

NEW ZEALAND METAL TRADES' EMPLOYEES.—AMENDMENT
OF AWARD

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and the Economic Stabilization Emergency Regulations 1942; and in the matter of an application for amendment of the New Zealand Metal Trades' Employees' award, dated the 30th day of June, 1941, and recorded in 41 Book of Awards 655.

IN pursuance and exercise of the powers vested in it by the Economic Stabilization Emergency Regulations 1942, and upon application made by a party to the New Zealand Metal Trades' Employees' award, dated the 30th day of June, 1941, and recorded in 41 Book of Awards 655, this Court doth hereby order as follows:—

1. That the said award shall be amended—

(i) By deleting subclause (h) of clause 5 (Overtime), and substituting therefor the following subclause:—

“(h) 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.

“The meal-money payment provided for in this subclause shall not be subject to the provisions of the two general orders of the Court made under the Rates of Wages Emergency Regulations 1940.”

(ii) By deleting the words and figures “Toolmaker, 2s. 11d. . . . Process worker, 2s. 5½d.” in subclause (a) of clause 7 (Wages, 1. General Engineering Section), and substituting therefor the following words and figures:—

	Per Hour.	
	s.	d.
“ Toolmaker	3	2½
“ Pattern-maker	3	2½
“ Tradesman or industrial mechanic	3	0½
“ Locksmith	3	0½
“ First-class machinist	3	0½
“ First-class polisher	3	0½
“ Second-class machinist	2	11
“ Second-class polisher	2	11
“ Process worker	2	9 ”

(iii) By deleting subclauses (b), (c), (d), and (e) of Part I, General Engineering Section, of clause 7 (Wages), and substituting therefor the following subclauses:—

“(b) *Stovemaking and Porcelain Enamelling Division:—*

	Per Hour.
	s. d.
“ Polisher	2 11
“ Ash-pan makers	2 11
“ Register-sheet makers	2 11
“ Coal-range fitters and fitters of other types of ranges who are required to use files and chisels in the fitting of the range-doors	2 11
“ Grinders	2 9
“ Body-fitters	2 9
“ Body-finishers	2 9
“ Duster (dry process)	3 1
“ Enamelling-furnaceman	2 10½
“ Sand-blasters (except where the worker is protected by the work being done in an enclosed cabinet)	3 1
“ Picklers	2 9
“ Stencil-cutters	2 9
“ Other adult male workers (other than process workers) in enamelling department	2 8
“ Steel-shot blasters	2 11½
“ Process worker	2 9

“ Definitions: ‘Process Worker’ as defined in paragraph 2, General Definitions.

“(c) *Window-frame Making and Like Work Division:—*

	Per Hour.
	s. d.
“ Setters-out	3 0½
“ Metal-sprayers	3 0½
“ Sash-fitters and reassemblers after spraying	2 11
“ Power-press operators (who set up their own work)	2 10
“ Window-frame and sash assemblers (where no filing is required)	2 10

	Per Hour.
	s. d.
"(c) <i>Window-frame Making, &c.</i> —continued	
"Power-press operators (who do not set up their own work) ..	2 9
"Process workers (including grinders) ..	2 9
"Men straightening by machines ..	2 8
"Definitions: 'Process worker,' as defined in paragraph 2, General Definitions.	

	Per Hour.
	s. d.
"(d) <i>Electroplating Division:</i> —	
"First-class electroplater ..	3 0½
"Second-class electroplater ..	2 11
"Process worker ..	2 9
"Definitions: 'Electroplaters' work' shall mean and include electroplating, electro-typing, metal-colouring, setting up and control of electrolytes, and the maintenance of low-voltage electrical equipment to the supply generator.	

