

NORTHERN INDUSTRIAL DISTRICT **GENERAL ENGINEERS.**—  
AMENDMENT OF AWARD

In the Court of Arbitration of New Zealand, Northern 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 Northern Industrial District General Engineers' award, dated the 22nd day of June, 1944, and recorded in 44 Book of Awards 417.

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 Northern Industrial District General Engineers' award, dated the 22nd day of June, 1944, and recorded in 44 Book of Awards 417, this Court doth hereby order as follows:—

1. That the said award shall be amended—

(i) By deleting clause 7 (Wages), and substituting therefor the following clause:—

*“ Wages*

“ I. GENERAL ENGINEERING SECTION

	Per Hour.	
	s.	d.
“ 7. (a) Engineering Division:—		
“ 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
“ 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
“ (b) Stovemaking and Porcelain Enamelling Division:—		
“ Polisher .. .. .	2	11
“ Ash-pan makers .. .. .	2	11
“ Register-sheet makers .. .. .	2	11

“(b) Stovemaking, &c., Division— <i>continued</i>		Per Hour.	
		s.	d.
“ 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-furnace men	.. ..	2	10 $\frac{3}{4}$
“ 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
“ Process worker	.. ..	2	9
“(c) Window-frame Making and Like Work Division:—			
“ Setters-out	.. ..	3	0 $\frac{1}{2}$
“ Metal-sprayers	.. ..	3	0 $\frac{1}{2}$
“ 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
“ Power-press operators (who do not set up their own work)	.. ..	2	9
“ Process workers (including grinders)	.. ..	2	9
“(d) Electroplating Division:—			
“ First-class electroplater	.. ..	3	0 $\frac{1}{2}$
“ Second-class electroplater	.. ..	2	11
“ Process worker	.. ..	2	9
“(e) Welding Division:—			
“ First-class welder	.. ..	3	0 $\frac{1}{2}$
“ Second-class welder	.. ..	2	10 $\frac{1}{2}$
“ Third-class welder	.. ..	2	9

“ Workers employed on oxy-acetylene or electric welding, except on spot or butt welding-machines, for less than four hours in a day shall be paid 1s. per day extra; for more than four hours in a day 1s. 6d. per day extra.

" II. BOYS' AND YOUTHS' SECTION

"(a) Boys and youths under twenty-one years of age may be employed on light manufacturing work, or on machine core-making, or on process work, or on operations other than those normally performed by tradesmen or apprentices, or at packing, or in the tool and/or material store.

"(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/-	45/-	50/-	55/-	60/-	70/-	80/-
16 to 17 ..	27/6	32/6	37/6	42/6	47/6	52/6	60/-	65/-	70/-	80/-
17 to 18 ..	32/6	37/6	42/6	47/6	55/-	62/6	70/-	80/-	..	..
18 to 19 ..	42/6	47/6	55/-	62/6	70/-	80/-	..	..	..	..
19 to 20 ..	55/-	60/-	70/-	80/-	..	..	..	..	..	..
20 to 21 ..	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 5s. per week while so employed.

"(d) The employer may make a rateable deduction from the weekly wages specified in this clause for any time lost by a worker through sickness, accident, or default.

"(e) Boys or youths shall not be employed at sand-blasting except where the worker is protected by the work being done in an enclosed cabinet.

" III. FEMALES' SECTION

"Female workers may be employed under the conditions laid down for male workers, subject to the following special conditions:—

"(a) A rest period of ten minutes shall be allowed and paid for during every morning and afternoon.

"(b) No female worker shall be employed for more than four hours and one-quarter continuously without an interval of at least three-quarters of an hour for a meal.

“(c) Female workers shall not be employed on shifts outside ordinary working-hours.

“(d) Female workers may be employed upon the following work or operations in connection with light manufacturing: viewing and examining, light drilling, light riveting, tapping or screwing, light milling, light lathe-work, light press-work, soldering, polishing of plastic moulding, painting, spraying, dipping, mottling, brushing, stencilling, core-making, ‘filling up castings’ in connection with enamelling, assembling, or packing.

“(e) 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 .. .. .	22/6	27/6	32/6	37/6	42/6	47/6	55/-
16 to 17 .. .. .	25/-	30/-	35/-	40/-	47/6	54/-	..
17 to 18 .. .. .	30/-	35/-	40/-	45/-	53/-	..	..
18 to 19 .. .. .	32/6	37/6	45/-	52/-	..	..	..
19 to 20 .. .. .	37/6	44/-	51/-	..	..	..	..
20 to 21 .. .. .	42/6	50/-	..	..	..	..	..

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

“(f) The employer may make a rateable deduction from the weekly wages specified in this clause for any time lost by a worker through sickness, accident, or default.

“(g) The employer shall provide the following for female workers:—

“(i) Overalls and/or caps where the employer and the local secretary of the union agree that they are necessary.

“(ii) Work seats where it is possible to use them.

“(iii) Reasonable facilities for supplying warmth in cold weather.

“(iv) Lockers, or such alternative accommodation as may be agreed upon between the employer and the local secretary of the union.

“(v) Boiling water at meal-times and for washing purposes.”

(ii) By deleting subclauses (a) and (b) of clause 20 (Exemptions); and substituting therefor the following subclauses:—

“(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 10s. 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.

“(b) *Farm-machine Erectors and Servicemen*.—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 clauses 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 10s. 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.
18 years ..	65/-	70/-	80/-	90/-	100/-	112/-
19 years ..	82/6	90/-	100/-	112/-	..	..
20 years ..	100/-	112/-	..	..	..	..

And thereafter the adult rate.

“They shall not be bound by the provisions of clauses 3 (relating to hours), 5 (relating to over-time), 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.”

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

Dated this 2nd day of May, 1945.

[L.S.]

A. TYNDALL, Judge.

#### MEMORANDUM

The above amendments are being made at the joint request of the authorized representatives of the employers and workers bound by the award.

The application of the workers included requests for amendments to certain other rates of remuneration prescribed in the award. Consideration of these is held over until the Court has had the opportunity of hearing the parties in Auckland, unless in the meantime agreement is reached between them.

Mr. Monteith wishes to add the following comment:—

“This amendment is made in response to the request of the parties that it be made in regard to the matters they have agreed upon, and they request that the rest of the application be heard (if not settled) at Auckland. I am agreeing to this procedure on the assurance that this Court’s view is that such procedure comes within the provisions of the regulations and will not legally bar the union from either making a new application or proceeding with the rest of its application, and on such later hearing for a further amendment to be made if necessary.”

A. TYNDALL, Judge.