

NEW ZEALAND (EXCEPT NORTHERN INDUSTRIAL DISTRICT)
BRICKLAYERS—AWARD

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

In the Court of Arbitration of New Zealand, Taranaki, Wellington, Marlborough, Nelson, Westland, Canterbury, and Otago and Southland Industrial Districts—
 In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of an industrial dispute between the New Zealand (Except Otago and Southland) Carpenters, Joiners, Joiners' Machinists, Plasterers, and (Except Auckland) Bricklayers, and Related Trades Industrial Union of Workers (hereinafter called "the union") and the under-mentioned association, unions, persons, firms and companies (hereinafter called "the employers"):

New Zealand Federated Builders and Contractors Industrial Association of Employers,
 66 Murphy Street, Wellington.

TARANAKI INDUSTRIAL DISTRICT

Boon Bros. Ltd., Gover Street, New Plymouth.

Clelland, W. J., and Sons, Devon Street, New Plymouth.

Jones and Sandford, South Road, New Plymouth.

Taranaki Master Builders Industrial Union of Employers, Currie Street, New Plymouth.

WELLINGTON INDUSTRIAL DISTRICT

Lemmon, A., 90 Mitchell Street, Brooklyn, Wellington.

Walpole and Patterson, Guyton Street, Wanganui.

Wellington City Corporation, Wellington.

Wellington Gas Co. Ltd., Courtenay Place, Wellington.

Wellington Harbour Board, Wellington.

Wellington Meat Export Co. Ltd., Ngahauranga.

MARLBOROUGH INDUSTRIAL DISTRICT

Forbes and Harman, Hutcheson Street, Blenheim.

Marlborough Builders and Contractors Industrial Union of Employers, Care of T. H.

Barnes and Co. Ltd., Murphy's Road, Blenheim.

Wemyss and Crook, Grive Road, Blenheim.

NELSON INDUSTRIAL DISTRICT

Nelson Master Builders Industrial Union of Employers, 242 Trafalgar Street, Nelson.
 Pugh, J. H., Contractor, Nelson.

WESTLAND INDUSTRIAL DISTRICT

Brailsford, H., Cobden.

Knowles, S. B., Greymouth.

Powick, L. W., Westport.

CANTERBURY INDUSTRIAL DISTRICT

Graham, P., and Son, Builders and Contractors, 166 St. Asaph Street, Christchurch.

Jamieson, J. and W., Ltd., Contractors, 573 Colombo Street, Christchurch.

North Canterbury Master Bricklayers Industrial Union of Employers, 141 Locksley Avenue, Christchurch.

OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT

Youngston and Thomson, 7 Malvern Street, Dunedin.

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 130 of the Industrial Conciliation and Arbitration Act 1954, 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 17th day of November 1961 and thereafter as provided by section 152 of the Industrial Conciliation and Arbitration Act 1954.

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 10th day of June 1960.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Industry to Which Award Applies

1. This award shall apply to the bricklaying industry.

Hours of Work

2. (a) The hours of work shall be eight per day, to be worked between the hours of 7.30 a.m. and 5 p.m. on five days of the week, Monday to Friday, both days inclusive.

(b) One hour shall be allowed for lunch on each day, but an employer may agree with his workers to allow not less than half an hour for lunch.

Classes of Work

3. (a) Except as provided for in clause 22 hereof, two classes of labour only shall be recognised - viz., journeymen and apprentices - and none other shall be employed in:

(i) The laying of clay, glass, and cement bricks, concrete, breeze, or pumice blocks or any other substitutes for bricks.

(ii) The stopping and pointing of brickwork.

(iii) Cutting and rubbing bricks or brickwork and excluding cutting chases, except when a bricklayer is working on the job.

(iv) Cutting openings in brickwork which have to be pointed up or made good by a bricklayer: Provided that on any particular job, by arrangement between the employer and the bricklayers' union, labourers may be employed to cut any special opening or openings.

(v) Brick paving.

(b) Tiling or trowelling floors in connection with their work may be done by bricklayers.

Wages

4. (a) The minimum rate of wages for bricklayers shall be:

(i) For the first week of employment with any employer, 6s. 10d. per hour;

(ii) After the completion of one week's employment with the same employer, £13 13s. 4d. per week.

(b) All repairs to bakers' ovens, retorts, and furnaces, old work and inside of same, where the heat exceeds 110 degrees Fahrenheit, done during ordinary working-hours shall be paid for at double time rates, and, if done outside ordinary working-hours or on Saturday afternoon, Sundays, or holidays, treble time rates, and clauses 9 and 10 hereof shall not apply: Provided that the provisions referring to retorts and furnaces shall not apply to the permanent hands employed by city corporations, other local bodies, gas companies, or biscuit and confectionery manufacturers bound by this award.

