

L.N. 22 of 1976

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

**Trade Dispute (James Kilpatrick (Nigeria) Limited and Public Works
Construction, Technical and General Workers' Union) Confirmation of
Award Notice 1976**

Pursuant to the provisions of section 4 (4) of the Trade Disputes (Emergency Provisions) (Amendment) (No. 2) Decree 1969, the Industrial Arbitration Tribunal Award made on 17th December, 1975, and 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 : James Kilpatrick (Nigeria) Limited and Public Works Con- struction, Technical and General Workers' Union.	<p>(i) In view of the peculiar circumstances of the claim for recognition, the Tribunal is of the opinion that a plebiscite to determine the extent of representation of each of the two rival unions, viz. the Public Works Construction, Technical and General Workers' Union and the Amalgamated Union of Building and Woodworkers of Nigeria be conducted and we so award.</p> <p>(ii) The Tribunal makes no award in respect of the claim of the workers of James Kilpatrick (Nigeria) Limited for more Udoji wage increases and arrears than the company has offered and paid."</p>

MADE at Lagos this 5th day of April 1976.

MAJOR-GENERAL H. E. O. ADEFOPF,
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 James Kilpatrick (Nigeria) Limited and the Public Works Construction, Technical and General Workers' Union.

L.N. 23 of 1976

TRADE DISPUTES DECREE 1976
(1976 No. 7)

**Trade Dispute (Nigerian Union of Bank, Insurance and Allied Workers
and Marine and General Insurance Company Limited)
Confirmation of Award Notice 1976**

Pursuant to the provision of section 9 (3) of the Trade Disputes Decree 1976, the Industrial Arbitration Tribunal Award made on 3rd February, 1976, and 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 : Nigerian Union of Bank, Insurance and Allied Workers and Marine and General Insurance Company Limited.	"The Tribunal makes no award in respect of the claim of Nigerian Union of Bank, Insurance and Allied Workers (NUBIAW) for recognition by the Marine and General Insurance Company Limited. We however add a recommendation that any of the four dismissed officers of the union who in the meantime has not secured alternative employment be reinstated with effect from the date of his dismissal."

DATED at Lagos this 5th day of April 1976.

MAJOR-GENERAL H. E. O. ADEFOPE,
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 Union of Bank Insurance and Allied Workers and Marine and General Insurance Company Limited.

L.N. 24 of 1975

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

**Trade Dispute (Dunlop Nigeria Industries Limited and Dunlop
Industries African Workers' Union) Confirmation of
Award Notice 1975**

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 December, 1975, and 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

*Name of Arbitration
Tribunal, etc.*

Terms of Award

Industrial Arbitration Tribunal :
Dunlop Nigeria Industries
Limited and Dunlop Industries
African Workers' Union.

"The Tribunal awards that Dunlop Nigeria Industries Limited do pay to all workers concerned arrears of overtime arising from Udoji Award with effect from 1st April, 1974, and makes no award in respect of the Union's claim that overtime be reduced."

DATED at Lagos this 5th day of April 1976.

MAJOR-GENERAL H. E. O. ADEPOPE
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 Dunlop Nigeria Industries Limited and the Dunlop Industries African Workers' Union.

L.N. 25 of 1976

TRADE DISPUTES DECREE 1976
(1976 No. 7)

Trade Dispute (Gulf Oil Company of Nigeria Employees and General Workers' Union and Nigerian Caterers and Supermarkets Limited) Confirmation of Award Notice 1976

Pursuant to the provision of section 9 (3) of the Trade Disputes Decree 1976, the Industrial Arbitration Tribunal Award made on 2nd February, 1976, and 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 : Gulf Oil Company of Nigeria Employees and General Workers' Union and Nigerian Caterers and Supermarkets Limited.	"1. Annual Increment—No award 2. Saturdays, Sundays and Public Holidays short-payment balance arrears—we award that management pay the 13 months' arrears of overtime pay claimed. 3. Annual Leave Arrears—No award. 4. Medical facilities to families of staff—No award. 5. Tank Farm free feeding and lodging—No award. 6. Rent Subsidy—No award. 7. Retirement Benefits—withdrawn. 8. Main Gate Usage—No award. 9. Off duty—No award. 10. Acting Appointment—Agreement Reached. 11. Scholarships—No award. 12. Canteen and recreation facilities—No award. 13. Christmas Bonus."

