

NORTH ISLAND ELECTRICAL WORKERS (RADIO SECTION)—AWARD

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

In the Court of Arbitration of New Zealand, Northern, Taranaki, and Wellington Industrial Districts—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of an industrial dispute between the North Island Electrical Trades Industrial Union of Workers (hereinafter called “the union”) and the under-mentioned persons, firms and companies (hereinafter called “the employers”):

Akrad Radio Corporation, Waihi.
 Barnarby, N. S., Cameron Street, Whangarei.
 Beacon Radio Ltd., 32 Fanshawe Street, Auckland.
 Begg, Charles, and Co. Ltd., 112–116 Queen Street, Auckland.
 Bell Radio, Auckland.
 Bennetts Ltd., Maria Place, Wanganui.
 Bond and Bond Ltd., 8 Customs Street, Auckland.
 Borhams Radio Service, The Square, Palmerston North.
 Burns, John, Ltd., Customs Street East, Auckland.
 Clarke, H. W., Ltd., Cable Street, Wellington.
 Collier and Beale Ltd., 66 Ghuznee Street, Wellington.
 Cooks Cycle Shop, Main Road, Otaki.
 Cunningham, N. C. R., Ltd., Queen Street, Masterton.
 Dominion Radio and Electrical Corporation, P.O. Box 44, Otahuhu, Auckland.
 Goodin, C. K., Main Street, Carterton.
 Hawke and Co. Ltd., Ruataniwha Street, Waipukurau.
 His Master's Voice N.Z. Ltd., 118–120 Wakefield Street, Wellington.
 Hobbs, Davy, Electrical Co., High Street, Hawera.
 Household and Hardware Ltd., Broadway, Palmerston North.
 Huggard and Quinn, Devon Street, New Plymouth.
 Kent, C., Marine Parade, Wairoa, Hawkes Bay.
 Larsen's Radio Ltd., Hood Street, Hamilton.
 Lewis Eady Ltd., 192 Queen Street, Auckland.
 Lightband and Son Ltd., Devon Street, New Plymouth.
 Limbrick Bros., Main Street, Waipawa.
 Loach and Price, Heretaunga Street, Hastings.
 Lockyers Ltd., Emerson Street, Napier.
 McEwan, J. B., and Co. Ltd., King Street, New Plymouth.
 McKay Electrical Co. Ltd., Dargaville, North Auckland.
 Merrie Russ, Main Street, Pahiatua.
 Morrison, D. A., and Co., Victoria Avenue, Wanganui.
 Napier Radio, Battery and Electrical Co. Ltd., Emerson Street, Napier.
 Nash, Ken, High Street, Dannevirke.
 Paykel Brothers, Auckland.
 Phillips Electrical Industries (N.Z.) Ltd., P.O. Box 367, Lower Hutt.
 Radford's Radio Service Ltd., Rangitikei Street, Palmerston North.
 Radio Corporation of N.Z. Ltd., Courtenay Place, Wellington.
 Ripley's Radios, 11 Customs Street West, Auckland.
 Ritchie, Thos., Ltd., Heretaunga Street, Hastings.
 S.O.S. Radios Ltd., 2 Civic Theatre Buildings, Queen Street, Auckland.
 Sutcliffes Ltd., Heretaunga Street, Hastings.
 Ultimate Ecko N.Z. Co. Ltd., 628 Quay Street, Auckland.
 Wann and McKay, Broadway, Stratford.

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 October 1960 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 23rd day of August 1960.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Industry to Which Award Applies

1. (a) This award shall apply to radio and electronic work, which shall mean and include the design, manufacture, construction, testing, packing, installation and repair of all equipment and components used on or in connection with electronics, radio, video, or electrically produced audio frequencies and other communication and high frequency equipment or components; and the winding and processing of inductive components used in fluorescent lighting, electric razors and the assembly of the units.

(b) For the purpose of establishing technical definitions of employment, radio equipment, as defined above, shall be divided into two categories:

(i) Radio equipment as defined in the New Zealand Post and Telegraph Department Radio Regulations 1932, which state:

“Radio Communication’ means the communication in writing, signs, signals, facsimiles, and sounds of all kinds by means of Hertzian waves, and includes wireless-telegraphic communications and wireless communications within the meaning of the said Act.”

