

## NEW ZEALAND UPHOLSTERESSES.—AWARD

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

In the Court of Arbitration of New Zealand.—Northern, Taranaki, Wellington, Nelson, Marlborough, Canterbury, Westland, 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 Furniture and Related Trade Industrial Association of Workers (hereinafter called "the union") and the under-mentioned association, unions, persons, firms, and companies (hereinafter called "the employers") :—

New Zealand Furniture and Furnishing Trades' Industrial Association of Employers.

Acme Carpet Planning and Sewing Co., 35 Harris Street, Wellington C. 1.

Allen's Furnishing Co., Ltd., 49 Emerson Street, Napier.

Andrews and Clarke, Queen Street, Auckland C. 1.

Andrews, H. J., Furnishers, Eltham.

Andrews and Sons, 80 Rangitikei Street, Palmerston North.

Appleby, P., Furnisher, Waitara.

Archbold Bros., Ltd., 336 Manchester Street, Christchurch C. 1.

Arthur Barnett, Ltd., 158-170 George Street, Dunedin C. 1.

Ashleys Busy Centre, 199-209 Karangahape Road, Auckland C. 2.

Austen Chair Co., Ltd., 15 Gordon Place, Wellington S. 1.

Ballantyne and Co., Ltd., Lichfield Street, Christchurch C. 1.

Barton and Ross, Ltd., Victoria Street, Hamilton.

Beath and Co., Ltd., 146 Cashel Street, Christchurch C. 1.

Beck Blind and Furnishing Co., 609 Colombo Street, Christchurch C. 1.

Blythes Ltd., Emerson Street, Napier.

Boyes, W. H., Ltd., Tay Street, Invercargill.

Broad, Small, Ltd., 54 Dee Street, Invercargill.

Brown, Ewing, and Co., Ltd., 288-304 Princes Street, Dunedin, C. 1.

Brazendales, 511 Princes Street, Dunedin C. 1.

Bullied, John, and Co., Ltd., 67 Thames Street, Oamaru.

Burt, M. H., Hastings Street, Napier.

Burt, C. M., Furnisher, Pahiatua.

Butterfields Ltd., 14 the Octagon, Dunedin C. 1.

Buxton, E., and Co., Ltd., 146 Cashel Street, Christchurch C. 1.

Calder, Mackay, and Co., Ltd., 115 Worcester Street, Christchurch C. 1.

Calder, Mackay, and Co., Ltd., Esk Street, Invercargill.

Carey, M., Furnisher, Patea.

Carston and Co., 11 High Street, Dannevirke.

Carter, R. P., Stafford Street, Timaru.

Chisholm, M., 112 Hobson Street, Auckland C. 1.

Christie, A., and Sons, Ltd., Russell Street, Hastings.

Clark, W. M., Ltd., Furnishers, Levin.

Cobbe, J., and Co., Manchester Street, Feilding.

Cobham, A., and Sons, Furnishers, Marton.

Cochrane, T. N., Gladstone, Gisborne.

Cocks, T., and Sons, 76 Victoria Street, Christchurch C. 1.

Collinson and Cunningham, Ltd., Broadway, Palmerston North.

