

NORTHERN INDUSTRIAL DISTRICT (EXCEPT AUCKLAND (21-MILE RADIUS)
AND GISBORNE JUDICIAL DISTRICT) **BUTCHERS—AWARD**

In the Court of Arbitration of New Zealand, Northern Industrial District—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of an industrial dispute between the Northern (except Gisborne) Butchers', Smallgoods and Bacon Factory Employees Industrial Union of Workers (hereinafter called "the union") and the undermentioned unions, persons, firms, and companies (hereinafter called "the employers"):

South Auckland Meat Retailers Industrial Union of Employers, 184 Victoria Street, Hamilton.

North Auckland Master Butchers Industrial Union of Employers, Marshalls' Building, Bank Street, Whangarei.

Hynds and Co., Butchers, Devonport Road, Tauranga.

Lane's Butchery Ltd., Taumarunui.

Robertson, Charles, Delicatessen Proprietor, Matamata.

Smith, E. T., Butcher, Taupo.

Timbs, C. A. and Son, Butchers, Whakatane.

Vaughan's Butchery, Rotorua.

Woolworths New Zealand Ltd., 11 Lorne Street, Auckland C.1.

Wynn Abel Ltd., Abel's Supervalue Supermarket, Hillcrest, Hamilton.

THE COURT of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives duly appointed, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, 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 21st day of March 1967 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 21st day of September 1965.

[L.S.]

A. P. BLAIR, Judge.

SCHEDULE

Industry to Which Award Applies

1. This award shall apply to the industry generally known as the butchery trade, which industry for the purpose of this award shall comprise all those persons, firms, and companies who supply or prepare meat (cooked or uncooked, fresh, frozen, or chilled, precut or prepackaged), small-goods, pork and similar goods for human consumption, whether the businesses of such persons, firms, or companies are styled as butchers, pork-butchers, delicatessen-shops, or other title, and it shall apply to small-goods factories and shops and to freezing works only in respect of their small-goods manufacture for local sale and in respect of their shops where the public are supplied.

Hours of Work

2. The ordinary hours of work shall not exceed 40 in any one week and shall be worked as follows:

(a) For butchers' assistants and all other workers mentioned in subclause (a) of clause 4 hereof:

- (i) In the area lying within a radius of 10 miles of the chief post office in the city of Hamilton the ordinary hours shall be worked between 7.45 a.m. and 4.30 p.m. on Monday to Thursday (both days inclusive) and between 7 a.m. and 5 p.m. on Friday.
- (ii) In the area lying within a radius of 10 miles of the chief post office at Whangarei the ordinary hours shall be worked between 7 a.m. and 4 p.m. on Monday to Friday, both days inclusive.
- (iii) In the area lying within a radius of 10 miles of the chief post office at Rotorua the ordinary hours shall be worked between 7.30 a.m. and 4.15 p.m. on Monday to Thursday, both days inclusive, and between 7 a.m. and 5 p.m. on Friday.
- (iv) At Mangonui and Whangaroa the ordinary hours shall be worked between 6 a.m. and 3.30 p.m. on Monday to Friday, both days inclusive.
- (v) At Tauranga the ordinary hours shall be worked between 7.15 a.m. and 4 p.m. on Monday to Thursday (both days inclusive) and between 7 a.m. and 5 p.m. on Friday.
- (vi) In all other areas the ordinary hours shall be worked on five days of the week, Monday to Friday, both days inclusive, in accordance with any one of the following sets of hours at the option of the employer:
 - (a) Between 7 a.m. and 4 p.m. on five days of the week, Monday to Friday, both days inclusive.
 - (b) Between 7.30 a.m. and 4.30 p.m. on five days of the week, Monday to Friday, both days inclusive.
 - (c) Between 8 a.m. and 5 p.m. on five days of the week, Monday to Friday, both days inclusive.
 - (d) Between 7.45 a.m. and 4.30 p.m. on four days of the week, Monday to Thursday, both days inclusive, and between 7 a.m. and 5 p.m. on Friday.
 - (e) Between 7.30 a.m. and 4.15 p.m. on four days of the week, Monday to Thursday, both days inclusive, and between 7 a.m. and 5 p.m. on Friday.

