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

In the Court of Arbitration of New Zealand, Northern Industrial District.—In the matter of the Economic Stabilization Emergency Regulations 1942; and in the matter of an industrial agreement made on the 22nd day of June, 1944, between the Northern Industrial District Amalgamated Engineering, Coachbuilding, and Related Trades' Industrial Union of Workers and Electric Products, Ltd.

WHEREAS by the Economic Stabilization Emergency Regulations 1942 it is provided that while the said regulations continue in force no industrial agreement shall come into force until it is filed under section 28 of the Industrial Conciliation and Arbitration Act, 1925: And whereas it is further provided that no industrial agreement shall be accepted by a Clerk of Awards for filing as aforesaid unless it has been approved by the Court for the purposes of the said regulations: And whereas application has been made for approval of the industrial agreement made on the 22nd day of June, 1944, between the Northern Industrial District Amalgamated Engineering, Coachbuilding, and Related Trades' Industrial Union of Workers, of the one part, and Electric Products, Ltd., of the other part: Now, therefore, the Court, having had regard to and having taken into consideration the matters and things as required by the said regulations, doth hereby approve the said industrial agreement for the purposes of the said regulations.

Dated this 23rd day of June, 1944.

[L.S.]

A. TYNDALL, Judge.

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

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 22nd day of June, 1944, 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 forty 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	20/-	24/6	28/6	32/6	37/6	42/-	50/-
16 to 17	23/3	27/6	31/6	36/-	41/-	47/6	..
17 to 18	26/3	30/6	35/-	40/-	47/6	..	..
18 to 19	29/6	35/-	40/-	46/6	..	..	..
19 to 20	32/6	39/-	45/6	..	..	..	..
20 to 21	36/-	44/3	..	..	..	..	..

and thereafter, or on attaining the age of twenty-one years, not less than £2 15s. 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.

*General Orders under Rates of Wages Emergency Regulations
1940*

4. All rates of remuneration (which term includes time rates, overtime, and other special payments) provided for in this agreement shall be subject to the provisions of the general orders dated the 9th August, 1940, and the 31st March, 1942, under the Rates of Wages Emergency Regulations 1940 increasing rates of remuneration as follows:—

- (a) The order dated the 9th August, 1940, increases all rates of remuneration by an amount equal to 5 per cent. thereof:
- (b) The order dated the 31st March, 1942, increases all rates of remuneration (inclusive of the August, 1940, bonus) by an amount equal to 5 per cent., but this increase is payable:—
 - (i) In the case of males twenty-one years of age and over, on earnings up to £5 per week only;
 - (ii) In the case of females twenty-one years of age and over, on earnings up to £2 10s. per week only;
 - (iii) In the case of males or females under twenty-one years of age, and apprentices, on earnings up to £1 10s. per week only.

Overtime

5. 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

6. The employer shall allow meal-money at the rate of 2s. 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. This allowance shall be deemed to include cost-of-living bonuses authorized by the Court of Arbitration up to and including the 31st March, 1942.

Holidays

7. (a) The following shall be the recognized holidays: New Year's Day, Anniversary Day, 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 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

8. (a) An annual holiday of two weeks on full pay shall be granted to every worker on completion of every twelve months' service. The qualifying period for payment of holiday shall date from the 1st January, 1944. 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 services rendered in that year, subject to the provisions of the Annual Holidays Act, 1944, and its amendments.

Accommodation

9. 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

10. 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

11. 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

12. 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

13. Court's usual clause.

Under-rate Workers

14. Court's usual clause.

Disputes

15. 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

16. This agreement shall come into force on the 1st day of May, 1944, and shall continue in force for two years.

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

J. 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.]

ALFRED GILBERT, President.
J. NEALE, Secretary.