

NEW ZEALAND (EXCEPT NORTHERN INDUSTRIAL DISTRICT) FURNITURE
TRADE EMPLOYEES—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 Federated Furniture and Related Trades Industrial Association of Workers (hereinafter called “the union”) and the under-mentioned association, unions, persons, firms and companies (hereinafter called “the employers”):

TARANAKI INDUSTRIAL DISTRICT

Darby and Hannan, Picture Frame Makers, Devon Street, New Plymouth.
Harding, P. H., and Sons Ltd., Cabinetmakers, Manaia Road, Kaponga.
Lawrence, Evans, and Davis Ltd., Furniture Manufacturers, 88 Cordelia Street, Stratford.
Tudor Carpeting Co. Ltd., Carpet Planners, 20 Gill Street, New Plymouth.

WELLINGTON INDUSTRIAL DISTRICT

Acme Carpet Planning and Sewing Co., 16 Harris Street, Wellington.
Airflow Blinds Ltd., Venetian Blind Manufacturers, 79 The Esplanade, Petone.
Dickson Construction Co. Ltd., Shop Fitters, Ridgway Street, Wanganui.
Duncan's Furniture Manufacturing Co. Ltd., Furniture Manufacturers, Queen Street, Hastings.
Fleming, Dick, and Hird, 6 Glasgow Street, Wanganui.
Fowler, Drummond, and Waddell Ltd., Furniture Manufacturers, 301 Fenwick Street, Hastings.
Furniture and Woodware Ltd., Furniture Manufacturers, 416 Queen Street West, Hastings.
Hart, B. L., Ltd., Bedding Manufacturers, Bell Road, Lower Hutt.
Harvey, S. G., Ltd., 111 Glasgow Street, Wanganui.
Howard Abbott Manufacturing Co., Bedding Manufacturers, 57 Te Awe Awe Street, Palmerston North.
McCaskey, J. J., and Son Ltd., Camp Furniture Manufacturers, Abel Smith Street, Wellington.
McCracken and Cody Ltd., Furniture Manufacturers, 220 Queen Street, Masterton.
Marshall, J. G., Ltd., Furniture Manufacturers, 46 Adelaide Road, Wellington.
Morris, E., Jun. Ltd., Funeral Directors, 25 Kent Terrace, Wellington.
New Zealand Furniture and Furnishing Trades Industrial Association of Employers, 8-12 The Terrace, Wellington.
Nimmo, Hamilton, and Sons Ltd., Pianoforte Dealers, 89 Willis Street, Wellington.
Peters Upholstery Ltd., Upholsterers, Main Street, Palmerston North.
Philips Electrical Industries of New Zealand Ltd., Wakefield Street, Wellington.
Sanders, G. L., 398 Wellington Road, Marton.
Sovereign Woodworkers Ltd., 79 Tawa Street, Wanganui.
Speciality Woodwork, Timber and Trading Co. Ltd., Gracefield Road, Lower Hutt.
Steel Web Upholstery Ltd., 441 Hutt Road, Lower Hutt.
Sullivan, S. J., Ltd., Furniture Manufacturers, Wilson Street, Wanganui.
Superior Furniture Co. Ltd., Gregory Street, Lower Hutt.
Venetian Blind Industries Ltd., 82-84 Vivian Street, Wellington.
Wellington Hospital Board, Riddiford Street, Wellington.
Wellington Furniture and Furnishing Trades Industrial Union of Employers, 8-12 The Terrace, Wellington.

MARLBOROUGH INDUSTRIAL DISTRICT

Fletcher, J. H., Upholsterers, 60 Muller Road, Blenheim.
Garrod and Knight, Furniture Manufacturers, Market Street, Blenheim.

NELSON INDUSTRIAL DISTRICT

Coles (Nelson) Ltd., Carpet Layers, 117 Bridge Street, Nelson.
Karsten and Hay Ltd., Furnishers, 148 Bridge Street, Nelson.
Savage, Ernest T., Ltd., Picture Framers, Bridge Street, Nelson.