DATED at Lagos this 5th day of April 1976.

MAJOR-GENERAL H. E. O. ADEFOPE,
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 Gulf Oil Company of Nigeria Employees and General Workers' Union and Nigerian Caterers and Supermarkets Limited.

L.N. 26 of 1976

TRADE DISPUTES DECREE 1976
(1976 No. 7)

**Trade Dispute (De Facto Bakeries and Catering Limited
and Food and Drinks Workers' Union of Nigeria
(De Facto Branch)) Confirmation of Award Notice 1976**

Pursuant to the provision of section 9 (3) of the Trade Disputes Decree 1976, the Industrial Arbitration Tribunal Award made on 18th February, 1976, and 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

*Name of Arbitration
Tribunal, etc.*

Terms of Award

**Industrial Arbitration Tribunal :
De Facto Bakeries and Catering
Limited and Food and Drinks
Workers' Union of Nigeria. (De
Facto Branch.)**

- “(i) That the new salaries and wages paid by the Company in January 1975, be back-dated to 1st October, 1974, and arrears thereof be paid to all entitled workers whether or not they have left the service of the company. No other award.
- (ii) No award except that Mr Z. O. Sojobi be given one month's pay in lieu of notice.
- (iii) No award.”

DATED at Lagos this 5th day of April 1976.

MAJOR-GENERAL H. E. O. ADEPOPE,
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 De Facto Bakeries and Catering Limited and Food and Drinks Workers' Union of Nigeria (De Facto Branch).

L.N. 27 of 1976

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

**Trade Dispute (B. Stabilini and Company Limited and
Amalgamated Union of Building and Woodworkers of Nigeria
(Kaduna Branch) Confirmation of Award Notice 1976**

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 22nd December, 1975, and 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 : B. Stabilini and Company Limited and Amalgamated Union of Building and Woodworkers of Nigeria (Kaduna Branch)	"The Tribunal makes no award in respect of the claim of the workers of B. Stabilini and Company Limited for arrears of Udoji wage increases with effect from 1st April, 1974. For the avoidance of any doubt the Tribunal considers the Company's offer to pay these arrears with effect from 1st October, 1974, to be fair enough."

DATED at Lagos this 5th day of April 1976.

**MAJOR-GENERAL H. E. O. ADEFOPE,
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 dispute which arose between B. Stabilini and Company Limited and the Amalgamated Union of Building and Woodworkers of Nigeria (Kaduna Branch).

L.N. 28 of 1975

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

**Trade Dispute (Shell-BP and allied Workers' Union and Shell-BP
Petroleum Development Company (Nigeria) Limited.) Confirmation
of Award Notice 1976**

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 3rd December, 1975, and 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

*Name of Arbitration
Tribunal, etc.*

Terms of Award

Industrial Arbitration Tribunal : Shell-BP and allied Workers' Union and Shell-BP Petroleum Development Company (Nigeria) Limited.	"Failure of the Shell-BP Management to classify the Bonny Terminal as an outstation to junior staff employees of the Company..... No Awards."
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DATED at Lagos this 5th day of April 1976.

MAJOR-GENERAL H. E. O. ADEFOPE,
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 Shell-BP and allied Workers' Union and Shell-BP Petroleum Company (Nigeria) Limited.

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

**Trade Dispute (The Management of Nigeria Airways Limited and the
Airline Pilots Association of Nigeria) Confirmation of Award Notice 1976**