"Permanent hands" shall mean workers employed continuously on full-time employment for at least 12 months.

In all hot places a thermometer shall be provided to determine the temperature. No worker shall be compelled to work in any place where the temperature exceeds 150 degrees Fahrenheit.

(c) All bricklayers engaged in the following classes of work shall be paid time and a half rates. Workers engaged in pits, sumps, and wells on work 10 ft or more underground; on hot work in confined spaces over 95 degrees Fahrenheit, on dirty work, on work where Fusuel, Pyruma, Seirset, or compounds with a similar harmful effect on the skin are used; on chimney stacks and towers standing apart from any building where the worker is required to work more than 40 ft in height above the ground; chimney stacks and towers to which a building is attached where the worker is required to work more than 40 ft in height above the point at which the roof of the building meets the chimney; and steeples 25 ft or more above the building. Work done in 2 in. or more of water, or where water (other than rain) is dripping on the worker, shall be paid for at the rate of time and a half, or gumboots and oilskins shall be provided. Workers using Fusuel, Pyruma, Seirset, or compounds with a similar harmful effect on the skin, or punching Plybrick shall be provided with gloves.

(d) Any worker required to work on a swing-stage or bosun-chair shall be paid 2s. 3½d. per day extra while so employed: Provided that the extra money shall not be payable in respect of a suspended scaffold of the patent safety scaffold type now in use, or a similar type of scaffold if such scaffold is properly tied in or effectively anchored to give it a reasonable degree of rigidity and such scaffolding has been approved by the Inspector of Scaffolding.

(e) The worker who is in charge of two or more journeymen and who is responsible for carrying out the work and who gives instructions to the other workers shall be paid 4s. per day in addition to the above-mentioned wages.

(f) Reasonable time shall be allowed for washing after dirty work.

(g) Except on country work, all wages shall be paid weekly not later than Thursday within ordinary working-hours, either on the works or at the employer's workshop. Each worker shall, on request, be supplied in writing with full details of how the wage is made up.

(h) On all work coming within the scope of clause 14 (Country Work) of this award the wages shall be paid at intervals mutually agreed upon between the employer and the workers concerned. Each worker shall, on request, be supplied with full details of how the wage is made up.

(i) In the event of pay-day being a holiday, wages shall be paid under the same conditions as set out in subclause (g) of this clause on the day preceding the holiday.

(j) All waiting time beyond the prescribed time shall be paid for at overtime rates.

(k) No deduction in respect of time lost by any weekly worker shall be made from wages payable to him except for time lost by reason of the default of the worker or by reason of his illness or of any accident suffered by him.

(l) In the demolition of a building or in any part thereof where dust is caused through the falling of brick walls or plaster or old wooden ceilings, or in repairs to or demolition of any building or fittings destroyed or damaged by fire which necessitates the handling of sooty bricks, or brickwork, 4½d. per hour additional. This subclause shall not apply to gasworks in respect of retort settings.

(m) Any worker who is employed in or about a chemical fertiliser or chemical factory on work in which he is exposed to acid fumes, or to contact with acid or timber impregnated with acid, shall be provided with overalls and gloves and shall be paid 4½d. per hour extra while so employed. This provision shall not apply to gasworks.

Requirements of Economic Stabilisation Regulations

5. No worker bound by this award shall in any week be paid a lesser amount by his employer than the worker would have been entitled to be paid under this award if it had specifically applied the general order of the Court dated 18 September 1959 otherwise than by incorporation pursuant to the pronouncement of the Court dated 18 September 1959.

Abattoirs and Freezing Works

6. When, in abattoirs and freezing works, the nature of the work to be done is dirty and objectionable workers while on such work shall be supplied with overalls, gloves, and boots.

Overall and Tool Allowance

7. (a) Any worker required to supply his own tools and overalls shall be paid a tool and overall allowance of 1d. per hour in addition to the rate prescribed in subclause (a) of clause 4 of this award.

(b) If a worker is required to supply his own tools, and if between the time when work ceases for the day and the time when work is resumed on the job on the next or any subsequent day damage to the tools or loss of tools is caused by fire or theft, the employer shall compensate the worker to the full extent of his loss, provided that the tools have been stored by the worker in the place and in the manner directed by the employer or his representative.