CANTERBURY INDUSTRIAL DISTRICT

Aspray, R. E., Ltd., Metal and Plastic Furniture Manufacturers, 547A Worcester Street, Christchurch.
 Blakely, R. A., Cabinetmakers, 62 Hilton Street, Kaiapoi.
 Burt Porter Ltd., Wire Mattress Makers, 636 Ferry Road, Christchurch.
 Christchurch Furniture Makers Industrial Union of Employers, 159 Oxford Terrace, Christchurch.
 Disabled Servicemen's Handicrafts, Cabinetmakers, etc., 42 Riccarton Road, Christchurch.
 Ellerm Bros. and Montgomery Ltd., Furniture Manufacturers, 28 Saxon Street, Christchurch.
 Fisher and Son, Picture Framers, 691 Colombo Street, Christchurch.
 Hammer and Barrow, Furniture Manufacturers, 73 North Road, Christchurch.
 Hart, B. L., Ltd., Mattress and Bedding Manufacturers, Kingsley Street, Christchurch.
 Harnish and Jordan Ltd., Venetian Blind Makers, 624 Colombo Street, Christchurch.
 Home Furnishings Co., Carpet Layers, 215 Waltham Road, Christchurch.
 Lamb and Hayward Ltd., Funeral Furnishers, 292 Cashel Street, Christchurch.
 Lewis, D. A., Furniture Manufacturers, 87 Torrens Road, Christchurch.
 Marriott, A. E., and Co., Chairmakers, etc., 121 Victoria Street, Christchurch.
 Matro Products Ltd., Bedding Makers, Sawyers Arms Road, Christchurch.
 Modern Trend Ltd., Cranford Street, Christchurch.
 Redpath, J. A., and Sons, Floorcovering Specialists, 181 Cashel Street, Christchurch.
 Rickstan Industries Ltd., 144 Carlyle Street, Christchurch.
 Wholesale Refrigerators Ltd., Refrigerator Manufacturers, Blenheim Road, Christchurch.

WESTLAND INDUSTRIAL DISTRICT

Hagadorn and Son, Furniture Manufacturers, etc., 54 Palmerston Street, Westport.
 Hardie, Duncan, Furniture Manufacturers, Mackay Street, Greymouth.
 Maitland's Ltd., Furnishers, Revell Street, Hokitika.

OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT

Abernethy, J., Picture Framer, 146 George Street, Dunedin.
 Barnett, Arthur, Ltd., 158 George Street, Dunedin.
 Begg, Chas., and Co. Ltd., Pianoforte Dealers, 21 Princes Street, Dunedin.
 Broad, Small, and Co. Ltd., Furniture Manufacturers, 54 Dee Street, Invercargill.
 Butterfields Ltd., Furniture Manufacturers, 2 The Octagon, Dunedin.
 Calder, McKay, Ltd., Furnishers, Invercargill.
 Dunlop Furniture Co. Ltd., Furniture Manufacturers, Mersey Street, Invercargill.
 Ellis, Arthur, and Co. Ltd., Bedding Manufacturers, Kaikorai Valley Road, Dunedin.
 Embassy Furniture Co., Mersey Street, Invercargill.
 Fraser, John and Co., Funeral Furnishers, Kelvin Street, Invercargill.
 Haywards North End Furnishing Co. Ltd., 912-922 George Street, Dunedin.
 McEwan and Co., Clyde Street, Invercargill.
 McLean, R., and Son, Funeral Directors, 326 George Street, Dunedin.
 Modern Furniture Ltd., 229 George Street, Dunedin.
 Poole, George, and Sons Ltd., Furniture Manufacturers, Yarrow Street, Invercargill.
 Shop Fitters Ltd., Hillside Road, South Dunedin.
 Smith, H. and J., Ltd., Furnishers, Tay 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 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 11th day of May 1962 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 16th day of June 1960.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Industry to Which Award Applies

1. This award shall apply to workers employed in the furniture and furnishings manufacturing industry and to the employers of such workers. The industry shall include:

- (a) Veneering processes of every kind.
- (b) Repair of any article of furniture or furnishings.
- (c) Manufacture of cabinets of all descriptions.
- (d) Manufacture of furnishing novelty articles such as nut bowls, fancy boxes, etc.
- (e) Manufacture of furniture and furnishings and such other work as is usually performed by workers in this industry.

Hours of Work

2. (a) The ordinary hours of work shall not exceed eight hours per day, from Monday to Friday, both days inclusive, to be worked between the hours of 7.45 a.m. and 5 p.m.: Provided that, by mutual written agreement between any particular employer and the local union concerned, work in any factory may be commenced at 7.30 a.m.

(b) Not less than 45 minutes shall be allowed for a meal, but in cases where the majority of the workers in any factory agree with the employer for a lesser period, not less than 30 minutes shall be allowed.

Definitions

3. (a) Cabinetmakers' work shall include the fitting and/or putting together of imported or "knock-down" furniture and the manufacture of furniture irrespective of the materials used.

(b) Casketmakers' work shall include the making and/or assembling of caskets.

