

NEW ZEALAND (EXCEPT WESTLAND AND CANTERBURY)
GENERAL WAREHOUSEMEN (OTHER THAN SOFT-GOODS).—
 AWARD

[Filed in the Office of the Clerk of Awards, Wellington]

In the Court of Arbitration of New Zealand, Northern, Taranaki, Wellington, Marlborough, Nelson, and Otago and Southland Industrial Districts.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and its amendments; 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 Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

NORTHERN INDUSTRIAL DISTRICT

- Abel, Dykes, Ltd., Lorne Street, Auckland C. 1.
 Abels Ltd., Bakers' Requisites, Carlton Gore Road, Auckland.
 Adams, Bruce, Ltd., Chocolate Manufacturers, Collingwood Street, Auckland W. 1.
 Auckland Drug Co., 14-18 Federal Street, Auckland C. 1.
 Auckland Scale Co., Ltd., 28 Little Queen Street, Auckland C. 1.
 Aulsebrook and Co., Ltd., Biscuit and Confectionery Manufacturers, Beach Road, Auckland C. 1.
 Banks Box Co., Ltd., 16 Taylors Road, Auckland S.W. 1.
 Berry, Henry, and Co., Merchants, Albert Street, Auckland C. 1.
 Bond and Bond, Ltd., Merchants, Commerce Street, Auckland C. 1.
 Briscoe and Co., Ltd., Hardware Merchants, Customs Street, Auckland C. 1.
 Brown, Barrett, Ltd., Carlton Gore Road, Auckland S.E. 1.
 Browne, George J., Ltd., Merchants, Lorne Street, Auckland C. 1.
 Burgess, Fraser, Ltd., Barton Street, Hamilton.
 Burns, John, and Co., Ltd., Merchants, Customs Street, Auckland C. 1.
 Bycroft Ltd., Biscuit Manufacturers, Shortland Street, Auckland C. 1.
 Cadbury, Fry, Hudson, Ltd., Beach Road, Auckland C. 1.
 Collins Bros. and Co., Ltd., Wholesale Stationers, Wyndham Street, Auckland C. 1.
 Dominion Compressed Yeast Co., Ltd., Yeast Manufacturers, Williamson Avenue, Auckland W. 1.
 Dominion Dental Supplies, Ltd., N.Z. Insurance Buildings, Queen Street, Auckland C. 1.
 Dominion Motors, Ltd., 166 Albert Street, Auckland C. 1.
 Gordon and Gotch, Ltd., Stationers, Gore Street, Auckland C. 1.
 Gough, Gough, and Hamer, Ltd., Machinery Merchants, Federal Street, Auckland C. 1.
 Grey and Menzies, Ltd., Aerated Water and Cordial Manufacturers, 15 Eden Crescent, Auckland C. 1.
 Guthrie, Bowron, and Co., Ltd., Oil and Colour Merchants, Albert Street, Auckland C. 1.
 Hancock and Co., Ltd., Wine and Spirit Merchants, corner of Customs and Fort Streets, Auckland C. 1.

- Hardleys Ltd., Importers and Manufacturers, Broadway, Newmarket, Auckland S.E. 1.
 Henry, D., and Co., Ltd., Hardware Merchants, Nelson Street, Auckland C. 1.
 Industrial Chemicals (N.Z.), Ltd., Eden Crescent, Auckland C. 1.
 International Harvester Co. of N.Z., Ltd., Fox Street, Auckland.
 Kidd, Garrett, Ltd., Merchants, Little Queen Street, Auckland C. 1.
 MacEwans Machinery, Ltd., Fort Street, Auckland C. 1.
 National Electrical and Engineering Co., Ltd., Engineers and Importers, Customs Street, Auckland C. 1.
 Nestle and Anglo-Swiss Condensed Milk Co. (Australasia), Ltd., Cleveland Road, Auckland C. 4.
 Scott Bros., Ltd., Merchants, Gane Building, Anzac Avenue, Auckland C. 1.
 Sheppard, R. T., and Co., Ltd., Merchants, Gane Building, Anzac Avenue, Auckland C. 1.
 Turners and Growers, Ltd., Fruit and Produce Merchants, City Markets, Auckland C. 1.
 Wills, W. D. and H. O. (N.Z.), Ltd., Merchants, Albert Street, Auckland C. 1.
 Yates, Arthur, and Co., Ltd., Seed and Manure Merchants, Albert Street, Auckland C. 1.