- Collie, E., Ltd., 167 Riddiford Street, Wellington S. 1.  
 Cottam, C. S., and Co., 301 Devon Street, New Plymouth.  
 Court, Geo., and Sons, Ltd., Karangahape Road Auckland C. 2.  
 Court, John, Ltd., Queen Street, Auckland C. 1.  
 Court, H. and J., Victoria Street, Hamilton.  
 Cuthbertson and Lee, Ltd., Victoria Avenue, Wanganui.  
 Dales Furnishing Co., Ltd., 270 Jackson Street, Petone.  
 Drages (Dunedin), Ltd., 575 Princes Street, Dunedin C. 1.  
 Drake, H. S., Furnisher, Inglewood.  
 Drapery and General Importing Co., of New Zealand, Ltd.,  
 Lambton Quay, Wellington.  
 Drapery Supply Association, Ltd., 105-115 George Street, Dunedin  
 C. 1.  
 Drayton Jones, Ltd., 649 Colombo Street, Christchurch C. 1.  
 Eade, Albert, and Sons, Ltd., 76 Manchester Street, Feilding.  
 Ellis, A., and Co., Ltd., Kaikorai, Dunedin N.W. 2.  
 Evans, E. D., Ltd., Furnishers, Stratford.  
 Fabers Furnishing Co., Ltd., 106 Courtenay Place, Wellington C. 3.  
 Farmers' Co-operative Co., Ltd., Furnishers, Oamaru.  
 Farmers' Trading Co., Ltd., Hobson Street, Auckland C. 1.  
 Galbraith, W., and Co., 58 Pukuatua Street, Rotorua.  
 George and George, Ltd., 161-163 Cuba Street, Wellington C. 2.  
 Giltrap, W., Furnishers, High Street, Petone.  
 Girlings Ltd., Furnishers, Blenheim.  
 Grundy and Shennan, Ltd., Gladstone Road, Gisborne.  
 Hanson and Co., Ltd., Palmerston Street, Westport.  
 Harley and Co., Ltd., Mackay Street, Greymouth.  
 Hart, B. L., and Co., Ltd. 92 Tory Street, Wellington C. 3.  
 Hays Ltd., Gloucester Street, Christchurch C. 1.  
 Haywards North End Furnishing Co., Ltd., corner of Kings and  
 Dundas Streets, Dunedin C. 1.  
 Heaths Ltd., Furnishers, Motueka.  
 Herbert Haynes and Co., Ltd., Tay Street, Invercargill.  
 Holmes and Sons, 291 St. Asaph Street, Christchurch C. 1.  
 Humphreys Ltd., Gladstone Road, Gisborne.  
 Hurdeys Ltd., 256 Lambton Quay, Wellington C. 1.  
 Hurley, G. E., Perretts Buildings, Willis Street, Wellington C. 1.  
 Inglis, A. and T., Ltd., 71-83 George Street, Dunedin C. 1.  
 Ivin, A. E., Ltd., 230 Cuba Street, Wellington C. 2.  
 Jonas, C. T., Ltd., 85 Lorne Street, Auckland C. 1.  
 Karlana Soft Furnishing Specialists, 460 Queen Street, Auckland  
 C. 1.  
 Karsten and Hay, Ltd., Bridge Street, Nelson.  
 Kibby, J. H., Furnisher, Waitara.  
 Kilby, W., 7 Majoribanks Street, Wellington E. 1.  
 King and Teppitt, Ltd., 66 Broadway, Palmerston North.  
 Kirkaldie and Stains Ltd., Lambton Quay, Wellington C. 1.  
 Lambourne, W., Ltd., Three Lamps, Ponsonby, Auckland W. 1.  
 Maple Furnishing Co., Ltd., Karangahape Road, Auckland C. 2.  
 Maple Furnishing Co., Ltd., 12-16 Manners Street, Wellington C. 1.  
 Marlow, J. J., 529 Princes Street, Dunedin C. 1.  
 Marsden and Co., Ltd., 11 Garnet Road, Auckland W. 2.  
 Marshall, J. G., Ltd., 42-48 Adelaide Road, Wellington, S. 1.  
 Marshall, J. G., Ltd., Furnishers, Blenheim.  
 Mattresses Ltd., 6 Vivian Street, Wellington C. 3.  
 Merryweather, J. A., Randolph Street, Auckland C. 2.  
 Milne and Choyce, Ltd., Queen Street, Auckland C. 1.  
 Millard and Son, 241 George Street, Dunedin C. 1.