(c) Upholsterers' work shall include all kinds of bedding, measuring, planning, and laying of carpets, linoleums, and floor coverings of all descriptions, also measuring and fixing of curtains, drapings, and blinds.

(d) Chair and frame makers' work shall include the fitting and/or putting together of imported or "knock-down" chairs, seats, or settees and the manufacture of chairs or frames irrespective of the materials used.

(e) Machinists' work shall include all kinds of machining irrespective of the materials used.

- (f) Polishers' work shall include all kinds of spraying.
 (g) Veneer workers' work shall include all kinds of veneering processes irrespective of the materials used.

Wages

4. The following shall be the minimum rates of wages:

(a) Cabinetmakers	.....	}	For the First Month of Employment With the Employer Per Hour	After Completion of One Month's Employment With the Same Employer Per Week
Cabinetmakers-machinists	.....		
Casketmakers	.....		s. d.	£ s. d.
Upholsterers	.....		6 8	13 6 8
Chair and frame makers	.....		
Machinists	.....		
Carvers	.....		
Turners	.....		
Polishers	.....		
Pianoforte makers	.....		
Organ builders	.....		
Picture-framers	.....		
Veneer workers	.....		
(b) Venetian blind workers:				
(i) Workers employed in making, fitting, installing or spraying	.....		6 8	13 6 8
(ii) All others	.....		6 3	12 10 0
(c) Wire mattress makers in all branches	.....		6 4½	12 15 0
(d) Spring workers, spring-seat form makers, and spring mattress unit makers	.....		5 9½	11 11 8
(e) Workers over the age of 21 years performing any unskilled work in or about the employer's factory or yard, including timber stacking	.....		5 8¼	11 7 6

Females

5. (a) Females over the age of 15 years may be employed in the weaving of wire mattresses, seat foundations, or hand-made springs at the following minimum rates:

	Per Week
	£ s. d.
For the first six months	3 1 0
For the second six months	3 11 6
For the third six months	4 1 6
For the fourth six months	4 12 6
For the fifth six months	5 2 6
For the sixth six months	5 12 6
For the fourth year	6 2 6
Thereafter	8 1 0

Provided that workers commencing over 16 years of age shall receive 7s. 2d. per week in advance of the above rates, and over 17 years of age 10s. 9d. per week in advance of the above rates, and over 18 years of age 14s. 3d. per week in advance of the above rates; but this proviso shall not operate so as to increase journeywomen's rates: Provided, also, that workers over 21 years of age shall be paid not less than £8 1s. per week.

The provisions of this subclause shall apply to female workers operating Ker-shaw's semi-automatic or similar machines.

(b) The proportion of juniors to adults shall not exceed one junior to each two adults or fraction thereof who have been employed for at least two-thirds full time for the six months immediately prior to the taking on of the junior.

Youths

6. (a) Nothing herein contained shall be deemed to prevent the employment of youths under 21 years of age for the purpose of boiling-off and attending to glue; helping to cramp; assisting timber stackers; assisting packers; assisting machinists by tailing out and/or holding up; assisting spring makers and seat-form makers; teasing flax, fibre, hair, kapok, flock and feathers and weighing and filling same into cases or bags; cleaning up workshops and machines; and general messages: Provided that this clause shall not be deemed to permit the employment of these workers at filling new flax, fibre or hair mattresses.

(b) Youths may be employed in the following proportions:

One for three or fraction of three adult male workers;

Two for five adult male workers;

Three for nine or more adult male workers;

Four for twenty or more adult male workers;

at the following minimum weekly rates of wages:

Age Commencing	First Year		Second Year		Third Year		Fourth Year		Fifth Year	
	First Half	Second Half	First Half	Second Half	First Half	Second Half	First Half	Second Half	First Half	Second Half
Under 16 ..	56/-	70/-	79/3	88/-	97/6	105/6	115/3	132/9	153/-	173/-
16 to 17 ..	70/-	79/3	88/-	97/6	105/6	115/3	132/9	153/-	171/9	..
17 to 18 ..	77/6	88/-	97/6	105/6	115/3	132/9	150/6	171/9	..	..
18 to 19 ..	97/6	105/6	115/3	132/9	151/9	171/-	..	..	..	..
19 to 20 ..	115/3	132/9	150/6	171/-	..	..	..	..	..	..
20 to 21 ..	150/6	168/-	..	..	..	..	..	..	..	..

Thereafter, adult rates.

Requirements of Economic Stabilisation Regulations

7. 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.