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 22nd October, 1975, and 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>
<p>Industrial Arbitration Tribunal : The Management of Nigeria Airways Limited and the Airline Pilots Association of Nigeria.</p>	<p>“The Tribunal hereby makes award as follows, that is to say, that Nigeria Airways do pay the salary scales and introduce the conditions of service for Airline Pilots and Flight Engineers hereinafter set out that is to say,</p> <p>A. SALARIES : With effect from 1st April 1974, the following salary scales shall be applicable :</p> <p>(i) <i>Second Officers</i> shall be paid a Consolidated salary of ₦5,500 per annum and shall move on promotion to the rank of First Officers as soon as they qualify on the Right Hand Seat as Co-Pilots.</p> <p>(ii) <i>Co-Pilots and Flight Engineers</i> shall be paid in accordance with the percentages agreed between the parties, that is to say, Co-Pilots 60% of the basic salary of a Flight Captain and the Flight Engineer 58% of same. This is applicable for all aircraft types.</p> <p>(iii) <i>Flight Captains</i> shall be paid the following salaries based on the type of aircraft they operate, that is to say for <i>F. 27 aircraft</i> an entry point of ₦14,300 progressing by 12 steps at a yearly incremental rate of ₦500 to ₦19,800. <i>F. 28 Jet</i> an entry point of ₦20,300 progressing by eight steps at a yearly incremental rate of ₦500 to ₦24,300. <i>B. 737 Jet</i> an entry point of ₦22,300 progressing by eight steps at a yearly incremental rate of ₦500 to ₦26,300</p>

SCHEDULE—continued

<i>Name of Arbitration Tribunal, etc.</i>	<i>Terms of Award</i>
Industrial Arbitration Tribunal : The Management of Nigeria Airways Limited and the Air-line Pilots Association of Nigeria.	<p data-bbox="628 218 1084 309">B. 707 Jet an entry point of ₦24,300 progressing by nine steps at a yearly incremental rate of ₦500 to ₦28,300.</p> <p data-bbox="529 326 1084 505">(iv) <i>Night Stop Allowance</i> shall be payable from date of confirmation of this award in accordance with the following scheme, that is to say, Flight Captains ₦15 per night, Co-Pilots and Flight Engineers ₦10 per night.</p> <p data-bbox="529 522 1084 612">(v) <i>Turbine Noise Pay</i> shall remain, as at present, at ₦500 for Pilots and Flight Engineers.</p> <p data-bbox="529 630 1084 777">(vi) <i>Fleet Captains/Training Captains</i>, shall be paid an allowance of ₦2,500 in respect of Jet aircraft of all categories and ₦2,000 in respect of F. 27 and other propeller aircraft.</p> <p data-bbox="529 795 1084 1038">(vii) <i>Flying Expenses and Excess Flying Hours Allowances</i> :—The Tribunal makes no change in the rates currently payable but find for the Airline Pilots that the imposition of overtime constitutes avoidable boost to operational hazards and must therefore not be resorted to except in emergency.</p> <p data-bbox="529 1055 1084 1253">(viii) <i>Meal and Accommodation Allowances</i> : These allowance to be payable, in accordance with existing rates in the Public Sector of the Economy, that is to say, for tours overseas : ₦75 per day, for local tours : ₦65 per day to all Pilots and Flight Engineers.</p>

The Tribunal considers that all other allowances for the time being payable to Pilots and Flight Engineers are adequate for their purposes and does not therefore intend to disturb them.

It should be noted that the word Pilots as used in this and other sections of this award is a generic term embracing Fleet, Training and Flight Captains, Co-Pilots, or First Officers respectively.

- B. **COLLECTIVE AGREEMENT** : Although the Tribunal notes with approval, the acceptance of some of the Airline Pilots' proposals under this head by the Nigeria Airways, it is nevertheless undesirable for us to intervene at this stage when the whole of the Draft Agreement

SCHEDULE—*continued**Name of Arbitration
Tribunal, etc.**Terms of Award*

Industrial Arbitration Tribunal :
The Management of Nigeria
Airways Limited and the Air-
line Pilots Association of
Nigeria.

has not, as it were, been negotiated in accordance with the provisions of the law regulating such matters. To sidetrack the procedures laid down is to deprive the parties of the opportunity for the constructive interaction which meaningful dialogue offers. The Tribunal is, in the result, satisfied that this is a case for a direction to the parties to return to the 'negotiation table' and we so award".

DATED at Lagos this 5th day of April 1976.

MAJOR-GENERAL H. E. O. ADEFOPE,
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 Management of Nigeria Airways Limited and the Airline Pilots Association of Nigeria.

