

NEW ZEALAND PRINTING TRADES EMPLOYEES—AWARD

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

In the Court of Arbitration of New Zealand, Northern, 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 Printing and Related Trades Industrial Union of Workers (hereinafter called “the union”) and the under-mentioned associations, boards, persons, firms and companies (hereinafter called “the employers”):

New Zealand Master Printers and Related Trades Industrial Association of Employers,
Huddart Parker Building, Post Office Square, Wellington.
New Zealand Federated Newspaper Proprietors Industrial Association of Employers,
“Dominion” Building, Mercer Street, Wellington.

NORTHERN INDUSTRIAL DISTRICT

Academy Pattern Co. Ltd., 190–194 Federal Street, Auckland.
Alex Harvey and Sons Ltd., Mt. Wellington, Auckland.
Auckland Harbour Board, P.O. Box 1259, Auckland.
Auckland Transport Board, P.O. Box 984, Auckland.
Armstrong and Springhall Ltd., P.O. Box 767, Auckland.
Baker Cardboard Box Co. Ltd., P.O. Box 62, Onehunga, Auckland.
Banks Box Co. Ltd., P.O. Box 491, Auckland.
Bond, W. H., and Co. Ltd., 10–12 Manukau Road, Epsom, Auckland.
Gisborne Refrigerating Co. Ltd., P.O. Box 12, Gisborne.
Gisborne Photo News, Aberdeen Road, Gisborne.
McKendrick Bros. Ltd., 19 Wellington Street, Auckland.
Motor Specialties Ltd., P.O. Box 3201, Auckland.
N.Z. Forest Products Ltd., Private Bag, Auckland.
Phoenix Printing Co. Ltd., P.O. Box 792, Auckland.
Photo and Showcards Ltd., P.O. Box 2103, Auckland.
Roneo Office Equipment Co. Ltd., 96–102 Hobson Street, Auckland.
Tasman Empire Airways Ltd., P.O. Box 2201, Auckland.
Typing and Duplicating Bureau, Chancery Street, Auckland.
Whitcombe and Tombs Ltd., Private Bag, Auckland.

TARANAKI INDUSTRIAL DISTRICT

Eckdahl, J. C., and Son Ltd., Hawera.
McLeod and Slade Ltd., New Plymouth.
Taranaki Herald Co. Ltd., New Plymouth.

WELLINGTON INDUSTRIAL DISTRICT

A. B. D. Clark (Ltd.), 10 Luxford Street, Wellington.
Barrons Typewriting and Duplicating Service, Hunter Street, Wellington.
City Corporation (Central Public Library), Wellington.
Coronet Displays Ltd., 206 Thorndon Quay, Wellington.
Crawford, W. J., Printer, Palmerston North.
Dickinson, John, and Co. (N.Z.) Ltd., Frederick Street, Wellington.
Empire Printing and Box Manufacturing Co. Ltd., Randwick Road, Lower Hutt.
Equipment Ltd., 25 Panama Street, Wellington C. 1.
Excelsior Supply Co. Ltd., 50 Victoria Street, Wellington.
Ford Motor Co. of N.Z. (Ltd.), Seaview Road, Lower Hutt.
Gadsden and Co. Ltd., P.O. Box 14, Petone.
Glaxo Laboratories (N.Z.) Ltd., P.O. Box 624, Palmerston North.
Milne, John, Ltd., Off-Set Printers, 166A Cuba Street, Wellington.
Sanderson Silk Screen, 183 Daniel Street, Wellington.
Shell Oil Co. of N.Z. (Ltd.), A.M.P. Building, Customhouse Quay, Wellington.
Silk Art Productions, 137 Thorndon Quay, Wellington.
Wright Stephenson and Co. Ltd., 34 Customhouse Quay, Wellington.

MARLBOROUGH INDUSTRIAL DISTRICT

Marlborough Newspaper Co. Ltd., Blenheim.

NELSON INDUSTRIAL DISTRICT

Betts, A. G., and Son Ltd., Nelson.
 Enterprise Print, Bridge Street, Nelson.
 Lucas, R., and Son (Nelson Mail), Ltd., Nelson.
 Stiles, R. W., and Co. Ltd., Nelson.

WESTLAND INDUSTRIAL DISTRICT

Greymouth Evening Star Co. Ltd., Greymouth.
 Guardian and Times Co. Ltd., Hokitika.
 Westport News Ltd., Westport.

CANTERBURY INDUSTRIAL DISTRICT

Andrews, Baty and Co. Ltd., 184 Hereford Street, Christchurch.
 Aulsebrook and Co. Ltd., 72 Asaph Street, Christchurch.
 Bascands Ltd., 151 Kilmore Street, Christchurch.
 Bullivant, H. W., and Co. Ltd., 163 Armagh Street, Christchurch.
 Christchurch Press Co. Ltd., Cathedral Square, Christchurch.
 Fuller Bros., 588 Colombo Street, Christchurch.
 Gadsdens, J. and Co. Ltd., 112 Durham Street, Christchurch.
 Larcombe, F. W., 13 Bedford Row, Christchurch.
 N.Z. Refrigerating Co. Ltd., 150 Hereford Street, Christchurch.
 Roneo Office Equipment Co., 108 Armagh Street, Christchurch.
 Timaru Herald Co. Ltd., Sophia Street, Timaru.
 Weeks Ltd., Tuam Street, Christchurch.
 Whitcombe and Tombs Ltd., Colombo Street, Christchurch.

OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT

Argent Packaging Products, 77 Vogel Street, Dunedin.
 Budget Print Ltd., 7 Bath Street, Dunedin.
 Cadbury, Fry, Hudson, Ltd., 30 Castle Street, Dunedin.
 Clutha Leader, P.O. Box 45, Balclutha.
 Craig Printing Co. Ltd., Tay Street, Invercargill.
 Crown Print Ltd., 294 Moray Place, Dunedin.
 Coulls Somerville Wilkie Ltd., Cumberland Street, Dunedin.
 Dunedin Free Public Library, Moray Place, Dunedin.
 Gadsdens, J., and Co. Ltd., 329 Cumberland Street, Dunedin.
 Kerr, E., Dowling Street, Dunedin.
 Kerr, H. A., Paper-ruler, Lower High Street, Dunedin.
 Lister, D. M., Printer, 3 King Edward Street, Dunedin.
 McIndoe, J., Ltd., 76 Vogel Street, Dunedin.
 Oamaru Mail Co. Ltd., 9 Tyne Street, Oamaru.
 Paragon Art Needlecraft Ltd., Princes Street, Dunedin.
 Randall, A., Linotyper, 15 St. Andrew Street, Dunedin.
 Robertson, McBeath Ltd., 344 George Street, Dunedin.
 Ross and Glendinning Ltd., High Street, Dunedin.
 The National Mortgage and Agency Co. of N.Z. Ltd., 49 Water Street, Dunedin.
 Williamson, Jeffery, Ltd., Anzac Avenue, 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 31st day of August 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 23rd day of March 1960.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Industry to Which Award Applies

1. This award shall apply to those branches of the printing industry for which provision is made herein.

SECTION I—TYPOGRAPHICAL

Classes of Work

2. Payment for work shall be either by time or piecework.

Wages

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

(a) Linotype, intertype, monotype, and linograph operators, teletype-setter-perforators, monitors of teletypesetter casting machines, and composing-machine or type-casting machine mechanics	Per Week £ s. d.	14 9 4
(b) Operators of monoline, typograph, barotype, simplex and other composing machines on which work is not produced wholly by ribbon process; also operators of headliner machines		13 19 0
(c) Monotype-casting-machine attendants		13 6 7
(d) Compositors, stonehands, bulkhands, and correctors		13 19 0
Second stonehand employed on any newspaper published in the cities of Auckland, Wellington, Christchurch, and Dunedin, and within a radius of 10 miles of these cities		14 6 4
(e) General hands		11 15 7
(f) Readers in commercial printing factories		13 19 0

(NOTE—This provision shall not apply to a female worker employed in any other occupation who may be employed as a reader for not more than 20 hours in any week. Copy holders are provided for in subclause (j) of clause 18.)

Efficiency Speed For Operators

4. A linotype operator shall not be deemed efficient unless he shall have attained the output herein stated. The matter shall be solid, corrected matter, and the average shall be based on 7,000 ens per hour on 8-point matrices, with a multiple of 40, or 7,750 ens per hour on 7-point, with multiple of 45. The

test of the operator's efficiency shall be his ability to set the above for a full day on fair copy and to maintain this average. Speed shall not be held to constitute the sole basis of efficiency.

Piecework on Machines

5. (a) The minimum piecework rates for linotype, intertype, and linograph operators shall be as follows: per 1,000 ens solid as hereinafter specified, type up to and including 6-point, 7¼d.; up to 8-point, 7¾d.; 9-point, 7½d.; 10-point 7¾d.; the matter to be charged as it comes from the machine.

(b) Night operators shall be paid one-tenth more than these rates, with a minimum of 20s. per week, or 5s. a shift where less than a week is worked on night-work.

(c) Operators may use thick space-bands for minion and larger type.

(d) To the weekly earnings of operators calculated in terms of subclause (a) hereof for day operators and in terms of subclauses (a) and (b) hereof for night operators the sum of 5s. shall be added. Where casual operators on piecework rates are employed they shall receive a proportion of the weekly sum of 5s.

(e) The rates of remuneration determined in this clause shall be increased by an amount equal to 24 per cent thereof but there shall be excluded from the scope of the increase such portion of the remuneration of each worker in each week as exceeds the amount of £13.

Saturday Night Special Editions

6. Time worked on Saturdays upon the production of Saturday night late editions shall be paid for at double the workers' ordinary rate with payment of a minimum of two hours' work. Piece operators shall be paid in accordance with the rates for time operators. All workers other than casual workers employed on these late editions shall be entitled to tea money at the rate provided in this award.

Mechanics

7. (a) Where one, two, or three mechanics are permanently employed, one general hand may be employed. In all other cases the number of general hands shall be at least one less than the number of mechanics, including the head of the department. Men operating Elrod, Mergenthaler, and similar casting machines shall be classed as general hands and included in the classification prescribed by this clause.

Juniors employed at the time of the coming into force of this award shall be permitted to continue in that employment for a total period not exceeding five years.

(b) Sweeping out the linotype-room, cleaning machines, and supplying metal to machines shall not be considered mechanic's work.

(c) Irrespective of any other provision, any worker who has to attend on Sunday afternoon to the heating of metal-pots for the night shift shall be entitled to a minimum of 5s. 9d. for such work, but this time shall not be included in the hours as prescribed in clause 35.

Mechanic's Work

8. (a) Where machines are in charge of a mechanic, he shall be responsible for the temperature of the metal. No operator shall be required to do mechanic's work, except in case of emergency, but he shall assist in changing magazines, start disser, and also keep the pot supplied with metal.

(b) Where machines are in charge of an operator-mechanic, each operator shall be responsible for the temperature of the metal, changing magazines, start disser, and keep the pot supplied with metal.

(c) Changes of measure, mould-disk, and magazines on late-pattern machines shall not be considered mechanic's work.

Operator-mechanic

9. (a) "Operator-mechanic" means an efficient operator who, in addition to operating, is responsible for and is competent to maintain the efficient running of one or more composing or type-setting machines, and/or machines fitted with teletypesetter equipment.

(b) Operator-mechanic's wages shall not be less than the rates prescribed for an operator, increased by—

17s. 3d. per week for one machine.