TARANAKI INDUSTRIAL DISTRICT

- Andrews Electrical Co., Ltd., St. Aubyn Street, New Plymouth.
 Briscoe, E. W., Mills, and Co., Hookers Building, New Plymouth.
 Burch and Co. (N.P.), Ltd., Devon Street, New Plymouth.
 Burgess, Frazer, and Co., Ltd., Currie Street, New Plymouth.
 Levin and Co., Ltd., Hawera.
 Masters Ltd., Broadway, Stratford.
 Masters Wholesale, Ltd., Egmont Street, New Plymouth.
 Motor Specialties, Ltd., Currie Street, New Plymouth.
 Newton King, Ltd., Currie Street, New Plymouth.
 Steel's Motor Spares Service, Gill Street, New Plymouth.
 Wilkinson, C. A., Ltd., Eltham.

WELLINGTON INDUSTRIAL DISTRICT

- Aulsebrook and Co., Ltd., Biscuit and Chocolate Manufacturers, 178-180 Wakefield Street, Wellington C. 1.
 Ballinger, Thomas, and Co., Ltd., Plumbing Supplies, Victoria Street, Wellington C. 1.
 Barraud and Abraham, Ltd., Merchants, High Street, Dannevirke.
 Barraud and Abraham, Ltd., Grocery and General Merchants, Rangitikei Street, Palmerston North.
 Berry, Henry, and Co., Ltd., Butchers' and Bakers' Supplies, Dixon Street, Wellington C. 1.
 Barry's Bottling Co., Ltd., Wine and Spirit Merchants, Wellesley Road, Napier.
 Booth, Macdonald, and Co., Ltd., Engineering Supplies, Rangitikei Street, Palmerston North.
 Briscoe, Mills, and Co., Ltd., Ironmongery and Hardware Merchants, Victoria Street, Wellington C. 1.
 British General Electric Co., Ltd., Electrical Supplies, 31-37 Taranaki Street, Wellington C. 3.
 British United Shoe Machinery Co., Ltd., Bootmakers' Supplies, corner of Tory and Frederick Streets, Wellington C. 3.

