

BRITISH BUTTONS AND BUCKLES, LTD., EMPLOYEES.—AGREEMENT UNDER THE LABOUR DISPUTES INVESTIGATION ACT, 1913.

THIS agreement, made this 28th day of May, 1941, between the New Zealand (except Northern Industrial District) Amalgamated Engineering and Related Trades Union of Workers, of the one part, and British Buttons and Buckles, Ltd., Plunket Avenue, Petone (hereinafter called "the employers"), of the other part, whereby it is mutually agreed by and between the parties hereto as follows, that is to say:—

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

2. 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.

The said terms and conditions of this agreement shall come into force from the day and date hereof (30th day of May, 1941), and shall continue in operation until the 29th day of May, 1942, unless revoked by any new agreement made by and between the said parties hereto.

Should any dispute arise at any time concerning any matter not specifically provided for or in relation to any matter that is specifically provided for in this agreement, such matter shall first be referred to a Disputes Committee, which shall consist of two representatives of the New Zealand (except Northern Industrial District) Amalgamated Engineering and Related Trades Union of Workers, and two representatives of the British Buttons and Buckles, Ltd., Plunket Avenue, Petone. Failing a settlement being arrived at by the Disputes Committee, the matter in dispute shall be referred by the Local Committee to the Court of Arbitration for settlement.

SCHEDULE.

Application of Agreement.

1. This agreement shall apply to the workers employed by British Buttons and Buckles, Ltd., Plunket Avenue, Petone, in the manufacture and preparation of casein and synthetic products, or any products incidental to the manufacture of buttons or buckles and all dress accessories, but shall not include workers covered by another award.

Hours of Work.

2. (a) Forty hours shall constitute an ordinary week's work, of which not more than eight hours may be worked on each day from Monday to Friday inclusive, and between the hours of 7.30 a.m. and 5 p.m. The time of starting and ceasing work between these hours shall be mutually arranged in each establishment, with a break of not more than one hour for lunch.

(b) No worker shall be required to work more than four and a quarter hours continuously without an interval of at least three-quarters of an hour for a meal.

Shifts.

3. Notwithstanding anything elsewhere contained in this agreement, shifts may be worked as required by the employer. In factories or workshops where a worker is required to work not more than three consecutive afternoons or nights on shift-work outside the hours prescribed in clause 2 hereof, he shall be paid at overtime rates as provided in clause 6 hereof. If he is required to work more than three consecutive afternoon or night shifts, he shall be paid, in addition to ordinary rates while employed on such shifts, 10 per cent. extra while employed on such shifts.

Overtime.

4. (a) All work done on any day in excess of the hours prescribed in clause 2 hereof shall be deemed to be overtime and shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b) No junior shall be called upon to work overtime on more than three nights per week, unless by agreement with the union.

Holidays.

5. The following shall be the recognized holidays:—

- (a) New Year's Day and the day following, Good Friday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day, and Boxing Day.
- (b) All workers who have been employed in the factory any time during the fortnight ending of the day on which any of the above-mentioned holidays occur shall be paid therefor.
- (c) No payment over and above the ordinary week's wages shall be made to any worker for a holiday which falls on what is not ordinarily a working-day, except for work actually performed on such day.
- (d) Any worker employed on any of the aforesaid holidays shall be paid double time rates therefor, such wage to be in addition to the ordinary weekly wage.
- (e) Notice of closing down for Christmas holidays shall be posted in a conspicuous place for at least three days before the holidays.

Annual Holiday.

6. (a) An annual holiday of five working-days on full pay shall be granted to every worker on completion of every twelve months' continuous service, calculated from the date of commencement of the employment. Such holiday shall be given at a time suitable to the employer.

(b) The annual holiday may be given in conjunction with the Christmas and New Year holidays.

(c) Should any worker be discharged after six months' service or leave the service before his or her annual holidays become due, he or she shall be entitled to a holiday payment on a *pro rata* basis for the service rendered in that year.

Wages.

7. (a) All adult male workers shall be paid at the rate of 2s. 6d. per hour for ordinary hours of work, plus the 5 per cent. under the Rates of Wages Emergency Regulations 1940.

(b) Adult female workers shall be paid at the rate of £2 12s. 6d. per week, plus the 5 per cent. under the Rates of Wages Emergency Regulations 1940.

(c) Workers engaged in saw-room shall receive 7s. 6d. per week extra and be supplied with goggles, masks, and gloves.