Terms of Employment

8. (a) In the case of weekly workers one week's notice of the termination of employment shall be given by the party desiring to terminate the employment or one week's wages paid or forfeited as the case may be, and in the case of hourly workers two hours' notice of termination shall be given or two hours' wages paid or forfeited as the case may be, but nothing herein contained shall prevent an employer from summarily dismissing a worker for misconduct.

(b) When terminating his employment, 15 minutes shall be allowed the worker to gather up and clean his tools.

(c) All waiting time beyond the expiry of the notice shall be paid at time and a half rates.

Overtime

9. (a) All work done outside or in excess of the daily hours fixed in clause 2 of this award shall count as overtime and shall be paid for at the rate of time and a half for the first three hours and double time thereafter: Provided that any time worked between the hours of 10 p.m. and before the usual starting time next day shall be paid for at double time rates.

(b) All work done in excess of four hours on Saturdays or after 12 noon on Saturdays shall be paid for at double time rates.

(c) Any worker having to work all day and having to continue work until midnight shall be given eight hours off or be paid double time rates for all time worked on the second day.

(d) Any worker required to work on any Saturday, Sunday, or on any holiday shall receive not less than four hours' pay at overtime rates.

(e) The employers shall endeavour to restrict overtime work if there are any members of the union out of work and available at the time, and the union shall undertake, on request, to supply any labour that may be available.

(f) A worker required to work after public transport ordinarily used by him has ceased to operate shall be conveyed to his house at the employer's expense.

Holidays

10. (a) The following shall be the recognised holidays which shall be paid for at ordinary rates: New Year's Day, Good Friday, Easter Monday, Anzac Day, Labour Day, the birthday of the reigning Sovereign, Christmas Day, Boxing Day, and Anniversary Day or a day in lieu thereof.

(b) The employer shall pay wages for the above holidays to all workers performing work coming within the scope of this award who have been employed by him at any time during the fortnight ending on the day on which the holiday occurs.

(c) Where any worker has been employed upon work coming within the scope of this award by more than one employer during the fortnight ending on the day on which any of the above holidays occurs, he shall be entitled to receive payment for the holiday from such one or more of those employers and, if more than one, in such proportion as the Inspector of Awards determines.

(d) In the event of a holiday, other than Anzac Day, falling on a Saturday or 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.

(e) Any work done on any of the above holidays or on Sundays shall be paid for at double time rates.

Annual Holidays

11. The provisions of the Annual Holidays Act 1944, shall apply to all workers covered by this award.

Meal-money, etc.

12. (a) Employers shall allow meal-money at the rate of 5s. per meal when workers are called upon to work more than one hour after the ordinary daily hours of work. The employer may provide a suitable meal in lieu of paying 5s.

(b) Men shall work during their regular meal-break if required to do so by their employer and shall be paid double time rates for the time so worked, provided that in no case shall a man be employed for more than five hours without being given the time usually allowed for a meal.

(c) A morning and afternoon break of 10 minutes shall be allowed without deduction of pay to all workers and shall not be considered as a meal-break. The employer shall provide boiling water where required for morning or afternoon tea or meals.

Suburban Work

13. (a) "Suburban work" shall mean work (other than country work) performed elsewhere than at the shop of the employer and irrespective of where the engagement takes place.

Workers employed on suburban work distant more than $1\frac{1}{2}$ miles from the central points hereinafter specified shall either proceed to and from such work or they shall be conveyed to and from such work at the expense of the employer, as the employer shall determine.

Time reasonably occupied by the workers in travelling or time occupied in conveying the workers to and from such work beyond the central point or from the worker's home, whichever is the less, shall be allowed and paid for by the employer. No worker residing less than $1\frac{1}{2}$ miles from the place where the work is to be performed shall be entitled to the allowance mentioned in this clause. For the purpose of this clause all distances shall be measured by the usual and most convenient mode of access for foot passengers.

Where an employer elects to convey workers, he shall provide clean, weather-proof transport with properly secured seating accommodation.