- Burns, Philp, and Co., Ltd., Wholesale Grocers and Confectioners, 69-75 Molesworth Street, Wellington N. 1.
- Burt, A. and T., Ltd., Plumbing and Building Supplies, 83-87 Courtenay Place, Wellington C. 3.
- Chambers, John, and Co., Ltd., Engineering and Building Supplies, 82 King Street, Palmerston North.
- Chisholm and Co., Ltd., Merchants, Heretaunga Street, Hastings.
- Clarke, Alex., Ltd., Wholesale Painters' and Decorators' Supplies, Rangitikei Street, Palmerston North.
- Clarke, H. W., Ltd., Radio Merchants, 2 Taranaki Street, Wellington.
- Cock, J. H., and Co., Ltd., Wholesale Grocery and General Merchants, Taupo Quay, Wanganui.
- Colgate-Palmolive, Ltd., Soap and Toilet Goods Manufacturers, corner of Hutt Road and Nevis Street, Petone.
- Collett and Son, Ltd., Engineers, Dannevirke.
- Collins, Reginald, Ltd., Wine and Spirit Merchants, Customhouse Quay, Wellington C. 1.
- Cooper, F., Ltd., Seed Merchants, Dixon Street, Wellington C. 1.
- Cowan, Alexander, and Sons, Ltd., Wholesale Paper and Printing Merchants, Harris Street, Wellington C. 1.
- Dickey and Co., Ltd., Engineering and Hardware, Rangitikei Street, Palmerston North.
- Duthie, John, and Co., Ltd., Hardware and Iron Merchants, Victoria Street, Wellington C. 1.
- Cory, Wright, and Salmon, Ltd., Engineering Supplies, 31-37 Panama Street, Wellington C. 1.
- Dominion Motors, Ltd., Motor Manufacturers and Traders, 63 Courtenay Place, Wellington C. 3.
- Fairbairn, Wright, and Co., Ltd., Grocery and General Merchants, Bond Street, Wellington C. 1.
- Gordon and Gotch (Australasia), Ltd., Wholesale Stationers and Newsagents, Waring Taylor Street, Wellington C. 1.
- Harrisons Ltd., Merchants, Dannevirke.
- Hodder and Tolley, Ltd., Wholesale Seed and Grain Merchants, 117 Rangitikei Street, Palmerston North.
- Holt, R., and Sons, Merchants, Russell Street, Hastings.
- Hood, F. G., Ltd., Wholesale Confectioners, 75 Adelaide Road, Wellington S. 1.
- Kempthorne, Prosser, and Co.'s N.Z. Drug Co., Ltd., Wholesale Drug Merchants, Victoria Street, Wellington C. 1.
- Kodak (N.Z.), Ltd., Wholesale Photographic Supplies, Victoria Street, Wellington C. 1.
- Levin and Co., Ltd., General Merchants, Taupo Quay, Wanganui.
- Nancarrow, F. J., Ltd., Wine and Spirit Merchants, St. Hill Street, Wanganui.
- Niven, J. J., and Co., Ltd., Merchants, Waghorne Street, Port Ahuriri, Napier.
- National Electrical and Engineering Co., Ltd., Electrical Supplies and Manufacturers, 286-88 Wakefield Street, Wellington C. 3.
- Pizzey, McInnes, Ltd., Wholesale Footwear and Grindery Merchants, 35-37 Ghuznee Street, Wellington C. 2.
- Roarke, R., and Sons, Ltd., Merchants, Dannevirke.
- Russell Bros., Ltd., Merchants, Taupo Quay, Wanganui.
- Simpson, G. S., and Co., Ltd., Produce Merchants, Wicksteed Place, Wanganui.
- Scott Timber and Hardware Co., Ltd., Timber and Building Supplies, corner of Cable and Tory Street. Wellington C. 3.

- Smith and Smith, Ltd., Wholesale Painter and Decorators' Supplies,
Lower Cuba Street, Wellington C. 1.
Taylor, E. T., and Co., Ltd., Wine and Spirit Merchants, Courtenay
Place, Wellington C. 2.
Thomson, Lewis, and Co., Ltd., Aerated Water and Cordial Manu-
facturers, 103-109 Tory Street, Wellington C. 3.
Turners and Growers, Ltd., Fruit and Produce Merchants, corner of
Tory and Wakefield Streets, Wellington C. 3.
Van Staveren Bros., Ltd., Fancy and Sporting Goods, Lower
Taranaki Street, Wellington C. 3.
Vulcan Automotive Supplies, Hastings Street, Napier.
Wills, W. D. and H. O., Ltd., Tobacco Manufacturers and
Merchants, Willeston Street, Wellington C. 1.
Winlove, John, Waipukurau.
Wright, Stephenson, and Co., Ltd., Merchants, Dannevirke.

NELSON INDUSTRIAL DISTRICT

- Baird, James, Trafalgar Street, Nelson.
Barakat, W., Wine and Spirit Merchant, 8 Gloucester Street, Nelson.
Burns, John, and Co., Ltd., Merchants, Hardy Street, Nelson.
Burns, Philp, and Co., Ltd., Merchants, Trafalgar Street, Nelson.
Cock, J. H., and Co., Ltd., Haven Road, Nelson.
Griffin and Sons, Ltd., Alton Street, Nelson.
Ivory Bros., Hardy Street, Nelson.
Kirkpatrick, S., and Co., Ltd., Fruit Preservers, 9 Gloucester Street,
Nelson.
Levin and Co., Ltd., Merchants, Hardy Street, Nelson.
Park Davis Trading Co., Ltd., 18 Lower Hardy Street, Nelson.
Smith and Smith, Ltd., Oil and Colour Merchants, Hardy Street,
Nelson.
Wilkins and Field, Ltd., Hardy Street, Nelson.