Payment of and Deduction From Wages

8. (a) Wages shall be paid weekly not later than Thursday and on the premises of the employer and during working hours: Provided that where wages are normally paid on Thursday, and a holiday falls on the Friday following, wages for that week shall be paid in full not later than Wednesday.

(b) Each worker shall be supplied with details of how his wages are made up.

(c) An employer shall be entitled to make a rateable deduction from the weekly wage of any worker for any time lost through the worker's sickness or default or accident.

Tool Money and Equipment

9. (a) A tool money payment at the rate herein prescribed shall be made to the following workers who are required to supply their own tools:

(i) Cabinetmakers, chair and frame-makers (not including picture-frame makers), casketmakers, pianoforte makers, organ builders, woodcarvers, and wood turners—1d. per hour.

(ii) Upholsterers—7s. 6d. each six months of employment.

(b) A worker who receives tool money shall provide for himself and maintain in good order and condition first-grade tools according to the work on which he is engaged.

The minimum schedule of tools required shall be in accordance with the appropriate provisions of the Apprenticeship Order, or such lesser number as may be approved by the employer.

(c) Each employer shall supply a suitable number of benches, cramps, glue-pots, glue-brushes, hand-screws, and a suitable grindstone for the men employed, brushes, rags and all other materials for polishers, also respirators for workers using spray-machines and sanding machines.

Funeral Directors' Assistants' Allowances

10. (a) Workers under this award substantially employed as funeral directors' assistants shall receive 9s. per week in excess of the minimum rate of wages payable to journeymen. "Substantially" means 51 per cent or more of his ordinary hours.

(b) Workers classified under subclause (a) of clause 4 of this award and performing such other work as may be required by a part-time funeral director outside of the provisions of clause 3, shall be paid 3s. per hour extra whilst so employed.

Protective Clothing

11. Employers shall supply overalls to workers:

(i) Employed in laying fixed floor coverings.

(ii) Who are substantially employed on work entailing the use of synthetic or casein glues.

(iii) Substantially engaged in spraying lacquer, paint, or synthetic.

Such overalls are to remain the property of the employer.

Instead of providing overalls, the employer may elect to pay an overall allowance of 1s. 6d. per week, in which case the worker shall purchase overalls and wear same.

Termination of Employment

12. (a) In the case of hourly workers two hours' notice of the termination of employment shall be given on either side, during which time the worker shall have the right to sharpen his tools if they require sharpening, or two hours' extra time shall be paid.

(b) In the case of weekly workers, one week's notice of the termination of employment shall be given by either party. This shall not prevent an employer from summarily dismissing a worker for misconduct.

Where the employment is terminated by either party without notice and without good cause, one week's wages shall be paid or forfeited in lieu of notice.

(c) In all cases wages shall be paid immediately on completion of the employment.

Overtime and Call-backs

13. (a) All time worked outside or in excess of the hours prescribed in clause 2 hereof, shall be deemed to be overtime, and except as hereinafter provided, shall be paid for at the rate of time and a half for the first three hours and double time thereafter: Provided that overtime not exceeding four hours may be worked on any Saturday morning between the hours of 7.45 a.m. and 12 noon and shall be paid for at time and a half rates; for overtime worked in excess of four hours, or after 12 noon on any Saturday, double time rates shall be paid: Provided, further, that all time worked after 10 p.m. or before 7.45 a.m. shall be paid for at not less than double time rates. The references to 10 p.m. and 7.45 a.m. appearing in this subclause shall be deemed to be 9.45 p.m. and 7.30 a.m. in all such cases where a written agreement is entered into between any particular employer and the local union concerned, pursuant to the proviso to subclause (a) of clause 2 of this award.

(b) All overtime is to be calculated and paid for on a daily basis.

(c) Workers called back to work after their day's work is finished or on Saturday, Sunday, or on a holiday shall be paid a minimum payment of one hour at the appropriate overtime rate for such work.

(d) Except as provided for in subclause (c) of this clause, workers under this award who are called back to work by a funeral director outside of the ordinary hours shall receive a minimum payment of two hours for the first call in any one day and a minimum payment of one hour for any subsequent call: Provided that for any call after 10 p.m. or before 7 a.m. there shall be a minimum payment of two hours.

Holidays and Sundays

14. (a) The following shall be the recognised holidays: Christmas Day, Boxing Day, New Year's Day, the day following that upon which New Year's Day is observed, Good Friday, Easter Monday, Anzac Day, Labour Day, the birthday of the reigning Sovereign, and Anniversary Day.

(b) 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 usual holiday.