The Post and Telegraph Act 1928 (No. 12), Parts XI, Clause 197 (1), defines wireless-telegraphy.

(ii) All other equipment in which radio or electronic techniques are employed (hereinafter referred to as “other equipment”).

Definitions

2. (a) “Designer” shall mean a worker over the age of 21 years employed in originating designs for the construction of any of the equipment defined in subclause (a) of clause 1 hereof.

(b) “Radio technician” shall mean a worker over the age of 21 years engaged on work in the nature of finally testing, repairing, or adjusting for performance or radio equipment as defined in clause 1 (b) (i).

(c) “Technician” shall mean a worker over the age of 21 years engaged on work in the nature of finally testing, repairing, or adjusting other equipment in complete operating condition as defined in clause 1 (b) (ii).

(d) “Radio tester” shall mean a worker over the age of 21 years engaged in bringing radio equipment into an operating condition, but who is not finally responsible as in subclause (b) of this clause for its performance.

(e) "Tester" shall mean a worker over the age of 21 years engaged in bringing other equipment into an operating condition.

(f) "Checker" shall mean a worker over the age of 21 years engaged in checking the physical correctness of construction of radio or other equipment, but who is not responsible for putting it into an operating condition.

(g) "Assembler" shall mean a worker over the age of 21 years engaged in making, assembling, and wiring together parts of equipment.

(h) "Junior assembler" shall mean a worker under the age of 21 years engaged on work as specified in subclause (g) of this clause.

(i) A "foreman" is a worker placed in charge of six or more adult workers exclusive of any worker paid in accordance with subclause (e) of clause 4.

(j) "Radio serviceman" shall mean a worker who is employed to carry out work according to the terms of his licence issued under the Electricians Act 1952, including testing, repair, installation or maintenance of electronic equipment.

(k) "Improver" shall mean a worker who has not passed the serviceman's examination or who is not the holder of suitable registration or apprenticed, but who is authorised by the Electricians' Board to carry out the work of a radio serviceman.

(l) Any worker who has completed his apprenticeship shall be deemed to be 21 years of age.

Hours of Work

3. (a) The ordinary hours of work shall not exceed eight per day, to be worked between the hours of 8 a.m. and 5 p.m. on five days of the week from Monday to Friday, both days inclusive: Provided, however, that in the case of non-manufacturing industries the time may be worked between 8 a.m. and 5 p.m. or between 8.30 a.m. and 5.30 p.m.

(b) The employers shall supply time-sheets or time-books for their employees in which the employees' hours of work each day shall be entered by the workers.

(c) Workers engaged in installing and/or operating public-address systems shall be subject to all provisions of this award, with the following modifications:

(i) *Hours of Work*—Not more than 80 hours may be worked in any consecutive two-weekly period, nor more than eight consecutive hours on any one day, without payment of overtime.

(ii) *Holidays*—A worker who is employed on any holidays shall be paid for the time worked in accordance with the provisions of subclause (b) of clause 10 of this award, or, in lieu thereof, he shall be allowed two additional days' annual leave for each such day.

Wages

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

	Per Week		
	£	s.	d.
Designer	15	19	4
Radio technician	14	11	6
Foreman	14	2	3
Radio serviceman	14	2	3
Technician	13	16	0
Radio tester	13	12	11
Tester	13	12	11
Improver	13	0	6
Checker	12	13	3
Assembler	12	5	0
Adult female assembler	8	2	9

(b) A worker who is required for less than a week to perform work for which a higher rate of pay is provided than for his normal work shall be paid the higher rate for the whole day during which, or part of which, he is employed on such other work.

(c) Junior factory assemblers may be employed at not less than the weekly rates of wages.

(i) *Junior Males—*

Age Commencing	First Six Months	Second Six Months	Third Six Months	Fourth Six Months	Fifth Six Months	Sixth Six Months	Seventh Six Months	Eighth Six Months	Ninth Six Months	Tenth Six Months
Under 17 ..	75/5	83/6	92/10	105/3	118/10	131/3	142/5	160/2	166/5	178/5
17 to 18 ..	83/6	97/2	108/4	122/-	134/4	151/9	160/2	178/5	..	..
18 to 19 ..	98/2	110/7	125/1	151/9	160/2	178/5	..	..	..	..
19 to 20 ..	125/1	142/5	160/2	178/5	..	..	..	..	..	..
20 to 21 ..	142/5	178/5	..	..	..	..	..	..	..	..

