

(j.) Existing arrangements with or relating to apprentices now serving under indentures or under existing awards shall not be affected by anything herein contained, and so far as is necessary for the purpose of giving effect to such arrangements the said awards shall continue in force.

(k.) An apprentice who has served his term of apprenticeship may be employed as an improver for a further period of one year by any employer at a minimum wage of £2 per week.

*Under-rate Workers.*

13. (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 Factories or such other person as the Court may from time to time appoint for that purpose; and such Inspector or 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 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 worker 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 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.

*Preference.*

14. (a.) It shall be the duty of every employer when engaging a worker to ascertain if he is a member of the union, and if he is not a member of the union the employer shall notify the secretary of the union accordingly within fourteen days from the time of engaging such worker.

(b.) It shall be the duty of every non-unionist engaged as aforesaid to join the union within fourteen days after receiving a request in writing from the secretary of the union to do so.

(c.) It shall be the duty of every non-unionist employed in the trade at the date of coming into operation of this award to become a member of the union within fourteen days from such date.

(d.) Non-compliance with any of the foregoing provisions shall constitute a breach of this award.

*Scope of Award.*

15. This award shall apply to all employers carrying on business as bakers and pastrycooks in the Taranaki Industrial District.

*Term of Award.*

16. This award shall come into force on the 15th day of November, 1913, and shall continue in force until the 25th day of October, 1915.

T. HARLE GILES,  
Conciliation Commissioner.