As soon as possible after the making of the award, each employer shall notify the secretary of the workers' union of the set of hours which he decides to adopt, and such hours shall become and continue to be the hours of the workers employed by the said employer until they are changed by any subsequent action of the employer, of which the secretary of the workers' union shall be given at least three months' notice.

- (vii) When Friday is a holiday, the Friday hours for that week may be observed on the last ordinary working day for that week.
- (b) For workers employed exclusively as pork butchers' assistants, delicatessen shop assistants, and smallgoods shop assistants:
Monday to Friday, both days inclusive, from 8 a.m. to 5 p.m., or alternatively not exceeding seven and three-quarter hours per day between 8 a.m. and 5.30 p.m., Monday to Thursday inclusive, and not exceeding nine hours on Friday between 8 a.m. and 9 p.m.
- (c) For smallgoods factory workers not exceeding eight hours on any day, Mondays to Fridays inclusive, between 7.30 a.m. and 5 p.m.
- (d) One hour shall be allowed for lunch on each working day.
- (e) For the purpose of carting meat to shops or attending shipping or early transport a worker may be required to commence work at an earlier hour than hereinbefore specified, but not before 6 a.m.; but the number of hours worked in any one day shall not exceed those allowed in subclause (a) of this clause.
- (f) Any worker required to work before 7 a.m. shall be allowed one half hour for breakfast.
- (g) All workers shall be allowed 10 minutes both in the morning and afternoon for refreshments, such time to be counted as time worked.

Overtime

3. (a) All work of whatever nature or kind on any one day in excess of the hours specified, or before the time specified for commencing work, or after the time specified for ceasing work, shall be deemed to be overtime and shall be paid for at time and a half rates for three hours and double time thereafter: Provided that any time worked prior to one hour before the prescribed starting hour shall be paid for at double time rates.
- (b) All workers required to work overtime for one and a half hours or more after the normal time for ceasing work shall be paid 5s. 9d. tea money. Workers who are required to work after 1 p.m. on Saturdays, Sundays, and holidays shall be paid 5s. 9d. meal money.
- (c) When a worker is called out to work on a Saturday, Sunday, or a holiday, such worker shall receive a minimum of two hours' pay at the appropriate rate.
- (d) In circumstances where workers have been requested to report for overtime work and, not having been notified to the contrary, have reported on the job to find that such work is not available, they shall be paid a minimum of one hour at overtime rates of pay.

Wages

4. Workers shall be paid not less than the wages specified in the following scale:

	Per Week
	£ s. d.
(a) First shopman or man in charge	17 2 6
First smallgoods man	17 2 6
Journeyman butcher	15 15 0
Slaughterman	15 15 0
All other hands employed in connection with the business	14 17 6
(b) In the case of pork butchers' assistants, delicatessen shop assistants and small-goods shop assistants:	
First assistant or person in charge (male)	17 2 6
Journeyman butcher	15 15 0
All other male assistants	14 17 6
Female assistant (if in charge)	13 1 6

All other female assistants:		Per Week		
		£	s.	d.
First half year	.....	6	14	0
Second half year	.....	7	19	2
Thereafter	.....	10	3	0
In shops where both male (other than boys and youths) and female assistants are employed, the female assistant, if in charge, shall be paid not less than				
	.....	16	8	9

(c) A "journeyman butcher" is a worker who has completed an apprenticeship in the retail meat industry, or who, at the date of coming into force of this award has completed five years' continuous service in the industry and who possesses a thorough all round knowledge of and experience in the operations and skills set out in the schedule to the New Zealand Retail Meat Industry Apprenticeship Order.