(d) The minimum weekly rates payable to junior males shall be as follows, plus the 5 per cent. under the Rates of Wages Emergency Regulations 1940:—

Age commencing.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Seventh Six Months.	Eighth Six Months.	Ninth Six Months.	Tenth Six Months.
Under 16	20/-	25/-	30/-	35/-	40/-	45/-	50/-	55/-	60/-	70/-
16 to 17..	22/6	27/6	32/6	37/6	42/6	47/6	55/-	60/-	65/-	70/-
17 to 18..	27/6	32/6	37/6	42/6	50/-	57/6	65/-	70/-	..	..
18 to 19..	32/6	37/6	42/6	47/6	55/-	62/6	70/-	..	..	..
19 to 20..	42/6	50/-	55/-	65/-	70/-	..	..	..	..	..
20 to 21..	55/-	60/-	70/-	..	..	..	..	..	..	..

and thereafter, or on attaining the age of twenty-one years, not less than the appropriate adult rate, according to the class of work performed.

(e) The minimum weekly rates payable to junior females shall be as follows, plus the 5 per cent. under the Rates of Wages Emergency Regulations 1940:—

	Per Week.
	£ s. d.
First six months	0 19 0
Second six months	1 3 0
Third six months	1 7 0
Fourth six months	1 11 0
Fifth six months	1 15 0
Sixth six months	2 0 0
Seventh six months	2 5 0
Thereafter	2 12 6

(f) Wages shall be paid weekly, not later than Thursday, and before knocking off time.

(g) Charge hands in charge of three or more workers shall be paid 7s. 6d. per week extra while so in charge.

(h) Wages shall be paid weekly, but (subject to the provisions of the Factories Act relating to deductions from wages) only time worked shall be paid for.

General Provisions.

8. (a) It shall be the duty of the employer to provide lockers or other suitable accommodation wherein employees may keep their clothes, good ventilation, and proper sanitary arrangements, also a sufficient supply of boiling water at meal-times and for washing at knocking off times.

(b) An employer shall provide reasonable facilities for supplying warmth for employees in the factory in cold weather.

(c) In all cases where artificial light is required, electric light shall be supplied where available.

(d) Gloves shall be provided by the employer wherever necessary.

(e) In places where the workers stand at machines or places where there is concrete floor, "duck-boards" shall be provided.

(f) There shall be suitable emergency exits and suitable emergency fire-fighting appliances easily accessible to the employees.

(g) In cases where the worker is obliged to work in dust or in fumes goggles and respirators shall be provided.

(h) Where the worker works with acid, rubber gloves shall be provided.

(i) When overtime is worked the employer shall pay 1s. 6d. meal-money to each worker or supply a meal to the equivalent.

(j) When the night shift starts work or finishes work after the cessation of ordinary wheeled traffic the employer shall provide means of conveyance to or from some convenient central point or points as the case may be.

(k) There shall be a lunch-room for male and female employees, which shall be provided with tables and seating accommodation.

(l) A rest period of ten minutes shall be allowed and paid for during every morning and afternoon for females.

(m) Female workers shall not be employed on night shifts.

(n) Workers employed at the coming into operation of this agreement shall not have their existing rates reduced while they continue in the same employment.

(o) Overalls and/or caps shall be provided for female workers where the union and the employer agree that they are necessary.

(p) Work seats shall be supplied for female workers where it is possible to use them.

"Smoke-oh."

9. Except at jobs where smoking is prohibited because it is unsafe, time at which smoking shall be permitted in the factory shall be mutually arranged between the employer and the workers in each case.

Accidents.

10. (a) A modern first-class emergency case, fully equipped, shall be kept in a convenient and accessible place in the factory, also provision made for a supply of hot water at short notice.

(b) Facilities shall be provided for rendering first aid in the case of accidents to workers while working outside the employer's place of business.

(c) The St. John Ambulance first-aid compressed kit shall be the first-aid case to be kept as required in subclause (a), and shall be open to inspection once a month by a union official.

Access to Workshop.

11. The secretary or other authorized officer of the local union of workers concerned 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 factory and there interview any workers, but not so as to interfere unreasonably with the employer's business. The employer shall give recognition to any worker who is appointed shop steward in the section of the factory in which he or she is employed.

Workers to be Members of Union.

12. Court's clause.

Under-rate Workers.

13. Court's clause.

Scope of Agreement.

14. This agreement shall operate throughout the Wellington Industrial District.

Term of Agreement.

15. The period of this agreement shall be from 30th May, 1941, and shall continue in force for one year from the date hereof.

H. GUNNS, President,
N.Z. Amalgamated Engineering and Related
Trades Industrial Union of Workers (except
Northern Industrial District).

Witness—G. T. Thurston, Secretary.

E. J. MANDEL,
British Buttons and Buckles, Ltd., Plunket
Avenue, Petone.

Witness—Geo. Joseph.

NOTE.—This agreement, made under the Labour Disputes Investigation Act, 1913, was filed with the Clerk of Awards at Wellington, pursuant to section 8(1) of the said Act, on the 14th day of August, 1941.