

Preference.

8. (a.) If any employer shall have in his employ any worker who is not a member of the union, and who within one week shall not become and remain a member of the union, the employer shall dismiss such worker from his service if requested to do so by the union, provided there is then a member of the union equally qualified to perform the particular work required to be done, and ready and willing to undertake the same.

(b.) Whenever an employer shall employ any worker who is not a member of the union he shall, within twenty-four hours thereafter, give notice in writing of such employment to the secretary of the union.

(c.) The provisions of the foregoing clause shall operate only if and so long as the rules of the union shall permit any journeyman of good character and sober habits to become a member of the union upon payment of an entrance fee not exceeding 5s., upon a written or verbal application, without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 6d. per week.

Under-rate Workers.

9. (a.) Any worker who considers himself incapable of earning the minimum wage fixed in paragraph 2 hereof may be paid such lower wage as may from time to time be fixed, on the application of the employee after twenty-four hours' notice to the union, by the local Inspector of Factories or such other person as the Court may from time to time appoint for that purpose; and such Inspector or person in fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector or person may think fit to consider after hearing such argument and evidence as the union and the employer shall offer.

(b.) Whenever occasion arrives for so fixing an employee's wage it shall be so fixed for such period, not exceeding six months, as such Inspector or other person shall determine: 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 may think fit.

(c.) Notwithstanding the foregoing, it shall be competent for an employee 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 an employee pursuant hereto.

(e.) It shall be the duty of an employer, before employing a man at such lower wage, to examine the permit or agreement by which such wage is fixed.

Employment of Boys.

10. Nothing herein contained shall be deemed to prevent the employment of boys at such lower wages as the employer may think fit for the purpose of stacking timber, boiling off and attending to glue, making dowels, helping to cramp, teasing flax, hair, kapoc, flock, and feather, cleaning up workshop, and general messages.

Scope of Award.

11. This award shall apply only to employers who carry on business in that portion of the Northern Industrial District which is included in the Gisborne Judicial District.

Term of Award.

12. The term of this award to be for two years, from the 1st of November, 1913, to the 31st of October, 1915, but so that if during the said term a Dominion award shall be made in connection with the furniture-trade workers, such award shall thereupon supersede this award, which thenceforth shall cease to have any force or effect.

T. HARLE GILES,
Conciliation Commissioner.