		Per Week		
		£	s.	d.
(d) In the case of workers engaged in smallgoods factories:				
First smallgoods man	.....	17	2	6
Second smallgoods man	.....	15	15	0
All other workers employed in smallgoods factories				
Female workers may be employed at suitable work in smallgoods factories and in packing rooms and shall be paid a minimum wage of:				
First half year	.....	6	14	0
Second half year	.....	7	19	2
Thereafter	.....	10	3	0

Casual Labour

5. (a) Male workers employed on casual work shall be paid not less than 8s. 9d. per hour.

(b) Female workers employed on casual work as pork butchers, smallgoods or delicatessen shop assistants shall be paid not less than 7s. 1d. per hour.

(c) No casual worker (whether male or female) shall be employed for or paid for less than four hours on any day.

(d) No casual worker under the age of 21 years shall be employed.

(e) A "casual worker" shall mean a person whose engagement is for a period of less than five full days in any one working week.

Boys and Youths

6. (a) Employers may employ boys and youths who shall be paid not less than the wages specified in the following scale:

		Per Week		
		£	s.	d.
Under 15½ years of age	.....	5	5	9
From 15½ to 16 years of age	.....	5	11	7
From 16 to 16½ years of age	.....	6	3	3
From 16½ to 17 years of age	.....	6	16	6
From 17 to 18 years of age	.....	7	17	3
From 18 to 19 years of age	.....	9	0	7
From 19 to 20 years of age	.....	10	15	0
From 20 to 21 years of age	.....	12	1	6

(b) The proportion of boys or youths shall not exceed one boy or youth to every three or fraction of three adult male workers employed. The employer shall count as an adult male worker when he is substantially engaged in the shop or factory.

(c) No boy under the age of 21 years shall carry quarters of beef.

(d) Where bicycles are used by boys to deliver meat, the combined weight of the bicycle and meat shall at no time exceed 125 lb.

(e) Except in the cases of boys and youths who are specifically employed as delicatessen shop assistants, or in smallgoods manufacturing, boys and youths may not be employed under this clause on any of the operations set out in the schedule to the New Zealand Retail Meat Industry Apprenticeship Order.

(f) Notwithstanding the foregoing, boys and youths over the age of 14 years and under the age of 17 years may be employed solely for the delivery of parcels not exceeding a load weight of 30 lb; and shall be paid not less than 3s. 9d. per hour with a minimum of two hours' payment in any one day.

Deductions from Wages

7. No deduction shall be made from the weekly wages prescribed by this award save for time lost through sickness, accident, or default of the worker, or save for a deduction authorised by subclause (j) of clause 12 of this award.

Payment of Wages

8. (a) All wages shall be paid not later than Thursday of each week. When a holiday falls on a Friday, the wages shall be paid not later than the Wednesday preceding the holiday.

(b) Workers shall be supplied with sufficient details of the manner in which their wages have been calculated to enable any worker to adequately check same should he so wish.

(c) Any error or omission in the paysheet shall be adjusted within two working days.

Termination of Employment

9. Except in the case of casual labour, one week's notice shall be given by either party of the termination of the employment. The period of notice in either case shall be exclusive of the whole or any part of the annual holiday required to be given in pursuance of this award.

Where the weekly employment is terminated without the requisite notice one week's wages shall be paid or forfeited as the case may require. Nothing in this clause shall prevent the summary termination of employment for misconduct.

Holidays

10. (a) The following shall be observed as holidays: New Year's Day, 2 January, Anniversary Day or a day in lieu thereof, Good Friday, the Saturday following Good Friday, Easter Monday, Anzac Day, Labour Day, Christmas Day, Boxing Day, the birthday of the reigning Sovereign, and Picnic Day or Show Day, or one other day to be mutually agreed upon. Notwithstanding anything in the foregoing, it shall be competent for the industrial unions of employers and of workers parties to this award to agree that in any year in which New Year's Day falls on a Tuesday, 31 December and 1 January may be observed in lieu of New Year's Day and the day following.