23s. per week for two machines.

25s. 11d. per week for three machines.

28s. 9d. per week for four or more than four machines.

Cleaning Machines

10. Machines shall be cleaned by the house.

Distribution of Matrices

11. Magazines shall have an equal distribution, as far as possible, of the stock of matrices in the office.

Guarantee of Hours

12. Efficient piecework operators shall have at least 30 hours' work in each week. Should it not be convenient to the employer to give any operator 30 hours' piecework, the time he is employed on "stab" shall be paid for at the rate of his average earnings per hour during the previous month or at an hourly rate agreed upon by the employer with the staff. Standing-time shall be paid for at such rates.

In any week in which a paid holiday occurs the guarantee of hours shall be proportionately reduced at the rate of five hours per day for six-day workers and six hours per day for five-day workers.

General Provisions as to Piecework

13. The following provisions shall apply to piecework:

- (a) Standing advertisements shall be the property of the employer until they are given out for "dis". Alterations to standing advertisements shall be charged as two lines for every line altered. All new advertisements and alterations to advertisements shall be set by the piecehands, time-hands, or apprentices, as required by the employer, subject to subclause (k) of this clause. All extensions to standing advertisements shall be done and charged for by the operator.
- (b) Alterations from copy as enumerated below shall be circled by the reader and charged by the operator or corrected by the house; a change in the spelling of proper names; words from foreign languages, etc.; a change from copy not provided for by the style of the office nor by written instructions given to the operator when the copy is given out; or a change in the division or spelling of words not in accordance with the dictionary given by the office as a guide and not provided for above.

- (c) Bad copy (manuscript or other) shall carry an extra charge of one-third. All copy given out shall be properly sub-edited and devoid of abbreviations not well understood in the trade. The overseer and the father of the chapel shall adjudicate on bad copy.
- (d) The cast-up shall be by en quads, but with a minimum multiplier of 40 for 8-point on the 12½ and 13 em measure. In cases where other measures are used, then the cast-up shall be in proportion to the foregoing. A space-band shall count as an en quad. The correct method of ascertaining the multiplier for type other than 8-point is to take the average number of actual letter matrices and space-bands per line.
- (e) In the event of a magazine being changed and proofs having to be corrected at another machine, two lines shall be charged for every line by the operator, one line to be docked by the house against the original operator. But should a machine be immediately available the operator (if requested) shall correct his own proofs. The operator shall be paid for corrected matter only.
- (f) Matter of and above four lines composed in other than ordinary English, e.g. – dialects – shall be charged one-half extra, and foreign languages double, for each line.
- (g) Matter consisting of names and figures, abbreviations, etc., such as prize-lists, passenger-lists, balance-sheets, market quotations, sports fixtures, and matter of similar disadvantageous character, shall be charged one-third extra, or shall be set up by the house. Wool-sale quotations, and matter indented 7 ems or more, shall be charged one-half extra, or shall be set up by the house.
- (h) Minimum lines for a “take”: Morning papers – 40 up to one hour before the time of going to press, 20 thereafter; evening papers – 40 up to one hour of first edition, 20 thereafter; weekly papers – 50; day of publication, 25.
- (i) All first-proof and revised corrections (marks left undone in the first proof) shall be done by the operator and put in by the house; all machine errors and house marks shall be charged double if not over three consecutive lines. Matrices coming down wrong channels, repeated transpositions of matrices, repeated missing of matrices, matrices repeating of their own accord, space-bands transposing, and sunken letters shall constitute machine errors, provided that the attention of the mechanic shall have been called to the defect immediately it was discovered and he shall have failed to remedy it.
- (j) One line extra shall be charged for each four or less number of outside sorts put in by hand; one line extra for each word or consecutive words of italics, clarendon, small caps, or type other than the body in a broken line when a platform is used; one line extra for each complete line of small caps, italics, clarendon, or type other than a body type when a platform is used. When more than three complete lines of clarendon (not being the body type) are set consecutively, the extra payment shall be due in respect of the first three lines only.

- (k) No discrimination shall be made between piece and time hands in giving out advantageous news matter and advertisements.
- (l) All waiting-time, including stoppages for repairs, changes of magazines, altering gauge, waiting for copy, etc., shall be based on the operator's average earnings or at the hourly standing-time rate provided in clause 12. Stoppages of three minutes or more, whether arising from shortage of copy or remedying defective working of machines, shall be cumulative and charged for at the rate provided herein.
- (m) One halfpenny extra per pica thousand shall be charged for measures less than $12\frac{1}{2}$ ems pica – that is to say, 12 ems shall be charged $\frac{1}{2}$ d. extra, 11 ems, 1d. extra, 10 ems, $1\frac{1}{2}$ d. extra, and so on proportionately.
- (n) The house shall provide each operator with a style-card if required.
- (o) Tabular matter on bar-casting machines shall be set on time.
- (p) Matter having to be transposed by the operator – i.e., that which is not set in the order in which it appears in the copy – shall, for this transposition alone, be charged one-third extra, or the house shall have the option of having the matter set on time.
- (q) When two-line matrices are dropped in by hand they shall be charged one line extra for every two.
- (r) Matter requiring two lines to complete one measure (not being tabular matter) shall be charged one-third extra; three lines, one-half; four, double.
- (s) Two justifications or arrangements to constitute half measure, one-third extra; three, to take charge of half extra; four or more, to be charged double. Braced matter to take same charge as if each brace were a rule down the column.
- (t) When any dispute occurs as to the correct charges and allowances for machine errors, the overseer and the father of the chapel shall decide.

Piecework in Jobbing Offices

14. Piecework may be worked in any jobbing office on general or special work and charged by mutual arrangement, provided the wages earned shall not be less than 10 per cent in addition to time rates.