MARLBOROUGH INDUSTRIAL DISTRICT

- Aston, W., Machinery Importer, High Street, Blenheim.
Bythell and Co., Ltd., Builders' Supplies, Maxwell Road, Blenheim.
Clouston, W. E., and Co., Ltd., Wine and Spirit Merchants, Wynen
Street, Blenheim.
Cuddon, W. G. G., Engineers' Supplies, Horton Street, Blenheim.
Levin and Co., Ltd., Merchants, Alfred Street, Blenheim.
Miller, McKay, Builders' Supplies, Market Street, Blenheim.

OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT

- Aulsebrook and Co., Ltd., Merchants, Moray Place, Dunedin.
Berry, Henry, and Co. Pty., Ltd., Foodstuffs and Butchers' and
Bakers' Supplies, corner of Don and Deveron Streets, Invercargill.
Berry, Henry, and Co., Ltd., Merchants, Moray Place, Dunedin.
Bray Bros. of Dunedin, Ltd., Fruit and Produce Merchants, 75-83
Bond Street, Dunedin C. 1.
Briscoe and Co., Ltd., Ironmongery and Hardware Merchants, Spey
Street, Invercargill.
Briscoe and Co., Ltd., Hardware Merchants, Crawford Street,
Dunedin.
Burt, A. and T., Ltd., Hardware and Builders' Supplies, 21 Tay
Street, Invercargill.
Burt, A. and T., Ltd., Hardware and Electrical Supplies, Stuart
Street, Dunedin.
Butler, J. E., Ltd., Wholesale Saddlers, Water Street, Dunedin.

- Cadbury, Fry, Hudson, Ltd., Manufacturers, Castle Street, Dunedin.
 Chambers, John, and Son, Ltd., Hardware Merchants, 51 Tay Street, Invercargill.
 Dental and Medical Supply Co., Ltd., Moray Place, Dunedin.
 Eadie Bros. (N.Z.), Ltd., Wholesale Merchants and Importers, 11 Tay Street, Invercargill.
 Edmond, John, Ltd., Hardware and Ironmongers, Tay Street, Invercargill,
 Fairbairn, Wright, and Co., Ltd., Merchants, Moray Place, Dunedin.
 Gifford, A. G., Company Agent, Spey Street, Invercargill.
 Glendermid Ltd., Leather Merchants, Dowling Street, Dunedin.
 Gordon and Gotch, Ltd., Stationers, Moray Place, Dunedin.
 Hayes and Sons, Manufacturers and Importers, Leven Street, Invercargill.
 Henderson, M., Ltd., Hardware Merchants, Tay Street, Invercargill.
 Irvine and Stevenson's St. George and Co., Ltd., Condimentors, Hanover Street, Dunedin.
 Kempthorne, Prosser's, N.Z. Drug Co., Ltd., Stafford Street, Dunedin.
 Kodak Ltd., Photographer Merchants, Princes Street, Dunedin.
 Lees, A., Ltd., Oil and Colour Merchants, George Street, Dunedin.
 Mackerras and Hazlett, Ltd., Wine and Spirit Merchants, 42 Crawford Street, Dunedin.
 Niven, James J., and Co., Ltd., Engineers and Merchants, 5 Yarrow Street, Invercargill.
 Otago Brush Co., Ltd., Brush Merchants, King Street, Dunedin.
 Pidgeon, E. W., and Co., Ltd., Tire and Tube Merchants, Don Street, Invercargill.
 Rattray, J., and Son, Ltd., Spey Street, Invercargill.
 Scott, J. and A. P., Ltd., Engineers and Importers, Dee Street, Invercargill.
 Thomsons Ltd., Wine and Spirit Merchants, Leven Street, Invercargill.
 Vacuum Oil Co. Pty., Ltd., Oil Merchants, Bond Street, Dunedin.
 Wholesalers Ltd., Wine and Spirit Merchants, Maclaggan Street, Dunedin.
 Wills, W. D. and H. O., Ltd., Tobacco Merchants, Jetty Street, Dunedin.
 Wilton, J. H., Ltd., Leather Merchants, Nith Street, Invercargill.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the terms of settlement arrived at in the above-mentioned dispute and forwarded directly to the Court pursuant to the provisions of section 3 of the Industrial Conciliation and Arbitration Amendment Act (No. 2), 1939, 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 8th day of October, 1946, 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 29th day of October, 1945.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Interpretation

1. (a) For the purpose of this award the term "warehouseman" shall mean any worker (except a storeman or a packer) who is engaged in any capacity in connection with the reception, display, sale, despatch, or delivery of goods in or for the establishments of those employers who are bound by this award.