(b) In the event of a holiday, other than Anzac Day or Easter Saturday, falling on a Saturday or on a Sunday, such holiday shall be observed on the succeeding Monday, and in the event of another holiday falling on such Monday, such other holiday shall be observed on the succeeding Tuesday.

(c) (i) Except where otherwise provided all work done on Saturdays, Sundays, or any of the above-mentioned holidays or on the day observed in lieu thereof shall be paid for at double time rates. The said payment shall be in addition to ordinary weekly wages.

(ii) Workers employed in smallgoods factories shall be paid for time worked on Saturdays at overtime rates in accordance with clause 3 hereof.

(iii) Workers employed on Saturday in shops which are permitted to be open on that day pursuant to any order made by a Magistrate's Court under section 10 of the Shops and Offices Act 1955, shall be paid in accordance with the following provision:

Any work done on Saturday as part of the ordinary week's work of 40 hours shall be paid for at one half the ordinary time rate in addition to the ordinary weekly wage, provided that any work done on Saturday which is in excess of the weekly limit of 40 hours shall be paid for at double rates.

Annual Holidays

11. (a) An annual holiday of two weeks on full pay shall be granted to each worker upon completion of each year of service, in accordance with the provisions of the Annual Holidays Act 1944, such annual holiday to be in addition to the holidays (exclusive of Easter Saturday and Anzac Day where these days fall on a Saturday or on a Sunday) provided for in subclause (a) of clause 10 hereof: Provided, however, that upon completion of 10 years' continuous service with the same employer a worker shall be granted in respect of the tenth and each further year of service with that employer an annual holiday of three weeks instead of two weeks. The additional week's holiday may be taken separately at a time to be mutually agreed upon between the employer and the worker concerned.

(b) A worker not completing a year of service with an employer shall be granted payment in accordance with the provisions of the Annual Holidays Act 1944.

Clothing and Equipment

12. (a) The employer shall provide for use in retail shops either suitable coats, smocks and/or aprons or suitable overalls which shall be laundered by him or at his own expense.

(b) All workers employed on corned-beef work or in smallgoods department, smallgoods factories, or slaughterhouse shall be provided with suitable overalls, smocks, clogs or gumboots, waterproof aprons and/or leggings, such articles to remain the property of the employer. The overalls or smocks shall be laundered by or at the expense of the employer.

(c) All workers when loading or unloading meat shall be provided with carrying covers.

(d) Roundsmen shall be provided with waterproof coats, leggings, and goloshes for use in wet weather.

(e) There shall be available to workers required to work in freezing chambers for periods exceeding 30 minutes suitable clean overalls, woollen jerseys, gloves, balaclavas and boots.

(f) In lieu of providing the clothing and laundering as prescribed by subclause (a) of this clause the employer shall pay to workers weekly a sum of not less than 15s.

Every such worker receiving such weekly payment shall provide for himself and maintain such of the clothing as may be necessary for him in his work: Provided that no worker shall be required to provide and maintain replacements and laundering that in value for the provisions and maintenance is beyond the weekly payment received by him.

(g) In lieu of laundering of overalls and smocks prescribed under subclauses (b) and (e) of this clause, an employer may pay the workers a weekly sum of not less than 8s.

(h) In lieu of providing footwear as prescribed by subclauses (b) and (e) of this clause, an employer may pay workers weekly a sum of not less than 3s. 6d.

(i) Knives, steels, stones, and pouches, where required by the work being performed, shall be supplied by the employer.

(j) On the termination of his employment, or when requested by the employer, a worker shall return in good order and condition, fair wear and tear excepted, all clothing and equipment supplied under this clause, and if a worker fails to return the clothing and/or equipment, the value of same, after allowing for fair wear and tear, may be deducted from the wages or other moneys due to him.

General Conditions

13. (a) In the case of weekly employment where a worker is substantially employed in any class of employment he shall be paid the rate of wages prescribed for that class.

(b) First aid appliances for use in cases of accident shall be provided at each shop or factory.

