

THE SUPERIOR OIL CO. OF NEW ZEALAND, LTD.,  
**MECHANICS.**—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 4th day of November, 1942, between the New Zealand (except Northern Industrial District) Amalgamated Engineering and Related Trades' Industrial Union of Workers (hereinafter called "the union"), of the one part, and the Superior Oil Co. of New Zealand, Ltd., Palmerston North, of the other part.

That, as between the parties hereto, the terms, conditions, stipulations, and provisions contained and set out in the schedule hereto shall be binding upon the said parties, and the said terms, conditions, stipulations, and provisions shall be and are hereby incorporated in and declared to form part of this agreement; that the said parties hereto shall observe and perform every matter and thing by this agreement and by the said terms, conditions, and provisions required to be 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. Any failure to observe the conditions, stipulations, and provisions contained herein shall be deemed to be a breach of this industrial agreement.

## SCHEDULE.

*Industry to which Agreement applies.*

1. This agreement shall apply to mechanics and their assistants employed by the Superior Oil Co. of New Zealand, Ltd.

*Definitions.*

2. (a) "Mechanic in charge" means a worker in charge of a job, garage, or workshop in which a mechanic or mechanics and their assistants are employed.

(b) "Assistants" are workers employed carrying out unskilled work such as oiling, greasing, and cleaning of motor-vehicles.

*Hours of Work.*

3. Forty hours shall constitute a week's work.

*Overtime.*

4. All time worked in excess of the hours mentioned in clause 3 hereof shall count as overtime, and shall be paid for at the rate of time and a half.

*Wages.*

	Per Week.		
	£	s.	d.
5. Mechanics in charge shall be paid not less than	9	6	0
Mechanics with six months' service or more			
shall be paid not less than .. ..	8	2	3
Mechanics with less than six months' service			
shall be paid not less than .. ..	7	3	2
Assistants .. .. .	6	5	0

*Annual Leave.*

6. (a) Two weeks' annual leave shall be allowed and paid for during each year of service.

(b) Proportionate holiday allowance shall be granted if and when the employment is terminated.

*Termination of Employment.*

7. Except in dismissal for misconduct, one week's notice shall be given on either side.

*Lockers and Conveniences.*

8. Reasonable facilities shall be provided for washing, dressing, and hanging of clothes, and facilities for obtaining hot water.

*Accidents.*

9. A St. John first-aid emergency case shall be kept in a convenient place in each workshop.

*Overalls.*

10. The company shall provide all overalls required by mechanics and assistants.

*Preference.*

11. In engaging workers, preference shall be given to members of the New Zealand (except Northern District) Amalgamated Engineering and Related Trades' Industrial Union of Workers, and all workers covered by this agreement shall become and remain financial members of the union while so employed.

*Matters not provided for.*

12. 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 the president of the union, and in default of any agreement being arrived at, then such dispute shall be referred to the local 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 notice in writing of such appeal to the other party within seven days after such decision shall have been communicated to the party desiring to appeal.

*Scope of Agreement.*

13. This agreement shall apply to the parties named herein.

*Term of Agreement.*

14. Twelve months.

Signed on behalf of the New Zealand (except Northern Industrial District) Amalgamated Engineering and Related Trades' Industrial Union of Workers—

[L.S.]

H. GUNNS, President.

G. T. THURSTON, General-Secretary.

Signed on behalf of the Superior Oil Co. of New Zealand, Ltd., Palmerston North—

The common seal of the Superior Oil Co. of New Zealand Ltd., was hereto affixed by and in the presence of—

[L.S.]

R. E. TURNER, Director.

J. W. WARD, Director.