General Hands

15. The work of a general hand in the typographical section may include any of the following kinds of work – pulling newspaper galley proofs of linotype matter; distributing proofs to operators; collecting proofs and corrections from operators; supplying metal to machines; supplying rules, spacing material, galleys, etc., for use on bulks; melting metal and cleaning the factory premises and equipment.

Casual Workers

16. A casual worker is a worker who is employed for a period of less than one week. Every such worker shall be paid at the rate of time and a half of award rates, with a minimum of one day's pay, except on Saturday. This provision shall not apply to casual workers employed on the publishing days of weekly, fortnightly, or monthly journals.

Female Workers

17. Women may be employed during the hours prescribed by the Factories Act 1946 at the same rates of pay and conditions of work as men.

SECTION II—PRINTERS MACHINISTS, BOOKBINDERS, LITHOGRAPHERS, ETC.

Wages

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

(a) Journeymen letterpress machinists; lithographic machinists; photogravure machinists; seal printers; embossers; operators of any printing or duplicating machine which has been designed for, or which incorporates any device enabling precise adjustment of registration during printing; hand-pressmen (other than newspaper and first proof pullers); bookbinders; paper-rulers; transferers; envelope machine adjusters (after three years' experience); rubber-stamp makers, silk screen printers; operators of aniline flexographic and similar printing machines	.....	.....	.....	.....	.....	.....	Per Week
							£ s. d.
							13 19 0
(b) Cutters: Trainee cutters under the supervision of a qualified cutter:							
First year	.....	.....	.....	.....	.....	.....	7 14 6
Second year	.....	.....	.....	.....	.....	.....	8 19 3
Third year	.....	.....	.....	.....	.....	.....	10 4 0
Fourth year	.....	.....	.....	.....	.....	.....	11 10 0
Thereafter	.....	.....	.....	.....	.....	.....	13 19 0
(c) Machinists employed on two colour letterpress or lithographic printing machines shall be paid 11s. 6d. extra per week. Machinists employed on single colour rotary lithographic or rotary offset machines and zinc transferers shall be paid 5s. 9d. extra per week. Letterpress printers while employed on automatic letterpress-printing machines of the size of 17/22 and over shall also receive at least 5s. 9d. per week above ordinary rates, provided they have had three months' experience on such machines.							
(d) Rotary newspaper and rotogravure machinists:							
First machinist	.....	.....	.....	.....	.....	.....	13 19 0
Assistant machinist	.....	.....	.....	.....	.....	.....	12 18 9
(e) Stereotypers	.....	.....	.....	.....	.....	.....	13 19 0
(f) Electrotypers	.....	.....	.....	.....	.....	.....	13 19 0
(g) Flat-bed reel machinists	.....	.....	.....	.....	.....	.....	13 19 0
(h) General hands	.....	.....	.....	.....	.....	.....	11 15 7
(i) Juniors (male):							
First six months	.....	.....	.....	.....	.....	.....	3 15 0
Second six months	.....	.....	.....	.....	.....	.....	4 7 6
Third six months	.....	.....	.....	.....	.....	.....	5 0 0
Fourth six months	.....	.....	.....	.....	.....	.....	5 10 0
Fifth six months	.....	.....	.....	.....	.....	.....	6 7 6
Sixth six months	.....	.....	.....	.....	.....	.....	7 0 0
Fourth year	.....	.....	.....	.....	.....	.....	8 10 0
Fifth year	.....	.....	.....	.....	.....	.....	9 15 0
Thereafter adult rates.							

Provided that no worker of 18 years shall be paid less than £5.

Provided, further, that no male junior other than an apprentice may be employed in any of the branches of the industry named in subclause (a) of clause 1 of the New Zealand Printing Industry Apprenticeship Order; but this provision shall not apply to trainee cutters. A male junior may be employed at the rates prescribed for trainee cutters under the supervision of a qualified operator upon any type of printing machine named in subclause (a) of this clause to which the apprenticeship order does not apply, except any printing or duplicating machine which has been designed for, or which incorporates any device enabling precise adjustment of registration during printing. The number of juniors shall not exceed one to three or fraction of three qualified operators.

- (j) The minimum wages per week for all females engaged on other than journeymen's work in any branch of the trade shall be:

	Per Week		
	£	s.	d.
15 to 15½ years of age	3	10	0
15½ to 16 years of age	4	0	0
16 to 16½ years of age	4	10	0
16½ to 17 years of age	5	0	0
17 to 18 years of age	5	10	0
18 to 19 years of age	6	0	0
19 to 20 years of age	6	15	0
20 to 21 years of age	7	10	0
21 and over	8	10	0

No worker shall have her wages reduced by virtue of the coming into operation of this award.

- (k) Any female worker 18 years of age or over who is unable to accept full-time employment may enter into an agreement with an employer to be employed for a specified number of hours weekly at a weekly wage *pro rata* to the award rate for the number of hours for which she is engaged. The corresponding hourly rate shall be paid for any time worked in excess of the specified weekly hours provided that any time worked in excess of eight hours during any day or in excess of 40 hours during any week or during any period in which full-time female workers are employed at overtime rates shall be paid for at overtime rates. Annual holiday pay shall be at the rate of the agreed weekly wage and ordinary wages payable in respect of any holiday shall be one-fifth of the agreed weekly wage. The written consent of the union to each engagement shall be obtained by the employer within the first week of employment, which consent shall not be unreasonably withheld.

Protective Clothing

19. Overalls shall be supplied as required or at the rate of not less than one set per annum to all workers subject to this award, except that no employer shall be obliged to supply protective clothing to a worker until he has been employed for three months. Overalls means the aprons, smocks, bib overalls or other type of protection which have been customarily used by the worker concerned.

