

**NATIONAL AIRWAYS CORPORATION BOARD AND TASMAN
EMPIRE AIRWAYS, LTD., EMPLOYEES.—INDUSTRIAL
AGREEMENT**

In the Court of Arbitration of New Zealand.—In the matter of the Economic Stabilization Emergency Regulations 1942; and in the matter of the industrial agreement made on the 12th day of July, 1948, between the New Zealand Engineering, Coachbuilding, Aircraft, and Related Trades Industrial Union of Workers and National Airways Corporation Board, Wellington, and Tasman Empire Airways, Ltd., Auckland.

WHEREAS by the Economic Stabilization Emergency Regulations 1942 it is provided that no industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, shall come into force until it is filed under section 28 of the said Act: And whereas it is provided, further, that no such industrial agreement shall be accepted by a Clerk of Awards for filing as aforesaid unless it has been approved by the Court for the purposes of the said regulations: And whereas application has been made for approval of the industrial agreement made on the 12th day of July, 1948, between the New Zealand Engineering, Coachbuilding, Aircraft, and Related Trades Industrial Union of Workers, of the one part, and the National Airways Corporation Board, Wellington, and Tasman Empire Airways, Ltd., Auckland, of the other part: Now, therefore, the Court, having had regard to and having taken into consideration the matters and things as required by the said regulations, doth hereby approve the said industrial agreement for the purposes of the said regulations.

Dated this 18th day of August, 1948.

[L.S.]

A. TYNDALL, Judge.

**NATIONAL AIRWAYS CORPORATION BOARD AND TASMAN EMPIRE
AIRWAYS, LTD., EMPLOYEES.—INDUSTRIAL AGREEMENT**

THIS industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments this 12th day of July, 1948, between the N.Z. Engineering, Coachbuilding, Aircraft and Related Trades Industrial Union of Workers (hereinafter referred to as "the union"), of the one part and the National Airways Corporation Board, Wellington, and Tasman Empire Airways, Ltd., Mechanic's Bay, Auckland

(hereinafter referred to as "the employers"), of the other part, whereby it is mutually agreed by and between the said parties hereto as follows that is to say:—

1. That the terms, conditions, stipulations, and provisions contained and set out in the schedule hereto shall be binding upon the said parties and they shall be deemed to be and are hereby incorporated in and declared to form part of this agreement.

2. The said parties hereto shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, stipulations and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this agreement or of the said terms, conditions, stipulations, and provisions, but shall in all respects abide by and perform the same.

SCHEDULE

Definitions

1. (a) "Senior aircraft engineer" means an aircraft engineer who holds and is required by the employer to operate an aircraft up to 10,000 lb. all-up weight or on aircraft engines under 400 rated horsepower under licenses "B" and "D" or "AE" and "CE," or on aircraft over 10,000 lb. all-up weight, or on aircraft engines of 400 or over rated horse-power, under licenses "B" or "D," or "AE" or "CE," or who holds and is required by the employer to operate under License Radio X, Class 1, of the Air Navigation Regulations, 1933, provided always that if licenses are held with equivalent responsibility to those mentioned in this subclause the employer may include such engineer in this classification.

(b) "Aircraft engineer" means an aircraft tradesman who holds and is required by the employer to operate on aircraft up to 10,000 lb. all-up weight, or on aircraft engines under 400 rated horse-power under licenses "A" and "C" or "A" and "AE," or "C" and "CE," or on aircraft over 10,000 lb. all-up weight, or on aircraft engines of 400 or over rated horse-power under licenses "A" or "C" and Radio X, Class 2, provided always that if licenses are held with equivalent responsibility to those mentioned in this subclause, the employer may include such engineer in this classification. Provided that where the holder of both an "A" (over 10,000 lb. all-up

weight) and "C" (over 400 rated horse-power) is required to operate both licenses he shall receive an additional 1½d. per hour.