(c) Workers employed by funeral directors may be given another day's holiday, to be mutually agreed upon, in lieu of the holiday prescribed for the day following New Year's Day.

(d) Payment of wages for the said holidays 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.

(e) Any work performed on any of the holidays mentioned in subclause (a) of this clause (including days observed in lieu thereof) shall be paid for at double time rates in addition to the ordinary wage.

(f) Every worker who is employed on any Sunday shall be paid at not less than double the ordinary rate of pay.

(g) Should any of the holidays mentioned in subclause (a) of this clause, except Anzac Day, fall on a Saturday or a Sunday, such holiday shall be observed on the next working day or days.

Annual Holidays

15. (a) Annual holidays shall be granted in accordance with the provisions of the Annual Holidays Act 1944.

(b) Notice of closing down for annual holidays shall be posted in a conspicuous place at least one month before such holidays.

Meal Allowances and Breaks

16. (a) Meal-money at the rate of 5s. per meal shall be paid to workers working overtime for more than one hour after their usual daily time of ceasing work: Provided that such workers cannot reasonably get home for their meal and return within one hour and provided, further, that such payment shall be made to the worker each day before commencing overtime.

Where the employer supplies a suitable meal free of charge to his employees the meal allowance shall not be paid.

(b) A break of 10 minutes shall be allowed for tea each morning and afternoon without deduction from wages: Provided that the afternoon break shall be allowed not later than one hour before the ordinary time of the factory closing.

(c) Employers shall provide in every factory facilities for boiling water at meal times and at morning and afternoon tea breaks.

Travelling

17. (a) All travelling-expenses (such to include board and lodging) and the time when travelling shall be paid by the employer. Time occupied in travelling shall be paid at ordinary rates. No worker shall be paid more than an ordinary day's wages for any day occupied by him in travelling, although the hours so occupied by him may exceed eight, unless he is on the same day occupied in working for his employer: Provided that any worker travelling on Saturdays or Sundays or any of the specified holidays shall be paid for the time occupied in travelling at holiday rates.

(b) Employees who are required to use their own motor-cycles during the course of their work shall be paid 2s. 6d. for each day or part of a day on which they use same. Workers who are required to use their own push cycles during the course of their work shall be paid 1s. for each day or part of a day on which they use same.

(c) If a worker, at the direction of his employer, commences work at any place other than the workshop of the employer, he shall be paid for the extra time necessarily involved in commencing work at such other place instead of the workshop.

General Conditions

18. (a) Polishers, machinists, seat-form makers, spring workers and wire mattress makers in all branches, shall be allowed five minutes before knocking-off time for cleaning their hands.

(b) No piece work shall be permitted.

(c) A first-aid medical outfit, suitably equipped, shall be provided and maintained by the employer and shall be kept in a convenient and accessible place for use in case of accident. Should any worker meet with an accident during the course of his employment, the employer shall, immediately after the accident, arrange for the worker's transport to a nearby doctor or to a hospital in order that the worker may receive the necessary immediate medical or surgical attention.

(d) Suitable facilities for washing which shall include hot water, soap, and clean towels (or other suitable means of drying), shall be provided.

(e) Union representatives appointed to joint committees of employers and workers shall be allowed time off without pay to attend meetings convened by any particular Government Department.

(f) In workshops with concrete floors, workers engaged at benches shall have a floor covering of suitable material on the floor where the worker is required to stand.

(g) On the written request of the secretary of the union an employer shall, within one month from the date requested, supply a list of the workers employed by him in any position or employment subject to this award, but not more often than once in three months.

Health Regulations

19. NOTE—The provisions of the regulations under the Health Act 1956, relating to the treatment and sale of second-hand clothing and bedding as published in the *New Zealand Gazette* of 3 May 1923, prescribed as follows:

5. It shall not be lawful for any person in reconstructing or making any bedding, cushion, or other furnishing intended for human use to employ in such construction or making any second-hand material, unless such material has been cleaned by an approved process and disinfected.
6. Any person who commits a breach of these regulations shall be liable on summary conviction to a fine of £20.

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 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. If the committee is unable to decide the question then the chairman shall give a decision or refer the matter to the Court. Either side shall have the right to appeal to the Court against a decision of any such committee or chairman 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.

Right of Entry

23. Every employer bound by this award shall permit the secretary of the union of workers or other authorised representative 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.

Application of Award

24. 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

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

Term of Award

26. 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 first day of the working week in each establishment commencing on or after the 23rd 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 11th day of May 1962.

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 16th day of June 1960.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

This 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.