The central points hereinbefore referred to are:

- (i) In the case of the city of Wellington, The Te Aro Post Office, Wellington.
- (ii) In the case of the city of Christchurch and the borough of Riccarton, Cathedral Square, Christchurch.
- (iii) In the case of the borough of Greymouth, the Greymouth Main School, Tainui Street, Greymouth.
- (iv) In the case of the borough of Hokitika, the Main School, Hokitika.
- (v) In the case of the city of Wanganui, the corner of Ingestre Street, and the Avenue, Wanganui.
- (vi) In the case of any city or town or borough other than those included in the areas mentioned in the foregoing five paragraphs, the chief or principal post office in such other city or town or borough.
- (vii) The central points specified in the foregoing paragraphs (i) to (vi) apply where the employer has a shop, office, store, or other recognised place of business in any of the areas mentioned therein apart from any shop, office, or store established at, on, or in connection with any separate contract carried on by him. Where any employer has no such shop, office, store, or other recognised place of business, the central point shall be (a) if the place where the work is to be performed is in any of the areas mentioned in paragraphs (i) to (v), the point specified in the appropriate paragraph; or (b) if the place where the work to be performed is in any other city or town or borough or elsewhere, the chief or principal post office in the city or town or borough in or nearest to which the worker employed by him resides.

(b) In the case of all persons, firms, companies, or local authorities who are bound by this award but whose trade or business is other than that of a builder or contractor, the premises in which the said trade or business is regularly conducted shall be regarded as the shop of the employer for the purposes of the suburban work clause.

(c) If any worker is required to use the ferry for the purpose of going to or returning from any place outside his employer's shop where the work is to be done, his fare shall be paid by the employer.

(d) Bricklayers in the employ of the Wellington Harbour Board who are required to perform work outside the Lambton Harbour - i.e., taking a line drawn from the end of the concrete breastwork at Kaiwharawhara on the north and the Te Aro Baths on the south as the extreme boundaries - shall be considered to be engaged on suburban work, and workers employed on work outside such limits shall be conveyed at the expense of the Wellington Harbour Board. The present practice of the Wellington Harbour Board to pay ordinary rates for time occupied outside ordinary working-hours in travelling outside the $1\frac{1}{2}$ miles limit shall be continued.

(e) Subject to the foregoing provisions of this clause, and where an employer agrees that a worker may use his own bicycle to travel to and from work, time reasonably occupied in travelling shall be paid for by the employer and, in addition, a bicycle allowance of 7d. per day shall be paid.

Country Work

14. (a) "Country work" means work done by a worker in such a locality as to necessitate his sleeping elsewhere than at his genuine place of residence in New Zealand. In the case of any Government-assisted immigrant having no other genuine place of residence in New Zealand, his genuine place of residence for the purposes of this award shall be the place where he first takes up employment.

(b) The provisions herein contained relative to country work shall apply whether or not the worker, prior to his accepting such country work, is already in the service of the employer, and whether the worker is engaged at the place where the work is to be done or elsewhere, and irrespective of the situation of the employer's usual place of business.

(c) The employer shall convey the worker free of charge, or pay his fare, to and from country work, but, subject to subclause (h) of this clause, once only during the continuance of the work. If, however, the worker is withdrawn from such work by the employer or if he returns therefrom requiring medical attention in consequence of accident or sickness arising out of and in the course of the employment and is, in either case, again required on the work, the employer shall convey him or pay his fare to and from such work. If a worker terminates his employment in accordance with the provisions of clause 8 of this award the employer shall convey him free of charge or pay his fare from such work to his genuine place of residence.

(d) Time occupied in travelling shall be paid for at the ordinary rates; but no journeyman shall be paid more than an ordinary day's wage for any day occupied in travelling, although the hours occupied may exceed eight, unless he is on the same day occupied in working for his employer: Provided that any journeyman who is called upon to travel more than four hours on Saturday in journeying to a job shall be paid for eight hours, and in returning from a job on Saturday shall be paid for the time actually travelling with a maximum of eight hours.

(e) The employer shall refund to the worker reasonable expenses for meals incurred while travelling to and from country work.

(f) The employer shall either provide the worker while on country work with suitable board and lodging or, in lieu thereof, pay him for each day of the week the sum of 15s. 6d.: Provided that where, through circumstances within the control of the employer, a worker is employed upon country work for less than six consecutive days, the employer shall provide such board and lodging and may not elect to make such payment in lieu thereof. Suitable board and lodging shall include the providing of mattresses and stretchers. The details as to what shall constitute suitable board and lodging on each job shall be mutually arranged between the employer and the local branch of the union, and in the event of a dispute or difference the question shall be referred to a disputes committee under clause 20 of this award. The board and lodging allowance shall continue when a married man brings his wife to live near the job while still maintaining his original genuine place of residence.

(g) Where suitable board and lodging is not provided by the employer on or reasonably near to the site where "country work" is to be performed, workers shall either proceed to and from such work or shall be conveyed to and from such work at the expense of the employer, as the employer shall determine. Time reasonably occupied by the workers in travelling or time occupied in conveying the workers to and from such work shall be allowed and paid for by the employer.