Saturday Night Special Editions

20. Time worked on Saturdays upon the production of Saturday night late editions shall be paid for at double the workers' ordinary rate with payment of a minimum of two hours' work. All workers other than casual workers employed on these late editions shall be entitled to tea money at the rate provided in this award.

Stereotyping Department

21. Where one or two stereotypers are permanently employed, one general hand may be employed. In all other cases, the number of general hands that may be employed shall be one less than the number of stereotypers employed: Provided that the total number of general hands and apprentices employed shall not exceed by more than one the number of stereotypers employed. General hands shall not necessarily be exclusively employed in the stereotyping department.

Newspaper Rotary Machine Department

22. Where one, two, or three first machinists are permanently employed, one assistant rotary machinist and one general hand or junior may be employed. In all other cases, the number of assistant rotary machinists shall be at least one less than the number of first machinists, including the head of the department, and the number of general hands and juniors shall be one less than the number of assistant rotary machinists. General hands shall not necessarily be exclusively employed in the rotary department. Juniors shall be paid in accordance with the rates prescribed by subclause (i) of clause 18 hereof, except that after three years' service in the rotary department they shall be paid assistant machinists' rates.

General Hands

23. A general hand in a factory other than a newspaper factory may be employed on moving paper, cleaning and oiling machines, repairing rollers, and on other work of a similar nature and in helping to keep the factory clean. A general hand shall not perform any tradesmen's work.

Feeders

24. Feeders may be employed at rates of wages as may be agreed upon between such workers and the employer, provided that such wages shall be not less than those defined in subclauses (i) and (j) of clause 18. An adult male feeder, after 12 months' employment as a feeder shall be paid not less than 10s. a week more than the rate prescribed for general hands. The work of feeders on the machines shall be limited to oiling, feeding, and cleaning machines, washing rollers, lifting formes, paper, and rollers on or off the machine, assisting the machinist or other general work required in the office. A feeder shall not alter the adjustments of a machine except such as may be necessary in the washing-up or starting and stopping of the machine. Male or female feeders shall not do any making-ready or setting ruling-pens.

Bindery Department

25. (a) The following shall be considered the work of journeymen bookbinders:

- (1) Pressing (excluding bundling) before the work is sewn.
- (2) Forwarding for binding by hand or machine, rolling, sawing, skivering, clothing, boarding, making backs and hollows, drawing leather on backs, and siding in full- and half-bound work.
- (3) Gilding and marbling, also (in half- and full-bound work) for sprinkling or decorating edges.
- (4) Cutting and bevelling boards.
- (5) Cutting and paring leather, also, when less than 50 books, cutting hollow linings and all binding-material.
- (6) Making leather cases and casing in heavy work. Hand case-making demy quarto and up, all casemaking hitherto regarded as journeymen's work.

(7) Cornering boards.

(8) Half-bound work four quires and upward.

(9) Loose-leaf ledgers and canvas covers for same.

(10) All blocking, and, for orders of 24 and under, laying on gold leaf.

(b) Medium octavo and smaller books bound in cloth shall not be considered the work of journeymen bookbinders.

(c) All guillotine cutting shall be done by bookbinders or cutters.

(d) The following shall be considered to be the work of journeymen paper-rulers; paper-ruling (except feeding and flying, feint, feint and common ruling stock letter heads and bill heads).

(e) All work now done by females shall be considered as proper work for female employees.

Guillotine Cutting

26. All guillotine cutting shall be done by journeymen, apprentices, or cutters.

Completing Goods for Sale

27. All work which customarily is part of the completion of goods for sale, including packaging, banding, labelling, and filling containers shall be considered as proper work for female employees.

Operations in Manufacturing Stationery and Paper-converting Establishments

28. Juniors may be employed in manufacturing stationery and paper-converting establishments in the operation of machines or in processes for which apprenticeship is not provided.

Safeguards

29. (a) Workers engaged on bronzing and dusting off shall be supplied with the necessary safeguards as prescribed in regulations issued by the Department of Labour. A worker shall not be required to work on hand-bronzing or dusting off for more than four hours in any day and, while so employed, shall be paid 1s. 2d. per hour extra.

(b) Mohr and similar saws on composing machines shall be shielded to prevent injury to operators by particles of metal.

Manning of Machines

30. (a) Employers are not limited as to the number of machines which are to be worked by any journeyman (except that on each cylinder machine of double demy and larger used in letterpress and lithographic printing one journeyman or apprentice shall be employed while the machine is in operation). Each employer shall have full discretion in the management and arrangement of the work and machines in his factory, and he may make such regulations, not inconsistent with the provisions of this award, as he may think necessary for the proper working of his business.

(b) No worker shall be employed on power-driven machinery, other than type-setting machines, unless at least one other person is working who can be of immediate assistance in case of accident.

Casual Workers

31. A casual worker is a worker who is employed for a period of less than one week. Every such worker shall be paid at the rate of time and a half of award rates, with a minimum of one day's pay, except on Saturday. This provision shall not apply to casual workers employed on the publishing days of weekly, fortnightly or monthly journals.

Piecework

32. Piecework may be worked at rates fixed by agreement between the employer and the workers concerned: Provided that any worker employed at piece rates shall be guaranteed not less than 10 per cent more than the minimum award rates of wages.

SECTION III—PUBLISHING DEPARTMENT

33. (a) This section of the award shall apply only to persons employed in the publishing of newspapers, as defined by section 32 (3) of the Factories Act 1946, and monthly or other periodical journals, magazines, and similar publications.

(b) "Publishing" comprises only those manual and mechanical operations necessary to prepare such publications for distribution, whether in single copies or in bulk, and includes all kinds of work customarily performed in the publishing department of the employer upon such publications subsequent to their delivery from the printing presses.

(c) Any person regularly employed for more than 30 hours in each week in a publishing department shall be deemed to be a "full-time" publishing worker. Such workers shall not necessarily be exclusively employed in the publishing department.

