

AUCKLAND **PLASTER-MANUFACTURERS' EMPLOYEES.**—
INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 28th day of March, 1938, between the Auckland Builders', General, and other Labourers' Industrial Union of Workers and Victor Plasters, Ltd., Brigham Street, Auckland, W. 1.

Hours of Work.

1. The ordinary hours of work shall not exceed forty per week, nor more than eight hours per day on five days of the week, Monday to Friday, both days inclusive.

Overtime.

2. (a) Time worked on any one day in excess of the hours mentioned in the preceding clause shall be deemed to be overtime and shall be paid for at rate of time and a half for the first four hours and at double time rates thereafter.

(b) Time worked on Saturday between 8 a.m. and noon shall be paid for at the rate of time and a half. Time worked on Saturday afternoon shall be paid for at the rate of double time.

(c) For work done on Sundays, New Year's Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, Christmas Day, King's Birthday, Boxing Day, and Anniversary Day double rates shall be paid.

Wages.

3. This following shall be the minimum rates of wages:—

				Per Hour.	
				s.	d.
Burners	2 6
Labourers	2 4

Shift-work.

4. (a) Shifts may be worked where necessary, and in such cases shifts shall consist of not more than eight hours, including crib-time, which shall be paid for.

(b) Shift-workers shall be paid 1s. per shift extra.

Holidays.

5. (a) The following shall be observed as holidays: New Year's Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, Christmas Day, Boxing Day, Anniversary Day, King's Birthday.

(b) When any of the holidays mentioned in subclause (a) hereof falls on a working-day, payment shall be made for same as if worked at ordinary rates of wages.

(c) Permanent employees shall be entitled to five working-days annual holiday on full pay for each twelve months' continuous service, unless they are dismissed for serious misconduct.

The computation of the period of service qualifying permanent employees for the holiday provisions of this clause shall date from 24th December, 1937.

Accommodation.

6. The employer shall provide suitable accommodation to enable the workers to change and dry their clothes and have their meals. No tools or materials shall be stored in the change-house. Employers shall also provide proper sanitary accommodation, and make provision for boiling water for meals. A shower and suitable washing conveniences shall be provided. The employer shall be responsible that such accommodation is kept reasonably clean.

Meal-money.

7. Employers shall allow meal-money at the rate of 1s. 6d. per meal when workers are called upon to work overtime, provided that such workers cannot reasonably get home to their meals, or shall be provided with a meal.

Transport Allowance.

8. Workers called upon to work overtime and finishing work at a time when the ordinary means of transport have ceased running shall be conveyed to their homes at the expense of the employer.

Accidents.

9. A modern first-aid emergency case, fully equipped, shall be kept by the employer in a convenient and accessible place at the factory.

Termination of Employment.

10. All wages shall be paid on the dismissal of the worker. When a worker leaves his employer of his own accord, all wages due to him shall be paid by the employer within twenty-four hours.

Payment of Wages.

11. Wages shall be paid weekly, and in working-hours, and not later than Thursday in each week.

Terms of Agreement.

12. This agreement shall come into force on 16th February, 1938, and shall continue in force until 28th March, 1939.

Signed on behalf of the Auckland Builders', General, and other Labourers' Industrial Union of Workers—

T. STANLEY, Secretary.

Victor Plasters, Ltd.—

T. SPEED, Manager.