

COLONIAL SUGAR-REFINING CO., LTD., AUCKLAND, **CLERICAL  
EMPLOYEES.**—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 1st day of February, 1938, between the Auckland Sugar-manufacturing Industry Technical and Engineering Staff and Office Employees' Industrial Union of Workers, being duly incorporated and registered under the provisions of the Industrial Conciliation and Arbitration Act, 1925 (hereinafter called "the industrial union"), of the one part, and the Colonial Sugar-refining Co., Ltd., a limited liability company duly incorporated in Australia and carrying on business in Auckland and elsewhere in New Zealand pursuant to the provisions of the Companies Act, 1933 (hereinafter called "the employer"), of the other part, whereby it is mutually agreed by and between the parties hereto as follows:—

1. That the terms, conditions, stipulations, and provisions contained and set out in the schedule hereto shall be binding upon the parties hereto, and they shall be deemed to be and are hereby declared to form part of this agreement.

2. That the said parties hereto shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, stipulations, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this agreement or of the said terms, conditions, stipulations, and provisions, but shall in all respects abide by and perform the same.

3. That it is expressly agreed and declared that this agreement shall be deemed to be a continuation and extension of the provisions of a certain agreement dated the 30th day of September, 1936, made between the Auckland Sugar-manufacturing Industry Technical and Engineering Staff and Office Employees' Guild, of the one part, and the employer, of the other part, as the same was continued and modified by a further agreement dated the 18th day of January, 1937, made

between the Auckland Sugar-manufacturing Industry Technical and Engineering Staff and Office Employees' Trade-union, of the one part, and the employer, of the other part, it being the express intention of the parties hereto that no person who has acquired any rights or benefits under the provisions of the above-recited agreements or either of them shall lose or forfeit the same by reason of the execution of these presents, and all such rights or benefits are hereby expressly preserved.

SCHEDULE.

*Hours of Work and Overtime.*

1. The hours of work and overtime shall be governed by the Shops and Offices Act.

*Wages.*

2. (a) The minimum scale of salary payable to members of the clerical salaried staff at the Quay Street office of the employers and at Chelsea refinery shall be—

Years of Service.			Salary.	Years of Service.			Salary.
			£				£
1	..	..	75	7	..	..	225
2	..	..	100	8	..	..	250
3	..	..	125	9½	..	..	275
4	..	..	150	11	..	..	300
5	..	..	175	12½	..	..	325
6	..	..	200	13½	..	..	350

(b) The minimum rate of wages for the female typist at the Quay Street office of the employers shall be £3 per week.

(c) The minimum rates of wages payable to other clerks at Chelsea refinery shall be—

Age.	First Year.	Second Year.	Third Year.	Fourth Year.	Fifth Year.	Sixth Year.	Seventh Year.	Eighth Year.
16 to 17 ..	25/-	35/-	45/-	60/-	76/-	87/6	97/6	107/6
17 to 18 ..	30/-	40/-	52/6	67/6	78/6	87/6	97/6	107/6
18 to 19 ..	37/6	50/-	65/-	78/6	87/6	92/6	97/6	107/6
19 to 20 ..	47/6	67/6	78/6	82/6	87/6	92/6	97/6	107/6
20 to 21 ..	65/-	78/6	82/6	87/6	92/6	97/6	107/6	107/6

Provided that an employee of twenty-one years or over shall receive not less than the basic wage for the time being in force.

(d) The usual deductions for Provident Fund purposes may be made.

(e) The salaries and increases in pay provided for in subclause (a) of this clause shall be subject to good conduct, diligence, and efficiency.

(f) The employer shall be entitled to make a rateable deduction from the wages specified herein for any time lost by an employee through sickness, accident, or default.

#### *Public Holidays.*

3. The following shall be observed as public holidays: New Year's Day, Anniversary Day, Good Friday, Easter Monday, Anzac Day, birthday of the reigning Sovereign, Labour Day, Christmas Day, and Boxing Day.

#### *Annual Holidays.*

4. Two weeks' holiday on full pay shall be granted to each employee at the end of each twelve months' continuous service, at a time to be mutually agreed upon between the employer and the employee.

#### *Engagement.*

5. The engagement in the case of members of the salaried staff shall be by the month, and by the week in all other cases.

#### *Preference.*

6. Preference of employment shall be given to members of the Auckland Sugar-manufacturing Industry Technical and Engineering Staff and Office Employees' Industrial Union of Workers in terms of section 18 of the Industrial Conciliation and Arbitration Amendment Act, 1936.

#### *Matters not provided for.*

7. Any dispute in connection with any matter not provided for in this agreement shall be settled between the particular employer concerned and the secretary or president of the industrial union of workers, and in default of any agreement being arrived at, then such dispute shall be referred to the Conciliation Commissioner, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner, may appeal to the Court upon giving written notice of such appeal to the other party within seven days after such decision shall have been communicated to the party desiring to appeal.

*Term of Agreement.*

8. This agreement shall come into force on the 31st day of December, 1937, and shall continue in force until the 31st day of December, 1938.

In witness whereof the parties hereto have executed these presents on the day and year first above written.

Signed for and on behalf of the Colonial Sugar-refining Co., Ltd.—

The Colonial Sugar-refining Co., Ltd.:

[L.S.]

By its Attorney, J. P. WILDMAN.

Witness to above signature—P. Wallis, Shipping Agent, Auckland.

The official stamp of the Auckland Sugar-manufacturing Industry Technical and Engineering Staff and Office Employees' Industrial Union of Workers was hereto set and impressed by order of the Committee thereof this 1st day of February, 1938, in the presence of—

[L.S.]

ERIC TONKS.

R. F. HULL.

STANLEY P. CROSS.

R. NEWELL.