(d) If a worker employed in another department of the employer's business is also employed in the publishing department, the conditions of his employment in the publishing department shall be determined as follows:

(i) Any time worked in the publishing department during an interval in his other employment shall be deemed to be part of that other employment and he shall not be entitled to any additional payment for it.

(ii) Any time worked in the publishing department on any day after the completion of his other employment shall, by arrangement between the employer and the worker concerned, be either—

(a) Counted as a continuation of that other employment and if the total time worked in any day exceeds the prescribed limits of ordinary hours, payment for the overtime shall be computed at the ordinary rate of wages, but in this case the ordinary wages of the worker shall be not less than the rate prescribed for a full-time worker in the publishing department; or

(b) Counted separately from time worked in that other employment and payment shall be made at the rates prescribed for a casual worker in the publishing department.

(e) All other persons employed in the publishing department shall be classed as casual workers, and shall be paid in accordance with the provisions of sub-clause (f) of this clause.

(f) The following shall be the minimum rates of wages:

"Full-time" workers:

Adult males: First six months £11 15s. 7d. per week; thereafter, £11 19s. 9d. per week.

Junior males and females: The wages prescribed by subclauses (i) and (j) of clause 18.

Casual workers:

Adult males: 5s. 11d. per hour.

Junior males and females: Rates per hour calculated by dividing the prescribed weekly wages by 40, plus 10 per cent.

A casual worker employed on night-work shall be paid 15 per cent more than these rates.

(g) Notwithstanding anything to the contrary in this section of the award, any worker engaged in a publishing department upon any class of work for which provision is made elsewhere in this award shall be subject to the conditions and entitled to the wages prescribed for that class of work.

(h) *Saturday Night Special Editions*—Time worked by permanent workers on Saturdays upon the production of Saturday night late editions shall be paid for at double the workers' ordinary rates with payment of a minimum of two hours' work. All workers other than casual workers employed on these late editions shall be entitled to tea money at the rate provided in this award. Casual workers shall be paid at double the ordinary rate for the time worked.

SECTION IV—GENERAL PROVISIONS

Hours of Work, Other Than Newspaper Workers

34. (a) Employment shall be on a weekly basis and the minimum wages prescribed shall be paid for 40 hours, which shall be worked on five days of the week, Monday to Friday inclusive.

(b) The ordinary hours of work shall be fixed within the limits of the following definitions:

- (1) A "day shift" is one in which the starting-time is not earlier than 7 a.m. and the finishing-time is not later than 6 p.m.
- (2) A worker whose ordinary hours of work extend beyond the limits prescribed for day-workers shall be deemed to be a night-worker.

(c) Each employer may from time to time, for each department of his business, fix the times for starting and stopping work, according to the requirements of his business: Provided that no worker shall be required to work for more than eight hours (excluding meal-times) in any one day. A week's notice shall be given of any alteration in the times so fixed.

(d) The ordinary hours shall be counted continuously each day from the time of starting work, excluding one meal interval.

(e) Every night-worker shall receive, in addition to the prescribed weekly wage, an extra allowance of 20s. a week in the case of adult workers and of 10s. in the case of junior workers. A day-worker who is employed as a night-worker for less than a week shall be paid the extra allowance *pro rata* to the time worked on night shift, with a minimum of 5s. per shift for adult workers and 3s. 9d. for junior workers. This allowance shall not be payable to day-workers employed on overtime or to casual workers employed in the publishing department.

(f) A day-worker who has been transferred to night shift in an emergency shall have at least 12 hours off before recommencing day work. The total week's wages shall not be less than the usual weekly wages received by such worker.

Hours of Work, Newspaper Workers

35. (a) Except as provided in Section III of this award, employment shall be on a weekly basis and the minimum wages prescribed shall be paid for 40 hours which shall be worked on any five days of the week provided that during three consecutive months of the annual holiday period the 40 hours may be worked on any six days of the week.

(b) The ordinary hours of work shall be fixed within the limits of the following definitions:

- (1) A "day shift" is one in which the starting-time is not earlier than 7 a.m. and the finishing-time is not later than 6 p.m.
- (2) An "afternoon shift" is one in which the finishing-time is not later than 10.30 p.m.
- (3) A "night shift" is one in which the starting-time or the finishing-time is between 10.30 p.m. and 7 a.m.

(c) Each employer may from time to time, for each department of his business, fix the times for starting and stopping work, according to the requirements of his business: Provided that no worker shall be required to work for more than eight hours (excluding meal-times) in any one day. A week's notice shall be given of any alteration in the times so fixed.

(d) The ordinary hours shall be counted continuously each day from the time of starting work, excluding one meal interval.

(e) Every afternoon-shift worker shall receive, in addition to the prescribed weekly wage, an extra allowance of 12s 6d. a week in the case of adult workers and 6s. 3d. in the case of junior workers. A day-worker who is employed as an afternoon-shift worker for less than a week shall be paid the extra allowance *pro rata* to the time worked on afternoon shift, with a minimum of 3s. per shift for adult workers and 1s. 6d. for junior workers. This allowance shall not be payable to day-workers employed overtime or to casual workers employed in the publishing department.

(f) Every night-worker shall receive, in addition to the prescribed weekly wage an extra allowance of 20s. a week in the case of adult workers and of 10s. in the case of junior workers. A day-worker who is employed as a night-worker for less than a week shall be paid the extra allowance *pro rata* to the time worked on night shift with a minimum of 5s. per shift for adult workers and 3s. 9d. for junior workers. This allowance shall not be payable to day-workers employed overtime or to casual workers employed in the publishing department.

(g) A day-worker who has transferred to night-shift in an emergency shall have at least 12 hours off before recommencing day-work. The total week's wages shall not be less than the usual weekly wages received by such worker.