- Moir and Son, Ltd., 33 Tay Street, Invercargill.  
 Mudd, A. E., Ltd., 13 Karaka Street, Auckland C. 2.  
 Murrays Ltd., Tancred Street, Ashburton.  
 McCormack, D., and Co., Ltd., Furnishers, Hawera.  
 McCrae, David, Ltd., 2-10 Sturdee Street, Wellington, C. 2.  
 McDewells and Co., Ltd., Furnishers, Rotorua.  
 McGruers Ltd., Devon Street, New Plymouth.  
 McKenzie and Willis, 120 Hereford Street, Christchurch C. 1.  
 N.Z. Lace-Webb Co., Ltd., 176 Tuam Street, Christchurch C. 1.  
 Nees, W., and Sons, Ltd., 94 Hanover Street, Dunedin C. 1.  
 North Canterbury Farmers' Co-operative Association, Ltd., 214  
     Cashel Street, Christchurch C. 1.  
 Paramount Bedding Co., Ltd., 149 Greys Avenue, Auckland.  
 Pegdens Furnishers, Ltd., 32 The Square, Palmerston North.  
 Peters, H. O., Upholsterer, Main Street, Palmerston North.  
 Peterson, G., Furnisher, Gore.  
 Players Furnishing Stores, Ltd., 97 High Street, Lower Hutt.  
 Pringle, A., Furnishers, Pahiatua.  
 Purser's Ltd., Victoria Avenue, Wanganui.  
 Purser's Ltd., Furnishers, Hawera.  
 Rata Quilt Manufacturing Co., Queens Buildings, Wellesley Street  
     West, Auckland C. 1.  
 Radford and Co., Ltd., 33-37 Manners Street, Wellington C. 1.  
 Reay, A. and A. F., Ltd, Moorhouse Avenue, Christchurch C. 1.  
 Rendells Ltd., Furnishers, 184-198 Karangahape Road, Auckland C. 2.  
 Rew and McCracken, 220 Queen Street, Masterton.  
 Rogers, C. E., and Co., 75 Emerson Street, Napier.  
 Ross, C. M., Ltd., The Square, Palmerston North.  
 Schaeff, G., and Sons, Herbert Street, Greymouth.  
 Scott and Wilson, 93 St. Andrew Street, Dunedin.  
 Scoullar and Chisholm, Ltd., Rattray Street, Dunedin.  
 Scoullar Co., Ltd., Furnishers, Blenheim.  
 Scoullar Co., Ltd., Heretaunga Street, Hastings.  
 Scoullar Co., Ltd., 88-90 Lambton Quay, Wellington C. 1.  
 Shackells Furnishers, 102-106 Stafford Street, Timaru.  
 Smith, C., Ltd., 96-102 Cuba Street, Wellington C. 2.  
 Smith, C., Ltd., Mawhera Quay, Greymouth.  
 Smith, D. S., and Co., Stewart Street, Oamaru.  
 Smith, H. and J., Ltd., Tay Street, Invercargill.  
 Smith, James, Ltd., Cuba Street, Wellington C. 2.  
 Smiths City Market, Ltd., 550 Colombo Street, Christchurch E. 1.  
 Smith and Caughey, Ltd., Queen Street, Auckland C. 1.  
 Sommerville, F. W., Furnishers, Taihape.  
 Soutter and Brockman, Ltd., 29A Leyden Street, Linwood, Christ-  
     church E. 1.  
 South Canterbury Farmers' Co-operative Association, Ltd., Furnishers,  
     Timaru.  
 Stains, R., and Sons, Furnishers, Waipukurau.  
 Tattersfield Ltd., Richmond Avenue, Grey Lynn, Auckland W. 2.  
 Taylor, A., and Sons, 461 Princes Street, Dunedin C. 1.  
 Thomsons Ltd., Stafford Street, Timaru.  
 Trumans Ltd., Mackay Street, Greymouth.  
 Tylers Ltd., Anzac Avenue, Auckland C. 1.  
 Wairarapa Farmers' Co-operative Association, Ltd., Queen Street,  
     Masterton.  
 Wallace, J. W., and Co., Ltd., 246-248 Wakefield Street, Wellington  
     C. 3.  
 Wanganui Furniture Co., Ltd., Duncan Street, Wanganui.

- Ward, C. C., Ltd., Devon Street, New Plymouth.  
 White, A. H., King Street, New Plymouth.  
 White, A. J., Ltd., 185 High Street, Christchurch C. 1.  
 White's Ltd., Devon Street, New Plymouth.  
 Whitmore, H O., 624 Colombo Street, Christchurch C. 1.  
 Wight, T., 24 Moray Place, Dunedin C. 1.  
 Williams, S. S., and Co., Ltd., 120-124 Lambton Quay, Wellington  
 C. 1.  
 Wise Bros., Ltd., 113-117 Moorhouse Avenue, Christchurch C. 1.

THE undersigned Deputy Judge of the Court of Arbitration, acting in pursuance of an order of delegation of the Court of Arbitration, 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 doth also 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 doth also further order that this award shall take effect as hereinafter provided and shall continue in force until the 27th day of May, 1950, 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 undersigned Deputy Judge of the Court hath hereunto set his hand, this 4th day of June, 1948.