(b) The scope of this award is limited to employers engaged in selling goods to persons, firms, or companies who buy to sell again, or to contractors or to persons, firms, and companies who use the goods in the production of their income; but this award shall not apply to any worker covered by the Retail Shop Assistants' award or the Retail Grocers' award, or to any warehouseman or traveller employed by a newspaper-proprietor.

Classification of Workers

2. (a) Warehousemen shall be classified as follows: Juniors, seniors, and travellers.

(b) A junior is a worker who is in receipt of less than £5 15s. per week.

(c) A senior is a worker who is in receipt of not less than £5 15s. per week.

(d) A traveller is a worker who is wholly or substantially engaged in canvassing for orders for goods.

Hours of Work

3. (a) The hours of work shall not exceed forty per week or eight hours per day, and shall be worked between 8 a.m. and 5.30 p.m. on five days of the week, Monday to Friday (both days inclusive).

(b) Ordinarily one hour shall be allowed for the midday meal (which shall be between 12 noon and 2 p.m.) on each day, but by mutual agreement between the employer and the majority of his workers the length of the meal interval may be varied. No workers shall be employed for longer than five hours without an interval for a meal.

Wages

4. (a) *Males*.—The following shall be the minimum weekly wages:—

Age at Commencement.	First Year.		Second Year.		Third Year.		Fourth Year.	Fifth Year.	Sixth Year.	Seventh Year.	Thereafter.
	First Half.	Sec'nd Half.	First Half.	Sec'nd Half.	First Half.	Sec'nd Half.					
Under 17 ..	22/6	27/6	32/6	37/6	45/-	55/-	65/-	75/-	85/-	95/-	115/-
17 to 18 ..	27/-	33/6	40/-	50/-	60/-		75/-	86/-	95/-	115/-	115/-
18 to 19 ..	37/6	45/-	57/6		72/6		86/-	95/-	115/-	115/-	115/-
19 to 20 ..	50/-	57/6	70/-		86/-		95/-	115/-	115/-	115/-	115/-
Over 20 ..	60/-	67/6	86/-		95/-		115/-	115/-	115/-	115/-	115/-

Provided that a worker shall receive not less than £4 6s. per week when twenty-one years of age, not less than £4 15s. per week when twenty-two years of age, and not less than £5 15s. per week when twenty-three years of age or over:

Provided, further, that a male worker in his twelfth year of service and thereafter, or twenty-eight years of age or over, shall be paid not less than £6 per week.

(b) *Females*.—The following shall be the minimum weekly wages:—

Age at Commencement.	First Year.		Second Year.		Third Year.		Fourth Year.	Fifth Year.	Sixth Year.	Thereafter.
	First Half.	Sec'nd Half.	First Half.	Sec'nd Half.	First Half.	Sec'nd Half.				
Under 17 ..	22/6	26/6	30/6	35/-	40/-	45/-	50/-	55/6	62/-	72/6
17 to 18 ..	26/6	30/6	35/-	40/-	47/6		55/6	62/-	72/6	72/6
18 to 19 ..	30/6	36/-	42/6	50/-	55/6		62/-	72/6	72/6	72/6
19 to 20 ..	36/-	42/6	50/-		60/-		72/6	72/6	72/6	72/6
20 to 21 ..	45/-	50/-	60/-		72/6		72/6	72/6	72/6	72/6
Over 21 ..	60/-		72/6		72/6		72/6	72/6	72/6	72/6

Proportion: One female to each three male workers employed in the warehouse.

