

NORTHERN INDUSTRIAL DISTRICT (EXCEPT AUCKLAND (TWENTY-ONE 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 Auckland Butchers Industrial Union of Workers (hereinafter called “the union”) and the under-mentioned unions, persons, firms and companies (hereinafter called “the employers”):

South Auckland Meat Retailers' Industrial Union of Employers, 184 Victoria Street, Hamilton. (P.O. Box 187).

North Auckland Master Butchers Industrial Union of Employers, Marshalls' Buildings, Bank Street, Whangarei. (P.O. Box 185).

Harris Delicatessen Ltd., Victoria Street, Hamilton.

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

Robertson, Charles, Delicatessen Proprietor, Matamata.

Smith, E. T., Butcher, Taupo.

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

Vaughan's Butchery, Rotorua.

THE Court of Arbitration of New Zealand (hereinafter called “the Court”), having taken into consideration the matter of the abovementioned 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 14th day of December 1961 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 14th day of June 1960.

[L.S.]

A. TYNDALL, 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 small-goods-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 small-goods 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 done 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. tea money.

Wages

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

	Payable from 30 April 1960 to 13 June 1960			Payable on and after 14 June 1960		
	Per Week			Per Week		
	£	s.	d.	£	s.	d.
(a) First shopman or man in charge	11	15	6	14	12	0
Second shopman	11	0	0	13	12	10
First small-goods-man	11	15	6	14	12	0
Second small-goods-man	11	0	0	13	12	10
Slaughterman	10	18	1	13	10	5
Man in charge of hawker's cart	10	18	1	13	10	5
All other hands employed in connection with the business	10	7	8	12	17	6
(b) In the case of pork-butchers' assistants, deli- catessen-shop assistants and small-goods shop assistants:						
First assistant or person in charge	11	15	6	14	12	0
Second male assistant	11	0	0	13	12	10
All other male assistants	10	7	8	12	17	6
Female assistant (if in charge)	8	18	0	11	0	9

	Payable from 30 April 1960 to 13 June 1960 Per Week			Payable on and after 14 June 1960 Per Week		
	£	s.	d.	£	s.	d.
All other female assistants:						
First half-year	4	5	6	5	6	0
Second half-year	5	3	0	6	7	9
Thereafter	6	16	9	8	9	7
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	11	13	0	13	19	10
(c) In the case of workers engaged in small-goods factories:						
First small-goods-man	11	15	6	14	12	0
Second small-goods-man	11	0	0	13	12	10
All other workers employed in small-goods factories	10	7	8	12	17	6
Female workers may be employed at suitable work in small-goods factories and in packing-rooms and shall be paid a minimum wage of:						
First half-year	4	5	6	5	6	0
Second half-year	5	3	0	6	7	9
Thereafter	6	16	9	8	9	7

Casual Labour

5. (a) Male workers employed on casual work shall be paid not less than 6s. 1d. per hour for the period 30 April 1960 to 13 June 1960 and 7s. 6d. on and after 14 June 1960.

(b) Female workers employed as pork-butchers, small-goods or delicatessen-shop assistants shall be paid not less than 4s. 11d. per hour for the period 30 April 1960 to 13 June 1960 and 6s. 1d. on and after 14 June 1960.

(c) No casual worker shall be employed for less than six hours on any day.

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

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:

	Payable from 30 April 1960 to 13 June 1960 Per Week			Payable on and after 14 June 1960 Per Week		
	£	s.	d.	£	s.	d.
Under 15½ years of age	3	7	6	4	3	8
From 15½ to 16 years of age	3	11	9	4	9	0
From 16 to 16½ years of age	4	0	6	4	19	10
From 16½ to 17 years of age	4	10	0	5	11	7
From 17 to 18 years of age	5	4	0	6	9	0
From 18 to 19 years of age	6	1	0	7	10	0
From 19 to 20 years of age	7	5	9	9	0	9
From 20 to 21 years of age	8	9	0	10	5	0

(b) The proportion of boys or youths shall not exceed one boy or youth to every three or fraction of three journeymen butchers employed by such employer. The employer shall count as a journeyman when he is substantially engaged in the shop.

(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.

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 clause 13 (j) of this award.

Increase in Rates of Remuneration

8. For the period commencing on the 30th day of April 1960 and expiring on the 13th day of June 1960 the rates of wages determined by this award shall be increased to the extent and in the manner prescribed by the general order of the Court made under the Economic Stabilisation Regulations 1953, and dated the 18th day of September 1959.

Requirements of Economic Stabilisation Regulations

9. No worker bound by this award shall in any week be paid a lesser amount by his employer than the worker would have been entitled to be paid under this award if it had specifically applied the general order of the Court dated 18 September 1959 otherwise than by incorporation pursuant to the pronouncement of the Court dated 18 September 1959. This provision shall have application to the rates of remuneration payable from the date of making of this award.

Payment of Wages

10. 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.

Termination of Employment

11. Not less than one week's notice shall be given by either party of the termination of the employment, except in the case of casual labour, but nothing in this clause shall prevent an employer from summarily dismissing a worker for serious misconduct. 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.