(h) When the work is situated less than 50 miles from the worker's genuine place of residence, the worker shall be paid his return fare to and from his genuine place of residence once every two weeks during the continuance of the work.

When the work is situated over 50 miles from the worker's genuine place of residence, the payment shall be made once in each two months.

As an alternative the employer may supply the worker with transport in which case the payment of fares will not be made.

(i) Notwithstanding anything contained herein, and subject to the provisions of subclause (e) of clause 10 hereof, the hours of work in respect of any specified country work may be other than those hereinbefore prescribed: Provided that all time worked outside or in excess of such prescribed hours shall be considered overtime and shall be paid for at the rate of time and a third.

Piecework

15. (a) Piecework is prohibited. No work shall be sub-let labour only.

(b) It shall be a breach of this award for any employer to sub-let any work within the scope of this award on a labour-only basis, and any worker taking work on a labour-only basis shall be guilty of a breach of this award.

Stoppage of Work

16. (a) Any worker other than a weekly worker attending at the place of work and being stood down by reason of there being no work (other than on account of bad weather conditions) shall receive three hours' pay at ordinary rates.

(b) Where, owing to bad weather conditions, work does not proceed at the commencement of the day, workers attending for the purpose of working shall be paid for two hours. If work proceeds at the commencement of the day and is interrupted by bad weather conditions, workers shall be paid to noon, but they may be transferred to a dry job or may be required to stand by till noon. If work proceeds after the lunch period and is interrupted by bad weather conditions, workers shall be paid for the rest of the afternoon but they may be transferred to a dry job or may be required to stand by. No worker is eligible for the above payment if he fails to transfer or stand by when so required. This subclause shall have no application to weekly workers.

(c) Any allowance by way of travelling-time made to workers employed on suburban work shall not be regarded as a set-off against minimum payments due to workers under the foregoing subclauses.

Right of Entry

17. The secretary or other authorised officer of the union shall, with the consent of the employer (which consent shall not unreasonably be 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.

General Provisions

18. (a) All scaffolding shall be erected not less than two courses $6\frac{1}{2}$ in. below existing brickwork. All walls 9 in. wide or over shall not exceed 4 ft 6 in. high before the erection of a permanent scaffold.

(b) Each employer shall provide on the works clean, adequately lighted, ventilated and properly secured weatherproof shed accommodation and with a wooden floor and seats, in which workers may change their clothes and store their tools; each shed shall allow for 12 sq. ft. per man and be provided with a receptacle for

rubbish. No building materials or employer's equipment shall be stored in the change-shed while it is being used by the workers. Workers employed regularly in the employer's shop where no change room is available shall be provided with lockers in accordance with the provisions of the Factories Act.

(c) On every job where workers are to be employed for two weeks or more, a modern dustproof first-aid emergency case, fully equipped, shall be kept by the employer in a convenient and accessible position. Workers employed on other jobs shall be supplied on request with a small first-aid outfit.

(d) In the interests of health and hygiene, facilities for workers to cleanse their hands shall be made available on the jobs.

Exemptions

19. (a) Harbour boards and borough councils may substitute the holidays observed under their own regulations for those provided in this award, but so as not to reduce the total number of holidays prescribed hereunder.

(b) Harbour boards may observe their usual practice as to pay-days.

(c) Save as above, all the provisions of this award shall apply to workers employed by the harbour boards and borough councils.

Disputes

20. 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 the award (not being a question affecting rates of pay or hours of work), or if any dispute or difference shall arise between the parties, or any of them, in connection with any matter relevant to but not dealt with in the 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 14 days after such decision has been made known to the party desirous of appealing.

Workers to be Members of Union

21. (a) Subject to the provisions of sections 174 (5) and 175 of the Industrial Conciliation and Arbitration Act 1954, 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 18 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 21 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 section 174 (3) of the Industrial Conciliation and Arbitration Act 1954 which gives to workers the right to join the union.)

Under-rate Workers

22. (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 14 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

23. This award shall apply to the original parties named herein, and shall extend to and bind as subsequent party hereto every 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

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

Term of Award

25. This award, in so far as the provisions relating to the rates of wages to be paid are concerned, shall be deemed to have come into force on the 17th day of May 1960, and so far as all other provisions of the award are concerned, it shall come into force on the day of the date hereof; and this award shall continue in force until the 17th day of November 1961.

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 10th day of June 1960.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

The award, including the operative date of provisions relating to wages, embodies the terms of settlement arrived at by the assessors in Conciliation Council.

A. TYNDALL, Judge.