Travellers

5. (a) A traveller shall be paid a minimum wage of £6 5s. per week for the first year, and £6 7s. 6d. per week after two years' travelling service, exclusive of car allowance and travelling-expenses.

(b) If a traveller is employed by more than one employer, the employers collectively shall pay the traveller the minimum wage prescribed in the preceding subclause, and every such arrangement shall be submitted by the employers concerned to the Inspector of Factories for his approval.

(c) A "country traveller" is a traveller wholly or substantially engaged outside of the town and suburbs thereof in which the warehouse is situated, and nothing in this award in respect to hours of work and overtime shall apply to country travellers.

Casuals

6. A casual hand shall be paid not less than 3s. 3½d. per hour. A warehouseman shall be deemed to be a casual hand when employed for less than one week.

Overtime and Holidays

7. (a) All work done in any one day outside or in excess of the hours prescribed in clause 3 hereof shall be deemed to be overtime, and shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b) Workers required to work overtime after 6 p.m. shall be given an interval for a meal and shall be paid 2s. tea-money. The provisions of clause 9 hereof increasing rates of remuneration shall not apply to the tea-money payment provided for in this subclause.

(c) The following shall be the recognized holidays: Christmas Day, Boxing Day, New Year's Day, 2nd January, Anzac Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, the birthday of the reigning Sovereign, and Anniversary Day: Provided that in any district where Anniversary Day is not observed as a holiday, another day shall be allowed as a holiday in lieu thereof.

(d) Should any of the above holidays, except Anzac Day, fall on a Sunday, then for the purpose of this award such holiday shall be observed on the following Monday. In the event of Christmas Day and New Year's Day being observed on a Monday in pursuance of the foregoing, Boxing Day and 2nd January shall be observed on the Tuesday following the respective Mondays.

(e) All work done on Sundays, Christmas Day, Good Friday, or Anzac Day shall be paid for at double time rates; and all work done on any of the other specified holidays, or any day observed in lieu thereof, shall also be paid for at double time rates. The said payment shall be in addition to the ordinary weekly wage.

Annual Holiday

8. Two weeks' holiday on full pay shall be allowed to each worker on the completion of each year of employment. Subject to the provisions of the Annual Holidays Act, 1944, such holiday may be allowed in conjunction with the Christmas and New Year holiday. For less than one year of employment, payment shall be made in conformity with the provisions of the Annual Holidays Act, 1944. Such holidays shall be given in addition to the holidays specified in clause 7 of this award.

Increase in Rates of Remuneration

9. Except where otherwise provided, all rates of remuneration, including time and piece wages and overtime and any other special payments, provided for in this award shall be increased to the extent and in the manner prescribed by the two general orders of the Court made under the Rates of Wages Emergency Regulations 1940, and dated the 9th August, 1940, and the 31st March, 1942, respectively.

EXPLANATORY NOTE.—(1) The general order of the 9th August, 1940, increased *rates of remuneration* determined by awards and industrial agreements and apprenticeship orders by an amount equal to 5 per cent. thereof.

(2) (a) The general order of the 31st March, 1942, further increased *rates of remuneration* determined by awards and industrial agreements and apprenticeship orders (inclusive of the 5 per cent. increase provided by the general order of the 9th August, 1940) by an amount equal to 5 per cent. thereof, but excluded from the increase such portion of the *remuneration* of each worker as exceeded—

- (i) The amount of £5 a week in the case of male workers twenty-one years of age and over;
- (ii) The amount of £2 10s. a week in the case of female workers twenty-one years of age and over;
- (iii) The amount of £1 10s. a week in the case of male and female workers under twenty-one years of age; and
- (iv) The amount of £1 10s. a week in the case of apprentices under apprenticeship orders.

(b) The increase in *rates of remuneration* provided by the order referred to in (a) hereof applied to the unexcluded portion of the *remuneration* of each worker, irrespective of his or her total weekly *remuneration*.

(3) The term "*rates of remuneration*" includes time and piece wages and overtime and any other special payments. The term "*remuneration*" means actual earnings, including time and piece wages and overtime and any other special payments.

Proportion

10. The proportion of juniors to seniors in any warehouse or branch warehouse shall not exceed one junior to each senior.

