

**ELECTRIC PRODUCTS, LTD., AUCKLAND, FEMALE FACTORY
EMPLOYEES.—INDUSTRIAL AGREEMENT.**

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 3rd day of October, 1941, between Messrs. Electric Products, Ltd., Ruru Street, Eden Terrace, Auckland C.3, of the one part, and the Northern Industrial District Amalgamated Engineering, Coachbuilding, and Related Trades' Industrial Union of Workers, Auckland C.1 (hereinafter referred to as "the union"), of the other, witnesseth that it is hereby 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 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.

SCHEDULE.

Application of Agreement.

1. This agreement shall apply to all female workers employed in or about the employer's factory except female office staff.

Hours of Work.

2. (a) Forty hours shall constitute a week's work and eight hours shall constitute a day's work, to be worked between the hours of 8 a.m. and 5 p.m. on five days of the

week, Monday to Friday inclusive, but it is agreed that the company can apply to have this clause reviewed by the Court during the currency of this agreement in the event of other industries being granted extension of hours beyond 40 hours per week.

(b) The meal interval shall be arranged mutually between the employer and the workers, but shall not be shorter than half an hour.

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

Rates of Wages.

3. (a) Female workers shall be paid not less than the following minimum weekly rates of wages:—

Age commencing.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Seventh Six Months.
Under 16	19/-	23/-	27/-	31/-	35/-	40/-	47/6
16 to 17	22/-	26/-	30/-	34/-	39/-	46/-	..
17 to 18	25/-	29/-	33/-	38/-	45/-	..	..
18 to 19	28/-	33/-	38/-	44/-	..	..	..
19 to 20	31/-	37/-	43/-	..	..	..	..
20 to 21	34/-	42/-	..	..	..	..	..

and thereafter, or on attaining the age of twenty-one years, not less than £2 12s. 6d. per week.

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

(c) Females in charge of three or more workers shall be paid 1s. per day extra.

(d) In addition to the schedule rates of wages as set out in clause 3 (a), an amount in accordance with the general order dated 9th August, 1940, relating to cost-of-living clauses of the Rates of Wages Emergency Regulations 1940 shall be paid.

Overtime.

4. 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 four hours and double time thereafter.

Meal-money.

5. The employer shall allow meal-money at the rate of 1s. 6d. per meal when workers are called upon to work overtime after 6 p.m. on Monday, Tuesday, Wednesday, Thursday, or Friday, or after 1 p.m. on Saturday, unless such workers can reasonably get home for a meal and return to their work in one hour, in which case the meal allowance need not be paid.

Holidays.

6. (a) The following shall be the recognized holidays: 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 on the day on which any of the above-named 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 a 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.

7. (a) An annual holiday of one week on full pay shall be granted to every worker on completion of every twelve months' service. Qualifying period for payment of holiday shall date from 1st October, 1941. Such holiday shall be given and taken at a time to be mutually arranged between the employer and the worker.

(b) Should any worker be discharged after six months' service or leave the service before the annual holiday becomes due the worker shall be entitled to a holiday payment on a *pro rata* basis for the service rendered in that year.

Accommodation.

8. The employer shall provide suitable accommodation wherein employees may keep their clothes, and a suitable dining-room wherein they may partake of their meals. A sufficient supply of boiling water shall also be available at meal-times.

First-aid Outfit.

9. First-aid outfits, in accordance with the requirements of the Inspector of Factories, shall be kept in the factory and be accessible in case of accidents.

Notice of Termination of Employment.

10. One week's notice shall be given on either side to terminate employment, except that the employer has the right to summarily dismiss any worker for misconduct, or suspending for failing to report for work on any day and/or reporting for work late without a good cause or the permission of the employer.

Access to Workshop.

11. The secretary or other authorized officer of the union shall, with the consent of the employer (which consent shall not be unreasonably withheld), be entitled to enter at all reasonable times on the premises or works and there interview any workers, but not so as to interfere unreasonably with the employer's business.

Workers to be Members of Union.

12. Court's usual clause.

Under-rate Workers.

13. Court's usual clause.

Disputes.

14. The essence of this agreement being that the work of the employer shall not on any account whatsoever be impeded should a dispute arise on any matter whatsoever, a Disputes Committee shall be set up comprising two representatives of both employers and workers, who shall decide the matter.

Failing a decision in this manner the Conciliation Commissioner for the district shall be appointed chairman of the committee, and a majority decision of this committee shall be binding on all parties, except that any party adversely affected thereby shall have the right, within fourteen days after the decision is given, to appeal against the decision to the Court of Arbitration, which may amend the decision in any way as, after hearing the parties, it may consider necessary or desirable.

Term of Agreement.

15. This agreement shall come into force on the 3rd day of October, 1941, and shall continue in force until the 3rd day of October, 1943.

Signed on behalf of Electric Products, Ltd., Ruru Street,
Auckland C. 3—

[L.S.]

T. J. FLYNN, Manager.
A. L. PIKE, Secretary.

Signed on behalf of the Northern Industrial District
Amalgamated Engineering, Coachbuilding, and Related
Trades' Industrial Union of Workers—

[L.S.]

S. GLADING, President.
J. NEAL, Secretary.
