

DE HAVILLAND AIRCRAFT CO. OF NEW ZEALAND, LTD.,
FEMALE AIRCRAFT WORKERS.—AGREEMENT UNDER THE
 LABOUR DISPUTES INVESTIGATION ACT, 1913.

THIS agreement, made this 26th day of August, 1942, between the de Havilland Aircraft Co. of New Zealand, Ltd., Female Employees' Association, of the one part, and the de Havilland Aircraft Co. of New Zealand, Ltd. (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 on 26th August, 1942, and shall continue in operation until the 26th August, 1944, 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 de Havilland Aircraft Co. of New Zealand, Ltd., and two representatives of the de Havilland Aircraft Co. of New Zealand, Ltd., Female Employees' Association. 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.

Interpretation.

1. This agreement shall apply to all female workers who are employed by the de Havilland Aircraft Co. of New Zealand, Ltd., who are engaged on any one or more of the following operations:—

Dope and Fabric Department—

- (1) Cutting out to pattern and making all types of linen component and fuselage covers:
- (2) Fitting covers to components and fuselages:

- (3) Hand-sewing and tacking of covers on components and fuselages:
- (4) Taping and stringing of covers:
- (5) Hand-doping and rubbing in of covered components and fuselage parts:
- (6) First-coat spraying covered components and fuselage parts:
- (7) Cutting out, sewing on, and doping of repair patches on component and fuselage linen covers:
- (8) Applying protective treatment to skeleton components and fuselage parts.

Material, Parts, and Tool Distribution Department—

- (1) Routine receiving and issuing of materials, parts, and tools to Production, Repair, and Maintenance Departments.

Wood Detail Department—

- (1) Tacking and glueing together of wooden detail parts and components.

Metal Detail Department—

- (1) Routine tacking and welding of small detail metal parts and components:
- (2) Routine work in connection with metal parts such as drilling and burring where use of skilled tradesmen's tools is not necessary.

General—

General routine work in connection with dismantling, erection, and cleaning of aircraft or parts thereof where use of skilled tradesmen's tools is not necessary.

Inspection Department—

- (1) Viewing of all types of aircraft detail parts:
- (2) Part numbering of finished aircraft parts:
- (3) Carrying out of routine standard test of wood and metal materials.

Hours of Work.

2. The hours of work shall be those fixed in the Factories Act, 1921-22, and its amendments.

Wages.

3. The following shall be the minimum rates of wages for forty hours work per week:—

	Per Week.
	£ s. d.
Workers under twenty-one years of age—	
First three months	1 17 6
Thereafter and until reaching the age of twenty-one years	2 0 0

Workers over twenty-one years of age who				
have been employed for first time under	Per Week.			
this agreement shall be paid for the	£	s.	d.	
first six weeks	2	0	0	
Thereafter	2	10	0	

The above rates shall be subject to an increase of 20 per cent. for the duration of the war.

In addition, there will be a 5s. merit rise for both juniors and seniors at the end of six months' service and a further 5s. merit rise at the end of one year's service, provided that in the opinion of the employers such increase is warranted.

Overtime.

4. Overtime may be worked in accordance with the provisions of the Factories Act, 1921-22, and shall be paid for in accordance with the provisions of the said Factories Act, 1921-22.

General Holidays.

5. (a) The following shall be recognized holidays: New Year's Day, Good Friday, Christmas Day, Boxing Day, Anzac Day, Labour Day, Easter Monday, and the King's Birthday.

(b) If any of the prescribed holidays is not generally observed in any locality, an employer may substitute any other day generally observed in that locality as a holiday.

Lost Time.

6. (a) Any employee who arrives between three to fifteen minutes after the commencement of working-hours shall not commence work until fifteen minutes after the said commencement of working-hours and shall not be paid for the said fifteen minutes lost. Any employee arriving between fifteen to thirty minutes late shall not start work until thirty minutes after the commencement of working-hours and shall not be paid for the said thirty minutes lost. Any employee arriving more than thirty minutes late without providing an adequate explanation to her employer shall, if the employer so desires, be not called to work nor be paid for the whole of the remainder of the shift.

(b) An employer shall not be bound to pay any employee for time lost through sickness or through the default of the employee, or by her voluntary absence from work with the consent of the employer.

Interval for Meals.

7. No employee shall be required to work continuously for more than four and a quarter hours without an interval for a meal, except in the case of emergency.

Meal-money.

8. Employees shall be entitled to receive and be paid meal-money at the rate of 1s. 6d. per meal when called upon to work overtime after 6 p.m., if such employees cannot reasonably get home to their meals in one hour: Provided that meal-money shall not be payable in cases where the employer provides meals.

Annual Leave.

9. After the date of this agreement coming into operation every employee shall be entitled to seven consecutive days' holiday on full pay at the completion of the first twelve months of service by such employee, and to fourteen consecutive days' holiday on full pay at the completion of each subsequent twelve months of service. Except in the case of summary dismissal for default on the part of the employee, any employee ceasing to be employed by any employer at any time before the completion of a full period of twelve months' service shall be entitled to a proportionate part of the annual leave on full pay to which she would have been entitled had she completed the then current period of twelve months, or to payment in lieu of such proportionate part of the annual leave to which she would be entitled.

Intervals.

10. An interval of seven minutes shall be allowed during each morning and afternoon. Workers employed on dope and fabric work shall be provided free of charge with half a pint of fresh milk or lemonade during each interval. The morning interval shall be allowed without deduction from wages, but the time lost during the afternoon interval shall be made up.

Signed for and on behalf of the de Havilland Aircraft Co. of New Zealand, Ltd., Female Employees' Association—

M. FORSYTH, President.

N. SMITH, Secretary.

Witness to signatures—J. Fergusson.

Signed for and on behalf of the de Havilland Aircraft Co. of New Zealand, Ltd.—

H. BUCKINGHAM, Manager.

E. H. KIBBLE, Secretary.

Witness to signatures—James R. Johnson.

Dated at Wellington, this 26th day of August, 1942.

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 28th day of August, 1942.