(c) "Aircraft tradesman" means an aircraft tradesman who is required to and can perform the class of work performed by an aircraft engineer but who is himself not required to hold a license, provided that a tradesman with eighteen months practical experience in aircraft work shall be classed as an aircraft tradesman. A patternmaker, toolmaker, die sinker, draughtsman, or a welder who is approved by the Air Department for all metals shall be classified as an aircraft tradesman.

(d) "Tradesman" means an adult worker who has served the required period of apprenticeship to the trade or branch of the trade in which he is employed and/or by employing trade experience is performing the work of aircraft tradesman such as fitter, turner, blacksmith, panelbeater, tinsmith and sheet-metal worker, electrician, aircraft carpenter, aircraft painter and signwriter, riggers marine. Truck drivers 3½ tons upwards, aircraft launchman with river oil ticket. The term "tradesman" shall also be deemed to include worker engaged in the capacity of radio serviceman holding serviceman's license, aircraft instrument repairer, welder, or first-class electroplater whose work shall mean and include electroplating, electrofitting, metal colouring, setting up and controlling of electrolytes and the maintenance of low voltage electrical equipment to the supply generator.

(e) "Senior aircraft hand" means a worker performing semi-skilled work such as cleaning airframes, aircraft engines, and parts thereof, aircraft launchman, radio serviceman (unlicensed) truck drivers up to 3½ tons.

(f) "Aircraft hand" means a worker not specified in the foregoing definitions or not otherwise provided for in this award. Aircraft hands required to clean aircraft lavatories or to clean up airsickness shall be paid 5s. per week extra.

(g) "Watchman": The duties of a watchman shall be the guarding of aircraft buildings and equipment as directed by the chief engineer and/or his deputy, and telephone duties when the telephone operator is off duty. The telephone work is to consist of the receiving and actioning of all messages received for all divisions in accordance with the instructions issued by the heads of divisions and/or their deputies.

The receiving and caring for mail and freight when Traffic Department is not on duty. The watchmen shall have no cleaning work to perform except that they will keep their own

room in a clean and tidy condition, and in the case of Tasman Empire Airways Limited to continue to carry out the light duties at present performed.

	WAGES	Per Week.		
		£	s.	d.
2. (a) Senior Aircraft Engineer	9	11	8
Aircraft Engineer	9	0	10
Aircraft Tradesman	8	0	0
Tradesman	7	11	8
Senior Aircraft Hand	6	19	2
Aircraft Hand	6	13	4
Watchman	6	13	4

(b) Senior storeman means a storeman who is specially directed by his employer to take charge of an out-station store and has under his control not less than four workers. Provided that the employer may promote an aircraft storeman to be senior storeman after five years experience in aircraft stores.

Aircraft storeman means a storeman who has served five years in stores work and has had eighteen months experience in aircraft stores.

Storeman means a storeman who has completed five years in stores work.

Assistant storeman means an adult worker who has not served the required five years in stores work, provided that an assistant storeman must have served five years including two years in aircraft stores before promotion to aircraft storeman.

	WAGES	Per Week.		
		£	s.	d.
Head storeman	8	5	0
Senior storeman	7	16	8
Aircraft storeman	7	6	8
Storeman	6	18	4
Assistant storeman	6	13	4

Special Payments

3. (a) A worker other than an aircraft engineer or senior aircraft engineer who obtains and holds licenses shall receive additional remuneration payable as follows:—

Holders of B or D or A or C or Radio X Class 1 or Radio X Class 2	.. ..	£15 p.a.
Holders of two or more of the above licenses	.. ..	£30 p.a.
Holders of any other X type license except Section one (Compass)	.. ..	£12 10s. p.a.
Holders of two or more X type licenses except Section one (Compass)	.. ..	£25 p.a.

(b) Where a worker is the holder of and is required to do work under licenses held by him which is not part of his ordinary work in the capacity in which he is normally employed, he shall be entitled to payment for the time during which he is engaged on work covered by such licenses at the rate applicable to a worker required to have and use such licenses, such rate of payment to apply for not less than eight hours on each day on which he works under such licenses.

