per Week.
	£ s. d.
First small-goods man	5 10 0
All other workers employed in small-goods factories	4 10 0
Female workers may be employed at suitable work in small-goods factories and in packing-rooms, and shall be paid a minimum wage of	2 4 0

(d) In the case of drivers engaged in carting meat or other material in wholesale quantities only:—

(i) For those driving and attending to motor-vehicles with a combined weight of vehicle and maximum load not exceeding 2 tons	Per Week. £ s. d. 4 2 0
(ii) For those driving and attending to motor-vehicles with a combined weight of vehicle and maximum load exceeding 2 tons but not exceeding 4 tons	4 4 0

	Per Week.
	£ s. d.
(iii) For those driving and attending to motor-vehicles with a combined weight of vehicle and maximum load exceeding 4 tons but not exceeding 5½ tons	4 6 0
(iv) For those driving and attending to motor-vehicles with a combined weight of vehicle and maximum load exceeding 5½ tons but not exceeding 10 tons	4 10 0
(v) For those driving and attending to motor-vehicles with a combined weight of vehicle and maximum load exceeding 10 tons	4 12 6

(e) All wages prescribed in this clause are weekly wages and are not subject to any deduction save for time lost through illness or default of the worker.

Casual Labour.

5. (a) Male workers employed on casual work shall be paid not less than 2s. 6d. per hour.

(b) Female workers employed as pork-butchers' assistants shall be paid not less than 1s. 6d. per hour.

(c) No casual worker (whether male or female) shall be employed for less than four hours on the day of the half-holiday, or for less than six hours on any other day.

(d) No casual worker under the age of twenty-one years shall be employed.

Boys and Youths.

6. (a) Employers may employ boys and youths.

(b) All boys and youths shall be paid not less than the wages specified in the following scale:—

	Per Week.
	£ s. d.
Under sixteen years of age	0 17 6
From sixteen to seventeen years of age	1 2 6
From seventeen to eighteen years of age	1 10 0
From eighteen to nineteen years of age	2 0 0
From nineteen to twenty years of age	2 10 0
From twenty to twenty-one years of age	3 0 0

(c) The proportion of boys and youths employed shall not exceed one boy or youth to every two journeymen or fraction of the first two journeymen employed.

(d) No boy under the age of twenty-one years shall carry quarters of beef.

(e) The wages prescribed in this clause are weekly wages, and are not subject to any deduction save for time lost through illness or default of the worker.

(f) In the event of any general order fixing the conditions of apprenticeship in the butchery trade being made under the Apprentices Act, 1923, the provisions of this clause shall be subject to variation in accordance with the terms of such order.

Payment of Wages.

7. All wages shall be paid on Friday of each week, and shall be paid up to and including the day of payment: Provided that in the case of all workers employed in or about the Quay Street premises of R. and W. Hellaby, Ltd., or in or about the Wakefield Street premises of the Auckland Meat Co. Ltd., the wages shall be paid up to and including the day preceding the day of payment.

Holidays.

8. (a) The following shall be observed as holidays: New Year's Day, 2nd January, 29th January, Good Friday, Easter Monday, Labour Day, the Sovereign's Birthday, Christmas Day, Boxing Day, and Anzac Day.

(b) An employer may arrange with any worker to work for not more than two hours in the morning of any of the foregoing holidays provided he shall pay, in addition to ordinary pay, overtime as specified in clause 3 hereof.

(c) Each worker shall be allowed a special holiday of one week on full pay on completion of each year of service. Such holiday shall commence within one month before or after the completion of each year of service, and in each case fourteen days' notice of the date of commencement shall be given by the employer to the worker. Such special holiday shall be exclusive of and in addition to any holiday mentioned in subclause (a) of this clause.

(d) Any worker who has completed six months' service in the employment of any employer and who shall leave such employment without having been allowed a special holiday in respect of any part of the period of such employment shall, in lieu of a special holiday, be paid wages in proportion to the length of that part of the period of employment for which no special holiday has been allowed: Provided that no worker who has been dismissed for misconduct shall receive any such payment.

(e) In the event of a holiday, other than Anzac Day, falling on a Sunday such holiday shall be observed on the succeeding Monday, and in the event of another holiday falling on such Monday, such other holiday shall be observed on the succeeding Tuesday.

General.

9. (a) In the case of weekly employment, where a worker is employed for more than half of his time in any one week on any class of work, he shall be paid the rate of wages laid down for that class. This shall not apply to any worker relieving another worker employed in the same shop while the latter is on annual holiday.

(b) At each stable and motor-garage there shall be kept a time-book in which there shall be entered day by day the time that each motor-driver and horse-driver employed in connection with such stable or garage commences and the time at which he ceases work. Every such entry shall be signed by the worker whose time is recorded.

(c) All freezing-chamber hands and all motor-drivers and horse-drivers and drivers' assistants engaged in carting, loading, unloading, or handling meat shall be provided with overalls.

(d) Where workers are required to stand and work in wet places, wooden gratings shall be provided for the workers to stand upon.

(e) At all establishments where six men or more are employed, suitable dressing-rooms shall be provided.

(f) First-aid appliances for use in case of accident shall be provided at each shop or factory.

(g) Chamber hands who are in a heated condition through working outside shall be allowed spells of a reasonable time to enable them to cool before entering the freezing-chambers.

(h) All workers who are not provided with overalls shall, when loading or unloading meat, be provided with carrying-covers.

(i) One assistant shall be classed as second shopman in all shops where three or more adult male workers including the employer, if classed as first assistant, are employed.

(j) When an employer is substantially performing the work of a shopman in his own shop he shall be classed as first shopman.

(k) No female shall be employed as a butcher's assistant or in doing in or about a butcher's shop or the butcher's department of a combined butcher's and pork-butcher's shop, work usually done by a butcher's assistant, or in handling, other than in the form of small-goods, any beef, veal, mutton, or lamb.

Preference.

10. (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 seven 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 20th day of November, 1933, 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.

11. (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.

12. This award shall operate throughout that part of the Northern Industrial District lying within a radius of twenty-one miles from the Chief Post-office in the City of Auckland.

Term of Award.

13. This award, in so far as it relates to wages, shall be deemed to have come into force on the 2nd day of November, 1935, and so far as all the other conditions of this award are concerned it shall come into force on the day of the date hereof; and this award shall continue in force until the 1st day of May, 1937.

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 28th day of November, 1935.

[L.S.]

E. PAGE, Judge.

MEMORANDUM.

The Court has settled the clauses relating to hours of work, closing-hours of shops, and the date of the coming into force of the award, and has made verbal alterations to other clauses.

E. PAGE, Judge.