

(a.) The proportion of boys or youths employed by any employer shall not exceed one boy or youth to every three men or fraction of the first three men. For the purpose of determining the proportion of boys to men in taking on a new boy, the calculation shall be based on two-thirds full time employment of men for the previous twelve months, provided that for the purpose of this clause no firm shall count as more than one man, though there be more than one member in the firm.

(b.) When a boy is boarded by his employer a deduction of 7s. 6d. per week may be made from his wages. The employment of casual boy-labour shall not be allowed, and employees shall not be permitted to have the assistance of boy-labour at any time.

General Provisions.

7. Where there are three or more hands engaged in the shop, inclusive of the employer, a first and second shopman shall be kept.

8. Where an employer is actively engaged in his own shop he may be rated as first shopman.

Holidays.

9. The following holidays shall be observed without stoppage of pay: New Year's Day, Good Friday, Easter Monday, birthday of reigning Sovereign, Labour Day, Boxing Day, Christmas Day, day of butchers' annual picnic, and Show Day.

(a.) An employer may arrange for any worker to work for not more than two hours on any of the foregoing holidays, provided he shall pay such worker at the rate of time and a half in addition to his ordinary pay.

Preference to Unionists.

10. If and so long as the rules of the union shall permit any person of good character who is or may hereafter reside in this industrial district, and who is or has been employed at the butchering business, and who is a competent workman, to become a member of the union upon written application of such person, and provided that the entrance fee shall at no time exceed 5s., then employers shall employ members of the union in preference to non-members.

Under-rate Workers.

11. Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may be from time to time fixed, on the application of the worker after due notice to the union, by the Inspector of Factories. In fixing such wage he shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector may think fit to consider after hearing such evidence and argument as the union and the worker shall offer. Such permit shall be for a period not exceeding six months, but may be renewed from time to time upon application to the Inspector if such Inspector shall consider the worker entitled to a renewal after hearing the union and such worker in respect of such application. 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. 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. 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.

Scope of Award.

12. 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.

13. The term of award shall be for two years.

T. HARLE GILES,
Conciliation Commissioner