(c) *Leading Hand*.—A worker who has been specially directed by his employer to take charge of any job and has under his control not less than four workers shall be paid 3d. per hour extra above his award rate, provided that the job shall extend for one day or more. Provided, that where a worker is specially directed by his employer to take charge of any section he shall receive 3d. per hour extra above his award rate regardless of the number of workers under his control, during the continuance of such work, with a minimum of one day.

(d) *Welding Allowances*.—Workers employed on oxy-acetylene or electric welding, except on spot or butt welding machines, for less than four hours in a day shall be paid 1s. 1d. per day extra, for more than four hours in a day, 1s. 7d. per day extra.

(e) *Workers on Call*.—Workers who are directed to remain on call in the morning or afternoon on Saturdays, Sundays, or holidays shall, if not called on duty, be paid a retaining fee of 5s. 3d. if for morning, 7s. 10½d. if for afternoon, or 10s. 6d. if for full day.

(f) Workers who are required by the employer to provide and use a kit of tools necessary to his trade (except drills, taps, files and hacksaw blades) shall be paid a penny per hour extra.

(g) A worker who is required to do maintenance work in rain on aircraft without reasonable shelter being provided shall be paid 2s. 1d. per day extra.

Payment of Wages

4. (a) All wages shall be paid weekly not later than Thursday in accordance with existing practice.

(b) All wages shall be paid on dismissal of a worker or when the worker leaves of his own accord.

(c) The employer may make a rateable deduction from the weekly wages specified for any time lost by a worker through sickness, accident, or default.

Hours of Work

5. (a) Forty hours shall constitute an ordinary week's work of which not more than eight hours may be worked on each day from Monday to Friday inclusive, and between the hours of 7.30 a.m. and 5 p.m. The time of starting and ceasing work between these hours shall be arranged between the employer and the union.

(b) Notwithstanding the provisions of subclause (a) of this clause, if the employer so requires the forty hours shall be worked between 7 a.m. and 7 p.m. Monday to Friday inclusive by workers whose attendance is necessary in connection with the receipt or despatch of aircraft engaged in air transport services.

Workers whose daily stretch of working hours is broken at the requirement of the employer, other than for meal interval, shall be paid an additional 10 per cent. on the day's earnings.

(c) No worker shall be required to work more than four and a half hours continuously without an interval of at least three-quarters of an hour for a meal; provided that this meal-time may be reduced to half an hour by mutual agreement between the employer and the union.

(d) *Watchmen.*—Watchmen regularly employed as such shall work five watches per week not exceeding eight hours in any one watch or forty hours in any one week without payment of overtime. For work done on a Sunday, which is part of the forty hour week, the worker shall be paid ordinary time rates in addition to his ordinary weekly wage. Time worked on a Sunday in excess of the forty hours shall be paid for at double time rates.

Watchmen shall be entitled to:—

- (a) The ten named holidays on full pay as prescribed in clause 7 (a) hereof; or
- (b) An extra day's pay for each such day worked; or
- (c) A day added to the fortnight's annual leave for each such day worked.

Overtime shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(e) *Shift Work.*—Notwithstanding anything contained in this agreement shifts may be worked as required by the employer. Where a worker is required to work not more than three consecutive days on shift work outside the hours prescribed in subclause (a) hereof, he shall be paid at overtime rates as provided in clause 6 hereof. If he is required to work more than three consecutive afternoon or night shifts he shall be paid 3s. 2d. per shift in addition to ordinary rates.

Overtime

6. (a) Except as otherwise provided, all work done in excess or outside of the hours mentioned in clause 5 hereof shall count as overtime and shall be paid for at the rate of time and a half for the first three hours in any one day and double time thereafter. Any worker (other than a shift worker) who is called back after 10 p.m. or after 12 noon on Saturday or before 6 a.m. shall be paid double rates.