	Per Hour.
	s. d.
"(e) <i>Welding Division:</i> —	
"First-class welder ..	3 0½
"Second-class welder ..	2 10½
"Third-class welder ..	2 9"

(iv) By deleting Part IV, General Section, of clause 7 (Wages), and substituting therefor the following:—

	Per Hour.
	s. d.
"Sand-blasters (except where the worker is protected by the work being done in an enclosed cabinet)	3 1
"Cupola-furnacemen	2 11½
"Shot-blasters	2 11½
"Workers operating pipe shaping and/or welding machines at steel-pipe works	2 11
"Wire-worker who sets up and operates his own machine	2 11
"Worker (other than process worker) constantly employed on drilling-machines or working on punch-press, who sets up his own work	2 10¼
"Worker other than tradesman employed on marine or ship-repair work	2 10¼
"Machinist (other than process workers) constantly employed on cold saw, hydraulic press, pneumatic press, or screwing-machines	2 10¼
"Strikers	2 10¼
"Steam or air hammer attendants	2 10¼
"Steel-fettlers	2 8½

“Workers employed on any of the following operations: chipping castings, rough grinding, fettling, drilling, operating hydraulic, pneumatic power, or hand press on cold work, when any of these three types of presses are operated by other than boiler-makers, punching, drawing, pressing, shearing (other than plate work), crane-driving, operating annealing-furnace 2 8

“Workers not elsewhere specified, including labourers and yardmen 2 8

“Definitions: ‘Metal-workers’ assistants’ are workers employed in assisting on galvanizing or sheradizing, or assisting engineers or welders or boiler-makers or moulders or any other metal-tradesman.”

(v) By deleting subclauses (b) and (c) of Part V, Boys and Youths Section, of clause 7 (Wages), and substituting therefor the following subclauses:—

“(b) The minimum weekly rates of wages payable to such boys and youths shall be in accordance with the following scale:—

Age commencing.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Seventh Six Months.	Eighth Six Months.	Ninth Six Months.	Tenth Six Months.
Under 16	25/-	30/-	35/-	40/-	47/6	52/6	57/6	62/6	70/-	80/-
16 to 17	27/6	32/6	37/6	42/6	50/-	55/-	62/6	67/6	75/-	80/-
17 to 18	32/6	37/6	45/-	50/-	57/6	65/-	75/-	80/-	..	..
18 to 19	37/6	45/-	50/-	55/-	62/6	72/6	80/-	..	..	..
19 to 20	50/-	57/6	62/6	75/-	80/-	..	..	..	..	..
20 to 21	62/6	70/-	80/-	..	..	..	..	..	..	..

and thereafter, or on attaining the age of twenty-one years, not less than the appropriate adult rate according to the class of work he is called upon to perform.

“(c) (i) In the case of plastic moulding in synthetic resins no youth shall be employed to operate any press of over 100 tons capacity: Provided that youths may be employed to assist the operator thereof.

“(ii) Where youths are employed to operate a press 100 tons capacity or under, such youths shall be paid not less than £2 7s. 6d. per week while so employed.”

(vi) By deleting subclause (d) of Part VI, Female Section, of clause 7 (Wages); and substituting therefor the following subclause:—

“(d) 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	23/-	27/-	32/-	36/-	41/-	46/-	55/-
16 to 17	26/-	31/-	35/-	40/-	45/-	53/6	..
17 to 18	30/-	34/-	39/-	44/-	52/6	..	..
18 to 19	33/-	39/-	44/-	51/6	..	..	..
19 to 20	37/-	43/-	50/6	..	..	..	..
20 to 21	40/-	49/6	..	..	..	..	..

and thereafter, or on attaining the age of twenty-one years, not less than £3 2s. 6d. per week.”

(vii) By deleting the amount of “2s. 7½d.” in clause 12 (Improvers), and substituting therefor the amount of “2s. 11d.”

(viii) By deleting subclause (a) of clause 21 (Exemptions), and substituting therefor the following subclause:—

“(a) The Shell Co. of New Zealand, Ltd., the Vacuum Oil Co. Proprietary, Ltd., the Atlantic Union Oil Co., Ltd., and the Texas Co! (Aust.), Ltd., shall be bound by this award, except that clauses 3, 5, and 13 shall not apply to such men engaged in installation and maintenance of petrol-pumps as may be employed by the aforesaid companies at a wage of not less than £6 12s. 6d. per week, plus their necessary travelling-expenses and board and lodging, which shall be provided or paid for by the employer whilst the workers are employed at work and travelling to and from work which necessitates their absence from their home town. Such workers shall be allowed an annual holiday of two weeks on full pay.”