Newspaper Workers: Saturday and Sunday Work

36. (a) Any worker engaged in the production of a newspaper whose ordinary hours of work in any week include time actually worked on a Saturday or a Sunday in that week shall receive, in addition to his ordinary wages or his earnings at piecework rates, payments computed in respect of the actual time worked as follows:

- (1) In respect of time worked on a Saturday before the hour of 12 o'clock midday: payment at one-half of his ordinary rate.
- (2) In respect of time worked on a Saturday after the hour of 12 o'clock midday or on a Sunday: payment at his ordinary rate.
- (3) The additional payment shall be not less, in respect of each Saturday and of each Sunday, as the case may be, than 15s. in the case of an adult worker or 7s. 6d. in the case of a junior worker.

(b) "Ordinary rate" means, in the case of a time-worker, one-fortieth of the worker's weekly wages per hour; and in the case of a pieceworker, the worker's earnings as prescribed by clauses 5 (a) and 13 during the time worked on the Saturday or the Sunday.

(c) The provisions of this clause shall not apply to overtime nor to any time for which special rates of payment are prescribed by clauses 6, 20 and 33 (h) or elsewhere in this award nor shall they operate to increase any additional allowances prescribed for afternoon-shift workers or for night workers.

Overtime

37. Overtime means time worked at any time which does not come within the ordinary hours of work as fixed for the worker concerned in accordance with clauses 34 and 35. Payment for overtime shall be made in addition to the worker's ordinary wages according to the following provisions:

- (a) Overtime on a Saturday shall be paid for at the rate of time and a half for the first four hours, at double rates for the next four hours, and at treble rates thereafter: Provided that if the overtime before noon is less than four hours, any overtime after noon shall be paid for at double rates for the first four hours and at treble rates thereafter.
- (b) Overtime on a Sunday shall be paid for at double rates for the first eight hours and at treble rates thereafter.
(*Note to subclauses (a) and (b)*—The payments prescribed by clause 36 do not apply to overtime on a Saturday or a Sunday.)
- (c) Overtime during any day other than Saturday or Sunday shall be paid for at the rate of time and a half for the first three hours, at double rates for the next five hours, and at treble rates thereafter.
- (d) A continuous period of overtime started before midnight and finished after midnight (or noon in the case of a night worker) shall be reckoned as overtime during the day in which it was started.
- (e) A worker who has worked overtime exceeding four hours on any day and is required to return to work at ordinary rates next day shall either be allowed an interval after finishing the overtime of not less than eight hours without any deduction from his ordinary wages or shall be paid double rates in addition to his ordinary wages for any time worked within the eight hours.
- (f) When the interval between finishing ordinary hours on any day and starting overtime on that day exceeds three hours, the overtime shall be paid for at double rates for the first eight hours and at treble rates thereafter.
- (g) No worker shall be required nor permitted to work overtime on the night of any annual general or special general meeting of the union, seven days' notice of the time and the date of such meeting to be given to the employer by the workers' representative in each establishment. This provision shall not apply to workers required for the production of newspapers.

Call Money

38. Any worker who, having left his place of employment on completion of his day's work, is, without previous notice having been given, recalled to work shall receive 5s. 9d. "call money" in addition to the appropriate overtime payment.

Meal Interval

39. No worker shall be employed for more than four hours and one half continuously without an interval of not less than 30 minutes nor more than one hour for a meal. The provisions of this clause may be reasonably modified by arrangement between the employer and the workers concerned or their accredited representative.

Meal Money

40. (a) A worker who is required to work overtime exceeding one hour before or after his ordinary hours on any day shall be paid meal-money, and if the overtime exceeds four hours he shall be paid meal-money in respect of each complete period of four hours.

(b) When a worker has been notified that he will be required to work overtime and the notice is subsequently withdrawn he shall be paid meal-money, but this provision shall not apply in any case where the notice has been withdrawn on the previous day or earlier.

(c) Meal-money shall not be payable in any case where the worker can reasonably and is allowed to return home for a meal between the period of overtime and his ordinary starting or finishing time, as the case may be.

(d) The amount payable as meal-money shall be 5s. Where the employer maintains a canteen at which workers may purchase meals of a standard determined by agreement between the employer and the workers, the employer may provide a meal in lieu of meal-money.

Lost Time

41. Subject to the provisions of the Workers Compensation Act and to the provisions of subclause (a) of clause 43 of this award, no deduction shall be made from the weekly wage fixed by this award except for time lost through the worker's sickness or default or through accident to the worker not arising out of and in the course of the employment.

Definition of "Day" and "Holiday"

42. For the purpose of the provisions of this award in their application to night-workers in a newspaper factory, the term "Sunday" shall mean the period from noon on Sunday until noon on the following day, and a reference to any other day shall be read as a reference to the period from noon on that day until noon on the following day. The term "holiday" shall, where the newspaper is published on the holiday, mean the period from noon on the day of the holiday until noon on the following day, and shall, where the newspaper is not published on the holiday, mean the period from noon on the day preceding the holiday until noon on the day of the holiday.

Holidays, Etc.

43. (a) The provisions of the Annual Holidays Act 1944 and its amendments shall apply to all workers employed under this award. 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 that worker shall not be entitled to any wages for such period, provided it does not exceed the period of the annual holiday prescribed by this award including any special or other holidays that may be added to the annual

holiday, but the employer shall before that date pay to him, in addition to all other amounts due to him at that date, including amounts to which he is entitled in respect of any special holidays, 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.

(b) Any worker who has been continuously employed by the same employer in the production of a daily newspaper shall at the end of the tenth year and of each subsequent year of employment by the same employer in the production of a daily newspaper be entitled to an extra holiday of one week on ordinary pay.