(b) Any worker having worked for twenty-four hours, inclusive of intervals for meals shall not be required to continue working without his consent. If he does continue working he shall be paid double rates for all time worked on the second day.

(c) Any worker having worked all day and night and being required to continue working on into the next day shall be paid double rates for all time worked on the second day.

(d) Any worker having worked all day and having continued to work until midnight shall be given eight hours off or be paid double rates for all time worked on the second day. No worker shall lose pay for time his services are not required on second day under this subclause.

(e) Where a worker is required to work overtime in the terms of subclause (a) hereof after the ordinary hour of ceasing work for the day and where such period is broken except for meal intervals, after at least four hours overtime has been worked, no worker shall be called upon to resume work until a period of eight hours has elapsed unless double rates are paid for all time worked following such resumption of work.

(f) No worker shall work overtime on Friday nights except on urgent or breakdown work. As far as possible, overtime shall not be worked on the night of the union's regular monthly meeting.

(g) When any worker other than a shift worker is called upon to work overtime after 6 p.m. on Monday, Tuesday, Wednesday, Thursday, or Friday or after 12.30 p.m. on Saturday, or Sunday, and every four hours thereafter during the continuance of such overtime until an eight hour break for rest is allowed, the employer shall provide a meal or allow meal money at the rate of 2s. 6d. per meal.

(h) Supper and crib time when working overtime shall be paid for.

(i) When working overtime under conditions where a worker cannot obtain a meal without incurring extra travelling expenses the employer shall reimburse such extra expense.

(j) In the case of a worker being called back to work after ordinary working hours a minimum of two hours shall be paid. In the case of workers employed by Tasman Empire Airways Limited called into work on Sundays or on the recognized holidays listed in clause 7 (a) a payment of one hour travelling time at ordinary rates shall be made to each worker for each Sunday or recognized holiday on which he is called in for duty.

Holidays

7. (a) The recognized holidays shall be New Year's Day and the day following, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, Boxing Day and Anniversary Day or Show Day or a day to be substituted therefor by agreement with the union. Provided that where any holiday other than Anzac Day falls on a Sunday, it shall be observed on the following Monday.

(b) Workers who are entitled to be paid for the holidays set out in paragraph (a) hereof shall be all those who have been working at any time during the fortnight ending on the day on which the holiday occurs. No payment over and above an ordinary week's wages shall be paid to any worker for a holiday which falls on what is not ordinarily a working day except for work actually performed on such a day.

(c) For work done on any of the above holidays or on Sundays double time shall be paid.

(d) Notice of closing down for Christmas holidays shall be posted in a conspicuous place for at least 28 days before the holidays.

(e) *Annual Holidays.*—Annual leave shall be allowed in accordance with the Annual Holidays Act, 1944.

Outside Work

8. (a) Workers shall report for work at the place and time as may be directed by the employer, but if a worker is required by his employer to work at a place outside of the employer's factory, workshop, or ordinary place of employment, and is thereby put to expense in travelling to and from his work greater than that which he incurs when working in the factory, workshop or ordinary place of employment, the employer shall reimburse him for such extra expense.

(b) When the worker is employed at such work that he is unable to return to his home at night, suitable board and residence shall be provided at the employer's expense.

(c) Travelling time shall be paid at ordinary rates, but not to a greater amount than eight hours in the day. Provided, that where a worker is required by the employer to travel on a statutory holiday he shall be paid the appropriate rate for that day.

(d) Where a worker is employed at country work at such a distance that he is unable to return to his home at night he shall be paid at overtime rates for all work done in excess of the hours prescribed in clause 5 hereof.

(e) When a worker is required to travel by coastal steamer, first saloon fares shall be provided, when travelling by train, first-class seat shall be provided if the work is over fifty miles from the shop.

(f) Workers required to travel by boat or train shall have meals provided by the employer in all cases where meals are not included in the fare.

(g) Outside normal working hours where no public transport is available the employer shall supply transport or pay costs thereof.