(c) Locker and dining accommodation in accordance with the provisions of the Shops and Offices Act and the Factories Act shall be provided for workers at all shops and factories covered by this award. When required boiling water shall be supplied for making tea.

(d) Adequate wash hand basins, hot and cold water, soap, and towels, shall be provided in all shops and factories covered by this award.

(e) Females may be employed in butchers' shops in weighing, wrapping and packaging of meat or edible offals, and as counter-hands, window dressers or shop assistants in the handling of pre-cut meat or joints, subject to the condition that whilst any female worker is so employed she shall be paid at a rate of wages not less than the minimum rate prescribed by subclause (a) of clause 4 of this award for all other hands.

(f) Chamber hands who are in a heated condition through working outside shall be allowed spells of a reasonable time to enable them to cool before entering the freezing chambers.

(g) When an employer is substantially performing the work of a shopman in his own shop he may classify himself as first shopman.

(h) Where a bicycle is used to deliver orders, the employer shall provide and maintain such bicycle or alternatively the employer shall pay to the worker a bicycle allowance of not less than 5s. per week.

(i) A copy of this award shall at all times be affixed in some conspicuous place at or near the entrance to the shop or factory and in such a position as to be easily accessible to the workers employed therein.

(j) No youth under the age of 17 years shall be placed in sole charge of a hawking vehicle.

(k) An additional payment of 7d. per hour shall be paid to workers employed continuously for two hours or more in freezing chambers with a temperature below 32 degrees Fahrenheit.

(l) Females shall not be permitted to fill sausage filling machines or to lift weights in excess of 20 lbs.

Unqualified Preference

14. (a) Any adult person engaged or employed in any position or employment subject to this award by any employer bound by this award shall, if he is not already a member of a union of workers bound by this award, become a member of such union within 14 days after his engagement, or after this clause comes into force, as the case may require.

(b) Subject to subclause (a) hereof, every adult person so engaged or employed shall remain a member of a union of workers bound by this award so long as he continues in any position or employment subject to this award.

(c) Every worker obliged under subclause (a) hereof to become a member of a union who fails to become a member, as required by that subclause, after being requested to do so by an officer or authorised representative of the union, and every worker who fails to remain a member of a union in accordance with subclause (b) hereof commits a breach of this award.

(d) Every employer bound by this award commits a breach of this award if he continues to employ any worker to whom subclauses (a) and (b) apply, after having been notified by any officer or authorised representative of the union that the worker has been requested to become a member of the union and has failed to do so, or that the worker having become a member of the union has failed to remain a member.

(e) For the purposes of this clause "adult person" means a person of the age of 18 years or upwards, or a person who for the time being is in receipt of not less than the minimum rate of wages prescribed for adult workers by this award.

(NOTE—Attention is drawn to section 174H of the Industrial Conciliation and Arbitration Act 1954 which gives to workers the right to join the union.)

Notification

15. Employers shall, on written request, at intervals of not more often than six months, supply to the secretary of the union the names and addresses of all workers employed by them under this award.

Right of Entry

16. The secretary or other authorised representative of the union of workers shall, with the consent of the employer (which consent shall not be unreasonably withheld) be entitled to enter at all reasonable times upon the premises or works and there interview any workers, but not so as to interfere unreasonably with the employer's business.

Time and Wages Book

17. (a) The occupier of a shop or factory in which one or more workers covered by this award are employed shall at all times keep, in the prescribed form, or in such other form as may be approved by the Inspector of Awards, a record in English (called the wages and time book) showing in the case of each assistant:

- (i) The name of the assistant, together with his age if under 21 years of age.
- (ii) The kind of work on which he is usually employed.
- (iii) The hours during which he has actually been employed on each day showing the starting and finishing time each day.
- (iv) The wages paid each pay day, and the date thereof.
- (v) Such other particulars as are prescribed by regulations.