Thereafter, or on attaining the age of 21 years, the rates prescribed in subclause (a) of this clause.

(ii) *Junior Females—*

Age Commencing	First Six Months	Second Six Months	Third Six Months	Fourth Six Months	Fifth Six Months	Sixth Six Months	Seventh Six Months
Under 17 ..	68/-	79/2	87/10	97/9	113/3	125/8	135/5
17 to 18 ..	76/6	87/10	97/9	108/4	123/10	134/4	..
18 to 19 ..	82/8	94/1	108/4	122/-	132/4	..	..
19 to 20 ..	92/-	104/5	119/6	131/3	..	..	..
20 to 21 ..	101/4	117/8	..	..	..	..	..

Thereafter, or on attaining the age of 21 years, the rates prescribed in subclause (a) of this clause.

(d) Any worker who is required to work under conditions that are dirtier, more cramped, or at a height greater than normally worked, shall be paid 3½d. per hour in addition to his normal rate, with a minimum payment of 2s. 4d. per day for dirtier work.

(e) Any worker, other than a foreman, placed in charge of three or more adult workers shall be paid 4½d. per hour in addition to his ordinary wage whilst so employed.

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.

Long Service Payments

6. After five years of continuous service with the same employer, every worker shall be entitled to a service bonus of 2s. 10½d. per week, and after 10 years continuous service with the same employer, 6s. 4d. per week above the rate prescribed in subclause (a) of clause 4: Provided that this provision shall not apply

when the employer has in operation, or brings into operation, a scheme for rewarding long service (which may include a superannuation scheme) whether on a weekly or annual basis which is not less favourable to the worker than the foregoing provision.

It shall be the responsibility of the worker to notify the employer when he has completed five or 10 years' continuous service.

Part-time Workers

7. (a) The provisions of this clause can be operated only on the obtaining of a permit from the workers' union, and, further, no additional time can be worked under this clause unless provision is made therefor in the permit for which *pro rata* payment shall be made. If an employer employs workers under this clause without first obtaining a permit so to do, the workers so employed shall be paid the rates prescribed in clause 4 of this award.

(b) Employers may engage such part-time workers only in the terms of a written permit issued by the secretary of the local union and shall, in the first instance, make written application to the union and supply the following information:

- (i) The number and names of the part-time workers whom the employer desires to employ.
- (ii) The days of the week on which they are to be employed.
- (iii) The starting and finishing times of each day's employment.

(c) Each permit shall operate for a period of 12 months from date of issue, with right of renewal.

Proportion

8. The number of adult females employed in any factory shall not exceed one adult female to each adult male employed. It shall be competent for any employer and the union to agree to increase this proportion.

The number of unlicensed servicemen employed shall not exceed one unlicensed serviceman to each licensed serviceman.

This clause shall not be construed to displace any adult male worker at present employed.

Overtime

9. (a) All time worked outside or in excess of the hours mentioned in clause 3 hereof in any day shall be paid for at the following rates: time and a half for the first three hours and double time thereafter.

(b) If at any time a worker is called out after having ceased work, then the time so worked shall be paid for at ordinary overtime rates, to be computed from time of leaving home to the time of his return. The minimum payment under this subclause shall be for two hours.

(c) Any worker who may work overtime until after 10 p.m. or after the cessation of public traffic, whichever is the later, and who may cease work before the ordinary time of starting shall be paid for time travelling to his home, computed on three miles an hour, at ordinary rates, unless the employer provides a vehicle, when travelling-time only shall be paid.

For the purpose of this subclause "public traffic" shall mean and include trams, buses, trains, and ferries ordinarily used by a worker when proceeding to and from his home.

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

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

(f) A break of 10 minutes as supper-time or crib-time shall be allowed and paid for when overtime is worked for three hours or more.

(g) Time worked between midnight and 8 a.m. shall be paid for at double time rates: Provided, however, that if a worker commences work not earlier than 7 a.m. time worked between the commencing-hour and 8 a.m. shall be paid for at the rate of time and a half.

(h) Excepting in the case of urgent or breakdown work, overtime shall not be worked on the night of the union's regular monthly meeting.