General Provisions

9. (a) Where any worker is engaged on battery work using amyacetate, paint remover, dope, restar, acid cleaning compounds, or similar preparations in spray painting, such workers shall be provided, free of charge, with a minimum of 1 pint of fresh milk each day and also be provided with suitable respirator, apron and gloves where necessary.

(b) An employer shall provide reasonable facilities for supplying warmth for employees working in the workshops in cold weather.

(c) In workshops where electro-plating, chromium-plating, buffing, polishing and grinding work is performed and noxious fumes are present suitable suction plants and fans shall be provided where such are necessary.

(d) In all cases where artificial light is required, electric light shall be supplied where available; and proper staging shall be erected for men to work in safety.

(e) Proper shelter shall, where practicable, be provided to protect workers from cold winds or wet weather.

(f) Where portable electric lights, electric drills, and other portable electrical equipment are in use, every care shall be taken to see that they are properly insulated. Workers shall immediately report to the foreman any defect in such equipment.

(g) A supply of fresh air and suitable adequate protective clothing shall be provided for sand and shot blasters, metal sprayers and picklers. Respirators shall be provided for duco-sprayers.

(h) Workers using pneumatic machines or riveters shall be supplied with gauntlets or gloves where necessary.

(i) Suitable screens shall be supplied for electric welding machines.

(j) Workers employed on oxy-acetylene or electric welding and cutting shall be provided with goggles or helmets and gauntlets or gloves.

(k) An overall allowance of a penny per hour shall be paid, the employer to sell overalls at cost.

(l) A ten minute rest period shall be allowed in the morning and afternoon to all workers.

Aircraft Engineers' Assistants

10. (a) " Assistants " are youths engaged to learn the trade of aircraft engineering without indentures in districts where no apprenticeship order is in operation.

(b) The proportion of assistants to aircraft tradesmen shall not exceed one assistant to every two aircraft tradesmen employed, provided that where less than two aircraft tradesmen are employed one assistant may be employed. For the purpose of determining the proportion of assistants to aircraft tradesmen when engaging any new assistants, the calculations shall be based on a two thirds full time employment of the number of aircraft tradesmen employed for the previous six calendar months.

(c) The minimum weekly rates payable to aircraft engineers' assistants shall be the undermentioned percentages of an amount equal to forty times the nominal hourly wage rate for aircraft tradesmen as prescribed in this agreement:—

For a commencing age of less than sixteen years—

For the first six months	..	..	23 per cent.
For the second six months	..	..	29 per cent.
For the third six months	..	..	35 per cent.
For the fourth six months	..	..	41 per cent.
For the fifth six months	..	..	47 per cent.
For the sixth six months	..	..	53 per cent.
For the seventh six months	..	..	59 per cent.
For the eighth six months	..	..	65 per cent.
For the ninth six months	..	..	71 per cent.
For the tenth six months	..	..	77 per cent.

For a commencing age of eighteen years and over—

For the first six months	..	..	35 per cent.
For the second six months	..	..	41 per cent.
For the third six months	..	..	47 per cent.
For the fourth six months	..	..	53 per cent.
For the fifth six months	..	..	59 per cent.
For the sixth six months	..	..	65 per cent.
For the seventh six months	..	..	71 per cent.
For the eighth six months	..	..	77 per cent.

(d) *Overtime for Assistants.*—Time and a half for the first three hours in any one day and double time thereafter.

(e) Assistants under eighteen years of age shall not be permitted to work overtime more than six hours in any one week. Assistants over eighteen years of age and under twenty years of age shall not be permitted to work overtime more than ten hours in any one week.

(f) Assistants shall be paid at ordinary rates for all holidays mentioned in this award.

(g) Should any employer wish for any reason to dispense with the services of any assistant, he shall give him a certificate showing the time actually served by the assistant and stating the branch or branches of the trade at which such assistant has been employed. Such certificate shall entitle the assistant to payment by a future employer of the wages herein provided for assistants according to the time actually served by the assistant at the trade.

