

agree with his employer to work at ordinary rates in excess of the hours prescribed by clause 1 hereof.

*Under-rate Workers.*

8. (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 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 fourteen 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 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 Factories 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.

*Matters not provided for.*

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

*Tools.*

10. Employers shall provide workers with all tools and trade requisites, except scientific instruments such as rules, squares, compasses, calipers, &c.

*Piecework.*

11. No piecework shall be allowed until a log is agreed upon by both parties to this dispute.

*Preference.*

12. If and so long as the rules of the union permit any person now employed in this trade in the industrial district, and any person who may hereafter reside in this industrial district, and who is a worker within the scope of this award and of good moral character and sober habits, to become a member of the union upon payment of an entrance fee not exceeding 5s., and of subsequent contributions, whether payable weekly or otherwise, not exceeding 6d. per week, upon a written application to the secretary by the person so desiring to join the union, without ballot or other election, then and in such case employers shall when engaging workers employ members of the union in preference to non-members, provided there are members of the union equally qualified with non-members to perform the particular work required to be done, and ready and willing to do it.

*Limitation of Award.*

13. Nothing contained in the award shall be deemed to apply to the work that is now being done by girls.

*Term of Award.*

14. The award shall come into force on the 19th day of June, 1913, and shall remain in force until the 19th day of June, 1915.