(c) The provisions of the Factories Act 1946 with regard to holidays, payment for holidays, and payment for work done on Sundays and holidays, shall apply to all workers employed under this award. The holidays to be allowed under this clause are Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, Anzac Day, Labour Day, and the birthday of the reigning Sovereign. For time worked on any of these holidays payment shall be made, in addition to ordinary wages, at double rates for the first eight hours and at treble rates thereafter.

(d) In addition to the holidays aforesaid, all workers other than daily newspaper workers shall be allowed a holiday on the day after New Year's Day and all workers shall be allowed a holiday on a day generally observed as a holiday such as Anniversary Day or Show Day: Provided that instead of either holiday, any worker entitled to it shall be allowed one day on full pay in addition to his annual holiday or shall be paid a day's wages at his ordinary rate of pay.

(e) If any holiday, except Anzac Day, falls on a day other than a working-day, that holiday shall be allowed on the next succeeding working-day, except that in the case of night-workers in a newspaper factory the holiday shall be allowed in accordance with the provisions of clause 42.

(f) By agreement between the employer and the majority of the workers in any jobbing office, any day specially applied for may be observed as a holiday without payment therefor.

(g) The Auckland Harbour Board may substitute the holidays observed under its own regulations for those provided in this award, but so as not to reduce the total number of holidays prescribed herein.

Payment of Wages

44. (a) All wages, including overtime, shall be paid weekly before the ordinary time of ceasing work on any day of the week, not later than Thursday.

(b) In any week when a holiday occurs wages shall be paid at least one clear day before the last normal shopping day of the week.

(c) Holiday pay shall be paid before the day on which the worker begins his annual holiday.

Allowances, Overtime, and Holiday Payments

45. (a) The afternoon-shift allowance prescribed by subclause (e) of clause 35 and the night-shift allowance prescribed by clauses 34 (e) and 35 (f) or by clause 5 (b) are not to be included in the worker's wages for the purpose of computing overtime payments. In the case of casual workers in a publishing department employed on night-work, total wages at ordinary and at overtime rates are to carry the extra allowance of 15 per cent prescribed by subclause (f) of clause 33.

(b) A day's wages means (i) in respect of any week in which the ordinary hours are fixed within five days, one-fifth of the ordinary weekly wages: (ii) in respect of any week of a fortnight in which the ordinary hours are fixed within 11 days, one-eleventh of double the ordinary weekly wages: (iii) in respect of any week in which the ordinary hours are fixed within six days, one-sixth of the ordinary weekly wages. This interpretation shall apply to payments for holidays and to deductions under clause 41.

(c) The *pro rata* shift allowances prescribed in clauses 34 (e) and 35 (e) and (f) and in clause 5 (b) apply only to day workers on occasions when they are employed on afternoon-shift or night-shift. In such cases the amount of the allowance payable in any week to a worker so employed shall not exceed the amount payable to a worker employed for a full week on the afternoon or night shift, as the case may be.

(d) In computing a worker's annual holiday pay there shall be included one twenty-fifth of the amount paid in extra allowances in accordance with clauses 34 (e), 35 (e) and (f), and 36, during the period in respect of which the holiday is given, except that where the holiday includes the period provided in subclause (b) of clause 43, the proportion shall be three forty-ninths of the amount. Where a holiday is taken in two periods, the amount payable under this clause shall be divided proportionately.

(e) Holiday pay for pieceworkers shall be at the rate of their normal average earnings, which shall be determined from the records for a period of not less than four weeks during the 12 months preceding the annual holiday approved by the workers and the employers concerned.

Urgent Work: Transport

46. If a worker, other than a worker engaged upon the production of a newspaper, is required to start or to finish work upon urgent production, such as race-cards, at a time at which his ordinary means of transport is not available, the employer shall provide transport from or to his home, as the case may be.

Refreshments

47. The employer shall provide tea, milk, and sugar during each working period of not less than four hours, but there shall not be any unnecessary interruption of production.

First-aid Facilities

48. The employer shall provide and maintain first-aid facilities, appliances, and requisites to the satisfaction of the Inspector of Factories, and these shall be placed in a position approved by such official.

Washing Facilities

49. (a) An adequate supply of hot running water shall be available for washing.

(b) It shall be the duty of the employer to provide individual cupboards or other suitable accommodation wherein employees may keep their clothes.

Notice

50. Any worker, whether on time or piecework, employed for two consecutive months in any office shall be entitled to one week's notice that his services are being dispensed with, and any such worker leaving his employment shall likewise give one week's notice. Where the employment is terminated by the employer without notice one week's wages shall be paid to the worker and where the worker

leaves without notice the employer may deduct from any wages or holiday pay owing to the worker an amount not exceeding one week's wages: Provided that nothing herein contained is to affect the right of an employer to dismiss without notice any worker guilty of such misconduct as would at common law justify the immediate dismissal of such worker.

Time Record

51. The employer may use time records or other means to ascertain the cost of his work.

Disputes

52. Any dispute in connection with any matter not provided for in this award shall be settled between the particular employer concerned and the secretary and president of the union, and in default of any agreement being arrived at, such dispute shall be referred to the Conciliation Commissioner or such other person as may be mutually agreed upon, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision, may appeal to the Court upon giving written notice of such appeal to the other side within seven days after such decision shall have been communicated to the party desiring to appeal.

Right of Entry

53. The secretary of the union shall be entitled to enter at all reasonable times upon the premises of any employer bound by this award for the purpose of interviewing any worker (with the consent of the employer, such consent not to be unreasonably withheld), but not so as to interfere unreasonably with the employer's business.

Workers to be Members of Union

54. (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

55. (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.

Requirements of Economic Stabilisation Regulations

56. 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.

Application of Award

57. 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

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

Term of Award

59. 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 29th day of February 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 31st day of August 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 23rd day of March 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.