(h) Any employer who engaged an assistant shall be deemed to have undertaken the duty of teaching him one or more branches of the trade as carried on by the employer, which duty shall be enforceable under this award.

(i) All time lost by an assistant through his own default or sickness in any year of his employment shall be made up before such assistant shall be considered as having entered upon the next succeeding year of his employment, and the total period of his employment shall be extended by a period equivalent to such lost time; but an assistant working overtime shall have such time added to his ordinary time in calculating the respective years of his employment.

(j) An employer shall not be bound to pay an assistant for time lost through sickness or through the default of the assistant, or, by his voluntary absence from work, with the consent of the employer.

(k) No employer shall be entitled to employ an assistant or assistants unless his shop is fitted with the necessary equipment to enable him to teach such assistant or assistants in accordance with the provisions of this clause.

(l) No employer shall engage an assistant after the date on which an order under the Apprentices Act, 1923, comes into operation, in the town or city in which the assistant is employed; but no assistant then in employment shall be affected so long as he remains in the same employment except as hereinafter provided.

(m) Every employer who employs an assistant after the date on which this agreement comes into force shall be deemed to have undertaken to take such assistant as an apprentice from the date on which an apprenticeship order governing the conditions of apprenticeship in the trade shall come into operation in the industrial district, such apprenticeship to be in terms of the Apprentices Act, 1923, and its amendments, and of such order, but so that any time served as an assistant shall be included in the term of apprenticeship.

(n) The obligation imposed by the preceding subclause (m) shall be discharged if the assistant be dismissed for misconduct or other good cause before he is apprenticed as aforesaid.

(o) Nothing in the last preceding subclauses shall be deemed to prohibit the apprenticing of an assistant who was employed previously to the coming into force of this agreement subject to such conditions, if any, as shall be determined by the Court or an Apprenticeship Committee.

Accidents

11. (a) A modern first-class emergency case, fully equipped, shall be kept in a convenient and accessible place in every works, also provision made for a supply of hot water at short notice.

(b) Facilities shall be provided for rendering first-aid in the case of accident to workers while working outside the employer's place of business.

(c) The St. John Ambulance first-aid compressed kit shall be the first-aid case to be kept as required in subclause (a), and shall be open to inspection once a month by a union official.

Access to Workshops

12. The secretary or other authorized officer of the local union of workers concerned 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. The employer shall give recognition to any worker who is appointed shop steward in the establishment in which he is employed.

Disputes Committee

13. Should any dispute or difference arise in connection with any matter not provided for in this agreement, it shall be settled between the particular employer concerned and two representatives of the local branch of the union. If no settlement is arrived at, then such dispute shall be referred to a disputes committee consisting of two representatives of the employers and two representatives of the union with the district Conciliation Commissioner as Chairman for their decision. If such committee is unable to decide the matter it may refer the matter to the Court of Arbitration, or either party may appeal to the Court of Arbitration from the decision of such committee upon giving to the other party fourteen days' notice in writing of intention so to appeal.

Workers to be Members of Union

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

(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 agreement for workers of the age of twenty-one years and upwards shall be deemed to be an adult.

(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

15. (a) Any worker who considers himself incapable of earning the minimum wages fixed by this agreement may be paid such lower wages 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.

Industry to which Agreement Applies

16. This agreement shall apply to all workers employed in or in connection with the construction, maintenance or repair of aircraft.

Scope of Agreement

17. This agreement shall apply to the parties named herein.

Term of Agreement

18. This agreement shall be deemed to operate as from 11th March, 1948, and shall continue in force until the 31st day of March, 1950.

Signed for and on behalf of the union—

[L.S.]

S. GLADING, President.
J. NEALE, Secretary.

Signed for and on behalf of National Airways Corporation Board, Wellington—

[L.S.]

LEONARD ISITT }
J. S. HUNTER } Directors.

Signed for and on behalf of Tasman Empire Airways, Ltd., Mechanics Bay, Auckland—

[L.S.]

LEONARD ISITT.
T. A. BARROW.