

**AUCKLAND GLASSWORKS EMPLOYEES (METAL TRADES).—**  
**INDUSTRIAL AGREEMENT.**

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 22nd day of November, 1941, between the N.Z. Glass Manufacturers Co. Proprietary, Ltd., Penrose, S.E. 6, of the one part, and the Northern Industrial District Amalgamated Engineering, Coachbuilding, and Related Trades' Industrial Union of Workers, Trades Hall, 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 cover all metal-trades men and their assistants employed in or about the company's works.

*Hours of Work.*

2. Except as hereinafter provided, the hours of work shall be from 7.30 a.m. to 4 p.m. each day from Monday to Friday inclusive, half an hour being allowed each day for a meal.

*Overtime.*

3. All work done outside of or in excess of the hours mentioned in clause 2 hereof shall count as overtime, and shall be paid for at the rate of time and a half for the first four hours and double time thereafter. No worker shall be compelled to work more than five hours without an interval for a meal.

*Wages.*

4. The minimum rates of wages for the following workers shall be:—

	Per Hour.	
	s.	d.
Tradesmen .. .. .	2	9
Blacksmith's striker .. .. .	2	6 $\frac{3}{4}$
Machinists .. .. .	2	6 $\frac{3}{4}$
Process workers .. .. .	2	5 $\frac{1}{2}$
Metal-workers' assistants .. .. .	2	4 $\frac{1}{2}$

Welding-allowance, 1s. 6d. per day extra.

Heat allowance, double ordinary rates at work where heat exceeds 110 degrees Fahrenheit.

*Rates of Wages for Boys and Youths.*

5. The minimum wages of boys and youths shall be as follows:—

	Per Week.		
	£	s.	d.
16 to 16 $\frac{1}{2}$ years of age .. .. .	1	5	0
16 $\frac{1}{2}$ to 17 years of age .. .. .	1	10	0
17 to 18 years of age .. .. .	2	0	0
18 to 19 years of age .. .. .	2	10	0
19 to 20 years of age .. .. .	3	0	0
20 to 21 years of age .. .. .	3	15	0

and thereafter the appropriate adult rate for the class of work they are called upon to perform.

*Increase in Rates of Remuneration, &c.*

6. (a) The rates of remuneration specified herein are subject to the general order of the Court of Arbitration dated 9th August, 1940, increasing all such rates by 5 per cent. as from the 12th August, 1940.

(b) No worker at present in receipt of a higher rate of wages than specified herein shall have his wages reduced by reason of this agreement.

*Holidays.*

7. (a) Five consecutive working-days' holiday per annum on full pay shall be granted to workers who have been in the employer's service for a period of one year.

(b) Such holiday shall be given and taken within a period of two months after the completion of twelve months' service.

(c) If any worker completes at least six months' but less than twelve months' continuous service, such worker shall be entitled to a proportionate allowance for holidays. The qualifying period for holidays shall be deemed to commence from the 7th day of July, 1941, for all workers who were employed by the company on that date.

(d) Any worker entitled to holidays shall receive payment for same prior to commencing the holidays.

(e) The worker shall be entitled to the following additional holidays with pay—viz., New Year's Day, Anniversary Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Christmas Day, Boxing Day, and the birthday of the reigning Sovereign. Should a worker be required to work on any such day or Sundays he shall receive payment at double time rates.

*Disputes.*

8. (a) Where any clause or condition of the current Metal Trades' award is by either party deemed applicable to workers covered by this agreement, conditions not less favourable than the said award shall apply to all workers covered by this agreement.

(b) 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.

*Workers to be Members of the Union.*

9. Court's usual clause.

*Access to Workshops.*

10. The union secretary shall be allowed access to the workshop with the consent of the employer, which consent shall not be unreasonably withheld, at any time when on union business, but not so as to interfere unreasonably with the employer's business.

*Term of Agreement.*

11. This agreement shall continue in force until the 7th day of July, 1943.

Signed on behalf of the N.Z. Glass Manufacturers Co. Proprietary, Ltd.—

WALTER MEED KERNS, Manager.

F. LEASK, Engineer.

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

[L.S.]

ALFRED GILBERT, President.

J. NEAL, Secretary.