(ix) By deleting subclause (b) of clause 21 (Exemptions), and substituting therefor the following subclause:—

“(b) All workers regularly employed by firms and companies and/or any of their branches on any of the following classes of work—installing or repairing milking-machines, shearing-machines, vacuum water or milk pumps, water-heaters, rams, windmills, benzine, kerosene, or Diesel engines, separators, and coolers, and such other machinery as such firms install and/or service, or repairing farm implements—shall be bound by this award, except that clause 3 (relating to hours), 5 (relating to overtime), 6 (relating to holidays), and 13

(relating to 'outside' work) shall not apply to such men engaged in installation and maintenance of any of the foregoing machinery, provided that—

“(i) Such workers who are adult are paid a minimum rate of £6 12s. 6d. per week.

“(ii) Workers other than regular employees, whose employment is for a period of less than four months' duration, shall be paid a minimum rate of £6 12s. 6d. a week with a maximum number of 160 hours to be worked in each four-weekly period. For time worked in excess of 160 hours time and a half rates shall be paid for the first four hours and double rates thereafter.

“(iii) Youths may be employed as assistants to adults in the proportion of one youth to three journeymen, and shall be paid the following minimum rates of wages:—

Age commencing.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.
Eighteen years ..	65/-	70/-	80/-	90/-	100/-	112/-
Nineteen years ..	82/6	90/-	100/-	112/-	..	..
Twenty years ..	100/-	112/-	..	..	..	..

and thereafter the adult rate.

“They shall not be bound by the provisions of clause 3 (relating to hours), 5 (relating to overtime), 6 (relating to holidays), and 13 (relating to 'outside' work).

“(iv) All necessary travelling-expenses and board and lodging shall be provided or paid for by the employer.

“(v) (a) Such workers shall be allowed an annual holiday of two weeks on full pay on completion of each year of service.

“(b) Such workers shall receive a proportionate holiday allowance if and when such employment is terminated.”

(x) By deleting paragraph (iii) of subclause (i) of clause 21 (Exemptions), and substituting therefor the following paragraph:—

“(iii) The minimum rates of wages payable to such boys and youths shall be in accordance with the following scale:—

Age commencing.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Seventh Six Months.	Eighth Six Months.	Ninth Six Months.	Tenth Six Months.	Sixth Year.
Under 16 ..	25/-	30/-	35/-	40/-	45/-	50/-	55/-	60/-	70/-	80/-	105/-
16 to 17 ..	27/6	32/6	37/6	42/6	47/6	52/6	60/-	65/-	70/-	80/-	110/-
17 to 18 ..	32/6	37/6	42/6	47/6	55/-	62/6	70/-	80/-	85/-	90/-	110/-
18 to 19 ..	37/6	42/6	50/-	57/6	65/-	72/6	80/-	85/-	90/-	95/-	110/-
19 to 20 ..	50/-	57/6	65/-	72/6	80/-	87/6	95/-	..	..	..	..
20 to 21 ..	65/-	72/6	80/-	87/6	95/-	..	..	..	..	..	..

and thereafter not less than the appropriate rate for the class of work he is called upon to perform.”

2. That for the purpose of removing doubts as to the operation of the two general orders of the Court made under the Rates of Wages Emergency Regulations 1940, and dated the 9th August, 1940, and the 31st March, 1942, respectively, it is hereby declared that the amended rates of remuneration provided by this order shall, except where otherwise provided, be increased to the extent and in the manner set forth in the said two general orders of the Court.

3. That this order shall be deemed to have come into force on the 1st day of April, 1945.

Dated this 30th day of June, 1945.

[L.S.]

A. TYNDALL, Judge.

DISSENTING OPINION OF MR. PRIME

I dissent from this decision.

I see no good ground for increasing the rates in clause 21 (a) and 21 (b) (ii) by more than 10s. The increase of 12s. 6d. in 21 (b) (i) has been agreed to, obviously, because of the complete freedom from restriction of hours, which does not apply in 21 (b) (ii).