[L.S.]

OSBORNE STEVENS,

Deputy Judge of the Court of Arbitration  
acting in pursuance of an order of delegation of the  
Court of Arbitration.

SCHEDULE

*Industry to which Award applicable*

1. This award applies to the classes of work defined in clause 2 hereof.

*Definitions*

2. This award shall apply only to female workers employed on the following classes of work:—

- (i) Making of pillow-cases and mattress-cases.
- (ii) Making of quilts and bedspreads.
- (iii) Making of cushion-cases and cushion-covers.
- (iv) Making of furnishings such as blinds, curtains, draping, and pelmets.
- (v) Sewing and plucking of carpets.
- (vi) Sewing and other work usually done by females in connection with upholstered furniture.
- (vii) Making of lampshades.
- (viii) Making pocket-spring foundations for bedding and upholstery.
- (ix) Cutting and making of loose-covers.
- (x) Operating of power-cutting machines.

*Hours of Work*

3. (a) The hours of work for all classes of workers shall be forty per week, to be worked between the hours of 8 a.m. and 5 p.m. from Monday to Friday, both days inclusive.

(b) Not less than forty-five minutes shall be allowed for a meal, but in cases where the majority of workers in any factory or workroom agree with the employer for a lesser period not less than thirty minutes shall be allowed.

*Wages*

4. (a) The minimum wage for journeywomen shall be £4 8s. 6d. per week.

(b) Journeywomen employed cutting loose covers for upholstered furniture (other than from patterns) shall be paid not less than £5 8s. 6d. per week.

(c) Wages shall be paid weekly not later than Thursday on the premises of the employer, and during working-hours. Each worker shall be supplied with the details of how her wages are made up.

(d) All wages shall be paid on the dismissal of the worker, but when a worker leaves of her own accord her wages shall be collectable on a day to be agreed upon, but not later than the following pay-day.

*Learners*

5. (a) The minimum wages for learners shall be as follows:—

	Award Wage.		
	£	s.	d.
Commencing under sixteen years of age—			
First six months .. .. .	1	9	6
Second six months .. .. .	1	14	6
Third six months .. .. .	1	19	6
Fourth six months .. .. .	2	5	0
Fifth six months .. .. .	2	12	6
Sixth six months .. .. .	2	19	6
Seventh six months .. .. .	3	12	0
Eighth six months .. .. .	3	12	0
Thereafter .. .. .	4	8	6
Commencing at sixteen years of age—			
First six months .. .. .	1	14	6
Second six months .. .. .	1	19	6
Third six months .. .. .	2	4	6
Fourth six months .. .. .	2	10	0
Fifth six months .. .. .	2	17	6
Sixth six months .. .. .	3	4	6
Seventh six months .. .. .	3	17	0
Eighth six months .. .. .	3	17	0
Thereafter .. .. .	4	8	6

		Award Wage.		
		£	s.	d.
Commencing at seventeen years of age—				
First six months	.. ..	1	17	0
Second six months	.. ..	2	2	0
Third six months	.. ..	2	7	0
Fourth six months	.. ..	2	12	6
Fifth six months	.. ..	3	0	0
Sixth six months	.. ..	3	7	0
Seventh six months	.. ..	3	19	6
Eighth six months	.. ..	3	19	6
Thereafter	.. ..	4	8	6
Commencing at eighteen years and over—				
First six months	.. ..	1	19	6
Second six months	.. ..	2	4	6
Third six months	.. ..	2	9	6
Fourth six months	.. ..	2	15	0
Fifth six months	.. ..	3	2	6
Sixth six months	.. ..	3	9	6
Seventh six months	.. ..	4	2	0
Eighth six months	.. ..	4	2	0
Thereafter	.. ..	4	8	6

Provided that no female worker over twenty-one years of age shall be paid less than £3 15s. 0d. per week.

(b) The proportion of learners to journeywomen shall not exceed one learner to every journeywoman who has been employed for at least two-thirds full time for the six months immediately previous to the taking on of the learner: Provided that any employer who does not employ a journeywoman shall be entitled to employ one learner.

#### *Deduction from Wages*

6. No deduction shall be made from the weekly wages prescribed herein except for time lost through the worker's default or sickness or through accident not arising out of and in the course of the employment.