Holidays

12. (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.

(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 small-goods 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

13. (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 12 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

14. (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 a small-goods department, small-goods 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 12s. 6d.

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 5s. 6d.

(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.

(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

15. (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) No female shall be employed as a butcher's assistant, or in doing in or about a butcher's shop or the butcher's department of a combined butcher's and pork-butcher's shop or in any other shop work usually done by a butcher's assistant, or in handling, other than in the form of small-goods, any fresh, frozen, or chilled beef, veal, mutton, lamb, or uncooked pork, except small parcels of meat which have been pre-packaged in sealed bags for the retail trade.

(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.

Workers to be Members of Union

16. (a) Subject to the provisions of sections 174 (5) and 175 of the Industrial Conciliation and Arbitration Act 1954, it shall not be lawful for any employer bound by this award to employ or to continue to employ in any position or employment subject to this award any adult person who is not for the time being a member of an industrial union of workers bound by this award.

(b) For the purposes of subclause (a) of this clause a person of the age of 18 years or upwards, and every other person who for the time being is in receipt of not less than the minimum rate of wages prescribed by this award for workers of the age of 21 years and upwards shall be deemed to be an adult.

(c) Every person who, being obliged to become a member of any union by the operation of the foregoing provisions, fails to become a member of that union when requested so to do by his employer or any officer or representative of the union, commits a breach of this award, and shall be liable accordingly.

(d) 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.

(NOTE—Attention is drawn to section 174 (3) of the Industrial Conciliation and Arbitration Act 1954, which gives to workers the right to join the union.)

Right of Entry

17. 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

18. (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; and
- (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

19. (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 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

20. (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 undermentioned classes of business to which this award relates in that portion of the Northern Industrial District in which this award has effect shall observe the appropriate opening and closing hours set out hereunder.

	Hour of Opening (Not Earlier Than)	Hour of Closing (Not Later Than)
(i) In the case of butchers' shops situated in the area lying within a radius of 10 miles of the chief post office in the city of Hamilton: Monday to Thursday (both days inclusive)	7 a.m.	4.30 p.m.
Friday	6 a.m.	5 p.m.
(ii) In the case of butchers' shops situated in the area lying within a radius of 10 miles of the chief post office at Whangarei: Monday to Thursday (both days inclusive)	7 a.m.	4 p.m.
Friday	6 a.m.	4 p.m.
(iii) In the case of butchers' shops situated in the area lying within a radius of 10 miles of the chief post office at Rotorua: Monday to Thursday (both days inclusive)	7 a.m.	4.15 p.m.
Friday	6 a.m.	5 p.m.
(iv) In the case of butchers' shops situated at Mangonui and Whangaroa: Monday to Friday (both days inclusive)	6 a.m.	3.30 p.m.
(v) In the case of butchers' shops situated in the area lying within a radius of 10 miles of the chief post office in the borough of Tauranga: Monday to Thursday (both days inclusive)	7 a.m.	5 p.m.
Friday	6 a.m.	5 p.m.
(vi) In the case of butchers' shops situated in all other areas covered by this award: Monday to Friday (both days inclusive)	7 a.m.	5 p.m.
Provided that workers may be employed in the delivery of meat to institutions, shipping, hotels, boarding-houses, and restaurants, or attending early transport before the hours specified in paragraphs (i) to (vi) inclusive, but this shall not permit the sale of meat over the counter.		
(vii) In the case of all pork-butchers, delicatessen and small-goods shops mentioned in sub-clause (b) of clause 2 hereof: Monday to Thursday (both days inclusive)	8 a.m.	5.30 p.m.
Friday	8 a.m.	9 p.m.
(viii) When Friday is a holiday the Friday hours for that week may be observed on the last ordinary working day for that week.		

(b) All the said shops shall be closed all day on Saturday in each week and from the hour of 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.

Scope of Award

21. 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

22. 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

23. 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 30th day of April 1960, 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 14th day of December 1961.

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 14th day of June 1960.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

The matters referred to and settled by the Court related to hours of work (clause 2 (a) (i) and (v)), overtime (clause 3), wages (clauses 4, 5 (a) to (c), 6 (a)), annual holidays (clause 13 (a)), clothing and equipment (clause 14 (f) to (h)), claim relating to the maximum weight to be lifted or carried without assistance, opening and closing of shops (clause 20 (a) (i) and (v)), and term of award, including the operative date of wage provisions.

With regard to clause 20 of the award the Tauranga Housewives' Association applied to be heard pursuant to section 3 (4) (b) of the Shops and Offices Act 1955 and was granted a hearing. In its submissions the association asked that in the interests of housewives the opening and closing hours of butchers' shops in the Tauranga area should be considerably varied. The respondent employers asked for a later closing time in both Tauranga and Hamilton, but the request was opposed by the applicant union of workers. The proposal in relation to Hamilton was not supported by any other organisation. After considering all the representations the Court has decided to extend the closing time to 5 p.m. in the area lying within a radius of 10 miles of the chief post office in the borough of Tauranga.

A. TYNDALL, Judge.