(b) The entries of the particulars hereinbefore referred to, or a memorandum in writing containing such particulars, shall be signed by the assistant at the time of the payment of his wages, and such signature shall operate as a receipt for such payment.

(c) The wages and time book in use for the time being, and any such book used within the preceding five years, shall at all times be open to inspection by the Inspector of Awards.

(d) Every assistant who fails to sign the record as provided in this clause, or who wilfully signs an incorrect record, is liable to a fine not exceeding £5.

(e) An Inspector of Awards may at any time require the occupier to verify the entries in the wages and time book in such form as may be prescribed.

Under-rate Workers

18. (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 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.

Opening and Closing of Shops

19. (a) In exercise of the powers vested in the Court by the Shops and Offices Act 1955 and subject to section 5 of that Act, it is ordered that any shop in which is substantially carried on (within the meaning of section 2 (5) of the same Act) any of the classes of business to which this award relates in that portion of the Northern Industrial District in which this award has effect shall open not earlier than 7 a.m. on Monday to Thursday (both days inclusive) and not earlier than 6 a.m. on Friday, and shall close not later than 5 p.m. on Monday to Friday (both days inclusive): Provided that all delicatessen, pork butchers, and smallgoods shops shall open not earlier than 8 a.m. and close not later than 5.30 p.m. on Monday to Thursday (both days inclusive) and not later than 9 p.m. on Friday: Provided, further, that workers may be employed in the delivery of meat to institutions, shipping, hotels, boardinghouses, and restaurants, or attending early transport before the hours specified herein, but this shall not permit the sale of meat over the counter.

(b) When Friday is a holiday the Friday hours for that week may be observed on the last ordinary working day for that week.

(c) All the said shops shall be closed on Saturday in each week and from the hour 7.30 a.m. on each of the days prescribed in this award as holidays, including days lawfully observed as holidays in lieu of any prescribed.

Settlement of Disputes

20. Any dispute in connection with any matter not specifically provided for in this award shall be settled between the particular employer concerned and the president or secretary of the union, and in default of any agreement being arrived at, then such dispute shall be referred to the Conciliation Commissioner

for the district, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner may appeal to the Court upon giving written notice of such appeal to the other party within 14 days after such decision shall have been communicated to the party desiring to appeal.

Exemption

21. Nothing in this award shall apply to departmental stores for and so long as the operations of such businesses in respect of meat are limited solely to the handling and sale of prepackaged meat.

Scope of Award

22. This award shall operate throughout the Northern Industrial District, except that portion lying within a radius of 21 miles from the chief post office in the city of Auckland, and except that portion known as the Gisborne Judicial District.

Application of Award

23. This award shall apply to the original parties named herein, and shall extend to and bind as subsequent party hereto every industrial union, industrial association, or employer who, not being an original party hereto, is, when this award comes into force or at any time whilst this award is in force, connected with or engaged in the industry to which this award applies within that portion of the industrial district to which this award relates.

Term of Award

24. 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 26th day of July 1965, 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 21st day of March 1967.

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 21st day of September 1965.

[L.S.]

A. P. BLAIR, Judge.

MEMORANDUM

The matters referred to and settled by the Court related to hours of work (clause 2 (a), (b), and (c)), overtime (clause 3 (d)), classification of "all other hands" and employment of females (clauses 4 (a) and 13 (e)), payment of wages (clause 8 (b) and (c)), clothing and equipment allowances (clause 12 (f), (g), and (h)), general conditions (clause 13 (l)), claim for time to wash and change for workers in smallgoods factories, opening and closing of shops (clause 19 (a)), and term of award, including the operative date of wage provisions.

Upon being satisfied by supporting documentary evidence that an unqualified preference provision has been agreed to by all the assessors in accordance with section 174B of the Industrial Conciliation and Arbitration Act 1954 (as enacted by the Industrial Conciliation and Arbitration Amendment Act 1961), the Court has inserted clause 14 in the award in the form in which it was agreed upon in the Council of Conciliation.

A. P. BLAIR, Judge.