References

11. (a) Each worker on leaving or being discharged from his employment shall be given a reference in writing, on request, stating the position held and length of service.

(b) Original references shall be the property of the worker and shall be returned on request.

Payment of Wages

12. Wages shall be paid in cash weekly not later than Thursday.

Transferring of Workers

13. Any employer transferring a worker, except at his own request, from one town to another shall pay such worker's fare, first class, rail or boat, and the transport of the worker's furniture and effects, to the place where such worker is transferred.

Employment

14. (a) The employment shall be deemed to be a weekly employment, and no deduction shall be made from the weekly wages except for time lost through the worker's sickness or default or through any accident not arising out of or in the course of the worker's employment.

(b) Not less than seven days' notice shall be given by either party of the termination of the employment, except in the case of casual hands; but nothing in this clause shall prevent an employer from summarily dismissing any worker for wilful misconduct.

Accommodation

15. (a) Where practicable, the employer shall provide a suitable dining-room and facilities for boiling water for the purpose of making tea. He shall also supply a sufficient number of wash-hand basins and proper lavatory accommodation.

(b) Where three or more females are employed a suitable rest-room and cloak-room shall be provided.

(c) In the event of any dispute as to the practicability of providing accommodation, the matter shall be dealt with under clause 16.

Matters not provided for

16. Any dispute in connection with any matter not provided for in this award shall be settled between the particular employer and the secretary of the union, and in default of any agreement being arrived at, then such dispute shall be referred to the local Conciliation Commissioner, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner, may appeal to the Court upon giving written notice of such appeal to the other party within fourteen days after such decision shall have been communicated to the party desiring to appeal.

Right of Entry

17. The secretary or other authorized officer of the union shall, with the consent of the employer (which consent shall not be unreasonably withheld), be entitled to enter at all reasonable times upon the premises or works and there interview any workers, but not so as to interfere unreasonably with the employer's business.

Notification

18. Employers shall, on written request, at intervals of not more than two months, supply to the secretary of the union the names of all workers employed by them under this award.

Exemption

19. Nothing in this award shall apply to male workers in receipt of £420 per annum or more.

Workers to be Members of Union

20. (a) Subject to the provisions of subsection (5) of section 18 of the Industrial Conciliation and Arbitration Amendment Act, 1936, it shall not be lawful for any employer bound by this award to employ or to continue to employ in any position or employment subject to this award any adult person who is not for the time being a member of an industrial union of workers bound by this award.

(b) For the purposes of subclause (a) of this clause a person of the age of eighteen years or upwards, and every other person who for the time being is in receipt of not less than the minimum rate of wages prescribed by this award for workers of the age of twenty-one years and upwards, shall be deemed to be an adult.

(c) Every person who, being obliged to become a member of any union by the operation of the foregoing provisions, fails to become a member of that union when requested so to do by his employer or any officer or representative of the union commits a breach of this award, and shall be liable accordingly.

(NOTE.—Attention is drawn to subsection (4) of section 18 of the Industrial Conciliation and Arbitration Amendment Act, 1936, which gives to workers the right to join the union.)

Under-rate Workers

21. (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.

Application of Award

22. This award shall apply to the original parties named herein, and shall extend to and bind as subsequent party hereto every trade-union, industrial union, industrial association, or employer who, not being an original party hereto, is, when this award comes into force or at any time whilst this award is in force, connected with or engaged in the industry to which this award applies within the industrial districts to which this award relates.

Scope of Award

23. This award shall operate throughout the Northern, Taranaki, Wellington, Nelson, Marlborough, and Otago and Southland Industrial Districts.

Term of Award

24. This award, in so far as it relates to wages, shall be deemed to have come into force on the 8th day of October, 1945, 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 8th day of October, 1946.

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 29th day of October, 1945.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

In making the award, which embodies the terms of settlement arrived at by the assessors in Conciliation Council, the Court has had regard to the provisions of the Economic Stabilization Emergency Regulations 1942.

Wages have been made payable retrospectively, in accordance with the agreement of the parties.

A. TYNDALL, Judge.