(i) Where practicable, all overtime shall be evenly distributed among the workers.

(j) If a worker is required to work for more than four and a quarter hours continuously, such worker shall be paid the appropriate overtime rate for the extra time worked until the meal period is allowed.

Holidays

10. (a) The following shall be the recognised paid holidays: New Year's Day, 2nd January, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, Boxing Day, and Anniversary Day or day in lieu thereof.

(b) Any worker required to work on Sundays or any of the days mentioned in subclause (a) of this clause shall be paid for such time at the rate of double time, in addition to his ordinary weekly wages.

(c) In the event of a holiday other than Anzac Day, named in subclause (a) of this clause, falling on a Saturday or a Sunday, such holiday or holidays shall be observed on the next succeeding working day or days.

(d) Each worker shall, on completion of each 12 months' service, be allowed an annual holiday of two weeks on full pay as provided by the Annual Holidays Act 1944: Provided that the employer and worker so agree, where it is customary for any employer to allow annual holidays to his workers or to any class of his workers during a period in each year when his premises are closed or the work of those workers is for any reason discontinued, and at the date of the commencement of any such period any such worker has not become entitled to an annual holiday, then the employer may before that date pay to that worker, in addition to all other amounts due to him, an amount equal to one twenty-fifth of his ordinary pay for the period of his employment up to that date, and for the purposes of the Annual Holidays Act the next year of his employment shall be deemed to commence on that date.

(e) At least 30 days' notice shall be given to workers of the time when annual holidays are to commence, but where practicable three months' notice shall be given.

Outside Work

11. (a) If a worker is required by his employer to work at a place outside of the employer's factory, workshop, or away from his ordinary place of employment and 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 and also pay for board and lodging if necessary.

(b) Time occupied by the worker in travelling or time occupied in conveying the worker to and from such work shall be allowed and paid for by the employers: Provided, however, that where sleeping-accommodation is provided, no payment shall be made for travelling-time.

Payment of Wages

12. (a) Wages shall be paid in cash weekly not later than Thursday and during working-hours. Not more than two days' pay shall be kept in hand.

(b) In the event of a worker being discharged, he shall be paid the wages due to him the same day during working-hours.

(c) Workers shall be supplied in writing with full details of the manner in which their wages have been calculated.

Terms of Employment

13. (a) Not less than one week's notice shall be given by either party of the termination of employment, but this shall not prevent an employer from summarily dismissing a worker for serious misconduct.

Where the employment is improperly terminated by either party, the defaulting party shall pay or forfeit as the case may require one week's pay or the value of the unexpired period of the notice.

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

Tools

14. The employer shall supply such tools and equipment as are necessary. Workers shall sign for them if requested by the employer and shall return them in good order subject to fair wear and tear, or pay for them at depreciated value, provided suitable facilities are provided by the employer for safely storing tools while not in use.

First-aid

15. A modern first-aid emergency case, fully equipped, shall be kept in the factory in an accessible and convenient place, in accordance with the Factories Act 1946.

Meal-money

16. (a) In the case of workers who cannot reasonably journey to and from their homes for meals being called back to work after 6 p.m. on any day, the employer shall provide them with a meal or, at the employer's option, pay each such worker 5s. tea-money.

(b) On Saturdays, Sundays or holidays the employer shall reimburse any surcharge up to 6d. per meal incurred by the worker.

(c) Irrespective of any meal due or tea-money payable under the foregoing, in the event of any worker situated as aforesaid being called back to work after 1 p.m. on Saturday or Sunday and not having been given notice on the day previous of his being required to so work, the employer shall provide such worker with a midday meal or, at the employer's option, pay such worker 5s. meal-money.

General Conditions

17. (a) When an employee coming within the scope of this award is called upon to ride a motor-cycle with side-car, or drive a car, van, or truck, in connection with the discharge of his duties, he shall be provided with a driver's licence.

(b) It shall not be necessary for a worker to supply his own motor-vehicle in connection with his employment. Should, however, the employer and the worker agree that there is a necessity for the worker to use his own vehicle then there shall be agreement with the employer and the union regarding the allowance payable for use of same.

No vehicle shall be used pursuant to this subclause unless it is insured under the Commercial Vehicle Insurance Policy conditions.