#### *Certificate of Service*

7. Should the employment of a learner be terminated for any reason, the learner shall be supplied by the employer with a certificate stating her commencing age and time served by her as a learner.

*Overtime*

8. Overtime shall be paid for at time and a half rates for the first three hours on any day, and double time thereafter, but in no case shall less than 1s. 9d. per hour be paid to any worker. On Saturday morning three hours may be worked at time and a half rates and double time thereafter.

*Meal-money*

9. Meal-money at the rate of 2s. per meal shall be paid to the workers when called upon to work overtime after 5 p.m., provided that such workers cannot reasonably get home for their meal and return within one hour: Provided further that such payment shall be made to the worker each day before commencing overtime.

*Holidays*

10. (a) The following shall be the recognized holidays: Christmas Day, Boxing Day, New Year's Day, Anniversary Day, Good Friday, Easter Monday, Anzac Day, Labour Day, and the birthday of the reigning Sovereign.

(b) Payment of wages for the said holidays when they fall on an ordinary working-day shall be made to all persons who have been employed at any time during the fortnight ending on the day on which the holiday occurs.

(c) If any of the above-mentioned holidays, except Anzac Day, falls on a Sunday, then for the purposes of this award such holiday shall be observed on the following Monday: Provided that if Christmas Day shall fall on a Sunday, then Boxing Day shall be observed on the following Tuesday.

(d) In districts where Anniversary Day is not generally observed another day may be substituted in lieu thereof, arrangements for the substituted holiday to be made with the union not later than one month prior to the holiday to be substituted.

*Annual Holidays*

11. Annual holidays shall be granted in accordance with the provisions of the Annual Holidays Act, 1944.

Notice of closing down for annual holidays shall be posted in a conspicuous place at least two weeks before the holidays.

*Right of Entry*

12. Every employer bound by this award shall permit the secretary of the union, or other authorized officer, to enter at all reasonable times upon the premises or works and there interview any worker, but not so as to interfere unreasonably with the employer's business.



*Termination of Employment*

13. One week's notice shall be given on either side before dismissal or leaving employment.

*General*

14. (a) The employers shall grant five minutes before the ordinary hour of ceasing work, and provide facilities for their workers to clean their hands and brush their clothes.

(b) The employer shall supply and keep in order all scissors used for cutting carpets, blinds, ticking, or other heavy materials.

(c) No female shall fill into mattresses or cushions, other than fancy cushions, kapoc, down, flock, wool, fibre, hair, or feathers.

(d) No piecework shall be permitted.

(e) A suitable first-aid medical outfit shall be provided and maintained by the employer, and shall be kept in a convenient and accessible place for use in case of accident.

(f) A timepiece shall be kept in every workroom in a place visible to workers.

(g) The employers shall supply and keep in order a dining-room for women workers, provided such room, in the opinion of the Inspector of Factories, is necessary.

(h) The employer shall provide a separate room in which kapoc, down, fibre, or feathers shall be worked. Every such room shall be ventilated in accordance with section 56 of the Factories Act, 1946.

(i) No female shall be allowed to handle used carpets, curtains, rugs, or quilts unless same have been thoroughly sterilized.

(j) A break of ten minutes for morning tea shall be allowed without deduction of wages.

(k) Employers shall provide and launder smocks or overalls for use when workers are employed on filling kapoc or down or when employed on second-hand repair or alteration work. The smocks or overalls to remain the property of the employer.

*Matters not provided for*

15. 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 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 Conciliation Commissioner for the district. 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.

*Workers to be Members of Union*

16. (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*

17. (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*

18. 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*

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

#### *Term of Award*

20. This award, in so far as wages are concerned, shall come into force on the 1st day of June, 1948, and so far as all other conditions of this award are concerned it shall come into force on the date hereof, and this award shall remain in force for a period of two years from the 27th day of May, 1948.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the undermentioned Deputy Judge of the Court hath hereunto set his hand, this 4th day of June, 1948.

[L.S.]

OSBORNE STEVENS,

Deputy Judge of the Court of Arbitration  
acting in pursuance of an order of delegation of the  
Court of Arbitration.

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MEMORANDUM

This award embodies the terms of settlement arrived at by the assessors in Conciliation Council.

OSBORNE STEVENS, Deputy Judge.

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