

L.N. 21 of 1974

**TRADE DISPUTES (EMERGENCY PROVISIONS)  
(AMENDMENT) (No. 2) DECREE 1969  
(1969 No. 53)**

**Trade Dispute (Ports Authority Junior Supervisory Staff  
Association of Nigeria and the Nigerian Ports Authority)  
Confirmation of Award Notice 1974**

Pursuant to the provision of section 4 (4) of the Trade Disputes (Emergency Provisions) (Amendment) (No. 2) Decree 1969, the Industrial Arbitration Tribunal Award made on 11th July, 1973 as set out in the Schedule hereto, has been confirmed by me, the Federal Commissioner for Labour, and shall have effect as so confirmed in accordance with that provision.

**SCHEDULE**

<i>Name of Arbitration Tribunal, etc.</i>	<i>Terms of Award</i>
Industrial Arbitration Tribunal : Ports Authority Junior Supervisory Staff Association of Nigeria and the Nigerian Ports Authority.	We make no award in respect of the claim of the Ports Authority Junior Supervisory Staff Association of Nigeria for a Scale of ₦1,000 to ₦1,900.

DATED at Lagos this 9th day of April 1974.

ANTHONY ENAHORO,  
*Federal Commissioner for Labour*

**EXPLANATORY NOTE**

*(This note does not form part of the above Notice but is  
intended to explain its effect)*

The Notice confirms the award made by the Industrial Arbitration Tribunal in respect of the trade dispute which arose between Ports Authority Junior Supervisory Staff Association of Nigeria and the Nigerian Ports Authority.

L.N. 22 of 1974

**TRADE DISPUTES (EMERGENCY PROVISIONS)  
(AMENDMENT) (No. 2) DECREE 1969  
(1969 No. 53)**

**Trade Dispute (The Bacita Allied Sugar Factory  
and Industrial Workers' Union and the Nigerian  
Sugar Company Limited) Confirmation of Award  
Notice 1974**

Pursuant to the provision of section 4 (4) of the Trade Disputes (Emergency Provisions) (Amendment) (No. 2) Decree 1969, the Industrial Arbitration Tribunal Award made on 8th November, 1973 as set out in the Schedule hereto, has been confirmed by me, the Federal Commissioner for Labour, and shall have effect as so confirmed in accordance with that provision.

**SCHEDULE**

<i>Name of Arbitration Tribunal, etc.</i>	<i>Terms of Award</i>
Industrial Arbitration Tribunal: The Bacita Allied Sugar Factory and Industrial Workers' Union and the Nigerian Sugar Company Limited.	<p>(a) For failing to allow Freedom of Association to and recognition of the Union for Supervisory Staff Members of the Union: Members of the Supervisory Staff be debarred from joining the Union of the rank and file who are supervised by them. This does not prejudice their liberty to form a Union of Supervisory Staff to protect their own interests.</p> <p>(b) Refusing to amend the Collective Agreements to remove restrictive clauses, thus violating the Agreement: No Award.</p>

DATED at Lagos this 10th day of April 1974.

ANTHONY ENAHORO,  
*Federal Commissioner for Labour*

**EXPLANATORY NOTE**

*(This note does not form part of the above Notice but is  
intended to explain its effect)*

The Notice confirms the award made by the Industrial Arbitration Tribunal in respect of the trade dispute which arose between the Bacita Allied Sugar Factory and Industrial Workers' Union and the Nigerian Sugar Company Limited.

L.N. 23 of 1974

**TRADE DISPUTES (EMERGENCY PROVISIONS)  
(AMENDMENT) (No. 2) DECREE 1969  
(1969 No. 53)**

**Trade Dispute (The Nigerian Footwear, Chemical, Plastic and  
Allied Workers' Union and the Bata Shoe Company (Nigeria) Limited)  
Confirmation of Award Notice 1974**

Pursuant to the provision of section 4 (4) of the Trade Disputes (Emergency Provisions) (Amendment) (No. 2) Decree 1969, the Industrial Arbitration Tribunal Award made on 8th January, 1973 as set out in the Schedule hereto, has been confirmed by me, the Federal Commissioner for Labour, and shall have effect as so confirmed in accordance with that provision.

**SCHEDULE**

<i>Name of Arbitration Tribunal, etc.</i>	<i>Terms of Award</i>
Industrial Arbitration Tribunal : The Nigerian Footwear, Chemical, Plastic and Allied Workers' Union and the Bata Shoe Company (Nigeria) Limited.	<p>(i) We feel bound to give effect to the provisions of Appendix A of the Collective Agreement between the parties, and, finding as a fact that Chargehands, Foremen and Shop Managers come within the said provisions and that in all the circumstances of the case it is desirable that it should be so, award that these employees be barred from joining, and or continuing to be members of, a Union of the rank and file. Nothing in this award shall prevent the said Chargehands, Foremen and Shop Managers from forming a trade union of their class to protect their interests.</p> <p>(ii) That in due course, that is, after the present wage-freeze shall have been lifted, we strongly recommend that the emoluments of the said Chargehands, Foremen and Shop Managers be looked into and made more commensurate with their role in the Company.</p>

DATED at Lagos this 5th day of April 1974.

ANTHONY ENAHORO,  
*Federal Commissioner for Labour*

**EXPLANATORY NOTE**

*(This note does not form part of the above Notice but is  
intended to explain its effect)*

The Notice confirms the award made by the Industrial Arbitration Tribunal in respect of the trade dispute which arose between the Nigerian Footwear, Chemical, Plastic and Allied Workers' Union and the Bata Shoe Company (Nigeria) Limited.