(c) An employee, being required by his employer to have a telephone installed in his place of residence, shall have all due charges on same paid by the employer.

(d) Workers required to work in trees or on roofs of buildings shall be supplied with suitable ladders and an assistant, and the Construction Act 1959, in so far as it applies to this work, shall be observed. All ladders shall be supplied with suitable non-skid footing attachment and a permanent tie-rope of not less than 6 ft in length.

(e) Any worker required to work amongst wet cell batteries or any acid shall be paid 2s. 4d. per day or part thereof in addition to the ordinary wages due to him and shall be supplied with rubber gloves and aprons.

(f) Lunch-room accommodation to the satisfaction of the Inspector of Awards shall be provided in all workshops or factories where six or more workers are employed. In such cases, meals shall not be partaken of elsewhere in the factory.

(g) It shall be the duty of the employer to provide lockers or other suitable accommodation, where safe custody is assured, wherein employees may keep their clothes, also a sufficient supply of boiling water at meal-times and hot water for washing at knock-off times.

(h) Floors, lighting, washing, drinking, and sanitary facilities, ventilation, and heating facilities shall be maintained in accordance with the Factories Act 1946.

(i) Every precaution shall be taken to ensure that no worker within the scope of this award is required to enter or work in any dwelling where a person is affected with a contagious or infectious ailment.

(j) All workers coming within the scope of this award shall be allowed a morning and afternoon tea break of 10 minutes each. When required, sufficient boiling water shall be made available.

(k) Where workers are required to work in a sitting position, provision shall be made for suitable chairs.

(l) Nothing in this award shall operate so as to reduce the wage of any worker during his present employment.

(m) Workers required to use their own bicycles in connection with the employer's business and at his request shall be paid 2s. 6d. per week bicycle allowance.

(n) Suitable protective clothing shall be provided by the employer for workers handling stallo or impregnating compounds. Such protective clothing shall remain the property of the employer.

(o) All female workers shall be supplied with two smocks which shall be replaced by the employer when necessary. As an alternative at the employer's option a payment of 2s. per week shall be made.

Smocks if provided by the employer shall remain the property of the employer

(p) Workers required to handle cathode ray tubes shall be supplied with protective glasses.

Access to Works

18. The secretary or other authorised officer of the union shall, with the consent of the employer (which consent shall not be unreasonably withheld), be entitled to enter at all reasonable times upon the premises or works and there interview any worker or workers, but not so as to interfere unreasonably with the employer's business. The employer shall give recognition to any shop steward who has been elected by a properly conducted secret ballot in the factory by members of the union employed therein.

Matters Not Provided For

19. The essence of this award being that the work of the employer shall not on any account whatsoever be impeded, but shall at all times proceed as if no dispute had arisen, it is provided that if any dispute shall arise between the parties bound by this award as to any matter whatsoever arising out of or in connection with this award or its interpretation and not specifically 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 if desired and mutually agreed upon by the representatives, provided that in default of agreement a chairman other than the Conciliation Commissioner be appointed by the Conciliation Commissioner for the district in which the dispute arose. Such committee shall be termed the "disputes committee" and shall meet when required at such time and place as the parties or chairman shall determine. The committee or chairman shall decide the issue and such decision shall be final and binding.

Workers to be Members of Union

20. (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

21. (a) Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may from time to time be fixed, on the application of the worker after due notice to the union, by the local Inspector of Awards or such other person as the Court may from time to time appoint for that purpose; and such inspector or other person in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such inspector or other person shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b) Such permit shall be for such period, not exceeding six months, as such inspector or other person shall determine, and after the expiration of such period shall continue in force until 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

22. 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.

Exemption

23. This award shall not apply to workers who are employed by Westrex Co. (N.Z.) Ltd., who are solely engaged in the servicing of theatre sound equipment systems.

Scope of Award

24. This award shall operate throughout the Northern, Taranaki, and Wellington 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 first day of the working week in each establishment commencing on or after the 11th day of July 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 October 1960.

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 23rd day of August 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.

The following statement is included at the request of the representatives of the parties:

"The parties desire to record that the extremely short term of this Award (three months) has been agreed to upon the understanding that new proceedings be commenced immediately and in the expectation that during this period further discussions will take place concerning new definitions and classifications of positions."

A. TYNDALL, Judge.