L.N. 30 of 1976

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

**Trade Dispute (Onward Paper Mill Limited and Public Works
Construction, Technical and General Workers' Union) Confirmation of
Award Notice 1976**

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 17th December, 1975, and 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

*Name of Arbitration
Tribunal, etc.*

Terms of Award

Industrial Arbitration Tribunal :
Onward Paper Mill Limited and
Public Works Construction,
Technical and General Workers'
Union

"The Tribunal awards that the Management of Onward Paper Mill Limited do accord, with immediate effect, due recognition to the Public Works Construction Technical and General Workers' Union and pay Udoji wage increases to the workers with effect from 1st January, 1975."

DATED at Lagos this 5th day of April 1976.

MAJOR-GENERAL H. E. O. ADEFOPE,
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 dispute which arose between Onward Paper Mill Limited and the Public Works Construction, Technical and General Workers' Union.

L.N. 31 of 1976

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

**Trade Dispute (Barclays Bank of Nigeria Limited and
National Union of Nigerian Bank Employees)
Confirmation of Award Notice 1976**

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 24th September, 1975, and 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

*Name of Arbitration
Tribunal, etc.*

Terms of Award

Industrial Arbitration Tribunal:
Barclays Bank of Nigeria
Limited and National Union of
Nigerian Bank Employees.

“The Tribunal awards that the parties to the projected Recognition and Procedural Agreement resulting from the Conciliation Agreement referred to in the terms of reference to this dispute shall be the Barclays Bank of Nigeria Limited of the one part and the National Union of Nigerian Bank Employees of the other”.

DATED at Lagos this 5th day of April 1976.

**MAJOR-GENERAL H. E. O. ADEFOPE,
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 Barclays Bank of Nigeria Limited and the National Union of Nigerian Bank Employees.

TRADE DISPUTES DECREE 1976
(1976 No. 7)

**Trade Dispute (Michelin (Nigeria) Limited and Michelin
(Nigeria) Limited and Allied Workers' Union)
Confirmation of Award Notice 1976**

Pursuant to the provision of section 9 (3) of the Trade Disputes Decree 1976, the Industrial Arbitration Tribunal Award made on 6th January, 1976, and 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

*Name of Arbitration
Tribunal, etc.*

Terms of Award

Industrial Arbitration Tribunal :
Michelin (Nigeria) Limited and
Michelin (Nigeria) Limited and
Allied Workers' Union.

"The Tribunal awards that the agreed lump sum annual increases payable by Michelin (Nigeria) Limited to its employees shall be calculated on an hourly rate based on a 42 hour-week and that, in consideration therefore, the Union do drop its demand for rent subsidy until 1977."

DATED at Lagos this 5th day of April 1976.

MAJOR-GENERAL H. E. O. ADEFOPE,
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 Michelin (Nigeria) Limited and the Michelin (Nigeria) Limited and Allied Workers' Union.

TRADE DISPUTES DECREE 1976
(1976. No. 7)

Trade Dispute (Management of Blue Fenysia Catering and Hotelier Company Limited and Nigerian Union of Hotels, Restaurant and Night Club Workers) Confirmation of Award Notice 1976

Pursuant to the provision of section 9 (3) of the Trade Disputes Decree 1976, the Industrial Arbitration Tribunal Award made on 2nd February, 1976, and 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

Name of Arbitration Tribunal, etc.

Terms of Award

<p>Industrial Arbitration Tribunal : Management of Blue Fenysia Catering and Hotelier Company Limited and Nigerian Union of Hotels, Restaurant and Night Club Workers.</p>	<p>"1. That the Management of Blue Fenysia Catering and Hotelier Company Limited pay increased wages to the workers as follows :— A minimum of ₦40.00 a month for new employees, ₦46.00 on their completion of three months' service, and a minimum of ₦50.00 a month for those who have completed three years service. 2. That the above rates shall take effect from 1st October, 1974".</p>
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DATED at Lagos this 5th day of April 1976.

MAJOR-GENERAL H. E. O. ADEFOPE,
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 Management of Blue Fenysia Catering and Hotelier Company Limited and the Nigerian Union of Hotels, Restaurant and Night Club Workers.