

NORTHERN INDUSTRIAL DISTRICT **WALLBOARD PLASTERERS.**
—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 1st day of June, 1941, between the Auckland Plasterers and Related Trades' Industrial Union of Workers (Wallboard Section) (hereinafter referred to as "the union") and New Zealand Wallboards, Ltd., of 153A Balmoral Road, Mount Eden, Auckland (hereinafter referred to as "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.

SCHEDULE.

Hours of Work.

1. (a) The ordinary hours of work shall not exceed forty hours per week, Monday to Friday inclusive, between the hours of 7.30 a.m. and 5 p.m.

(b) The lunch-hour may be arranged between the employer and the workers, but in no case shall it be of less duration than half an hour.

Overtime.

2. (a) All time worked beyond the hours hereinbefore specified shall be considered overtime, and shall be paid for at the rate of time and a half for the first four hours and thereafter double time. Each day shall stand by itself, and payment shall be made accordingly.

(b) Every worker required to work overtime after 6.30 p.m. shall be paid 1s. 6d. meal-money, unless such worker can reasonably get home for a meal or was notified on the previous day of the intention to work overtime.

(c) No worker shall be required to work for more than four hours and a quarter continuously without an interval for a meal.

Wages.

3. (a) The minimum rate for all adult workers shall be 2s. 5d. per hour, except—

(i) When any worker is employed in charge of a palette section he shall receive 3d. per hour extra while so engaged; and

(ii) When men are engaged "going through" dryers they shall receive 3½d. per hour extra while so engaged. Dryer rates shall not apply to workers who do not move trucks and baffles in the tunnels of the dryers.

(b) When men are called upon to fix wallboard, they shall be paid carpenters' rates.

(c) The following shall be the minimum weekly rates of wages payable to youths:—

Age at commencement of Trade.	First Year.		Second Year.		Third Year.		Fourth Year.		Fifth Year.	
	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.
Under 16 years ..	15/-	20/-	25/-	30/-	35/-	40/-	45/-	52/6	62/6	72/6
16 to 17 years ..	20/-	25/-	30/-	35/-	40/-	45/-	52/6	62/6	72/6	..
17 to 18 years ..	25/-	30/-	35/-	40/-	45/-	52/6	62/6	72/6	..	..
18 to 19 years ..	32/6	37/6	42/6	50/-	50/-	72/6	..	..	..	..
19 to 20 years ..	40/-	47/6	57/6	67/6	..	..	..	..	..	..
20 to 21 years ..	55/-	65/-	..	..	..	..	..	..	..	..
Thereafter adult rates.										

Proportion.

4. The proportion of youths to adults shall not exceed one youth to every four or fraction of four adult workers employed.

Payment of Wages.

5. Wages shall be paid weekly not later than Friday of each week, within ten minutes of finishing-time or resignation.

Deductions from Wages.

6. No deductions shall be made from the weekly wages herein prescribed except for time lost through the worker's sickness, accident, or default, or on account of the temporary closing of the factory for the Christmas and New Year holidays, or on account of slackness of the trade.

Termination of Employment.

7. In the event of the termination of employment of any worker coming within the scope of this agreement, one hour's notice shall be given to or by workers in receipt of hourly wages, and seven days' notice shall be given to or by workers in receipt of weekly wages; but this shall not prevent an employer from summarily dismissing an employee for misconduct or similar due cause.

Holidays.

8. The provisions of the Factories Act, 1921-22, and its amendments relating to holidays, statutory half-holidays, and Sundays and to payment for work done on such days shall be applied hereto.

Annual Holiday.

9. (a) All employees coming within the scope of this agreement on completion of twelve months' service shall be allowed annual leave of five consecutive days. Workers whose service is terminated other than for misconduct shall be entitled to a proportionate holiday or pay in lieu thereof.

(b) Where practicable, such holidays shall be given in proximity to the Christmas holidays, or at such other time as is mutually agreed upon.

Access to Works.

10. Every employer bound by this agreement shall permit the secretary or any other authorized officer of the union of workers to enter at all reasonable times (to be mutually arranged between the employer and the union) upon the premises or works and there interview any workers, but not so as to interfere unreasonably with the employer's business.

Disputes.

11. 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 union, 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.

Increase of Rates of Remuneration.

12. All rates of remuneration, including wages and overtime and other special payments provided for in this agreement, shall be subject to the provisions of the general order dated 9th August, 1940, under the Rates of Wages Emergency Regulations 1940, increasing rates of remuneration by an amount equal to 5 per cent. thereof.

General Conditions.

13. (a) Adequate provisions of dressing-rooms, meal-room, locker, and lavatory accommodation shall be provided.

(b) The present practice of allowing men working in dryers time to cool off shall be continued.

(c) Warm showers shall be provided.

Under-rate Workers.

14. Court's usual clause.

Scope of Agreement.

15. This agreement shall operate throughout the Northern Industrial District.

Term of Agreement.

16. This agreement shall be deemed to have come into force on the 1st day of June, 1941, and shall continue in force until the 30th day of September, 1941.

Signed on behalf of the union—

[L.S.]

A. C. DICK.
J. PURTELL.

Signed on behalf of the employers—

[L.S.]

H. HITCHON.
C. HITCHON.