

BRITISH CHEMICALS, LTD., DUNEDIN, EMPLOYEES.—AGREEMENT UNDER LABOUR DISPUTES INVESTIGATION ACT, 1913

In the Court of Arbitration of New Zealand, Otago and Southland Industrial District.—In the matter of the Economic Stabilization Emergency Regulations 1942 ; and in the matter of the agreement made on the 2nd day of October, 1946, between the Otago and Southland Manufacturing Chemists', Preserved Foods, Jam and Starch Factories Employees' Industrial Union of Workers and the Otago Metal Workers' Assistants' Industrial Union of Workers, and British Chemicals, Ltd.

WHEREAS by the Economic Stabilization Emergency Regulations 1942, it is provided that no agreement made in pursuance of the Labour Disputes Investigation Act, 1913, shall come into force until it is filed under section 8 of the said Act : And whereas it is provided, further, that no such 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 agreement made on the 2nd day of October, 1946, between the Otago and Southland Manufacturing Chemists', Preserved Foods, Jam and Starch Factories Employees' Industrial Union of Workers and the Otago Metal Workers' Assistants' Industrial Union of Workers, of the one part, and British Chemicals, Ltd., King Street, Dunedin, 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 agreement for the purposes of the said regulations.

Dated this 17th day of December, 1946.

[L.S.]

A. TYNDALL, Judge.

BRITISH CHEMICALS, LTD., DUNEDIN, EMPLOYEES.—AGREEMENT UNDER
LABOUR DISPUTES INVESTIGATION ACT, 1913.

THIS industrial agreement, made in pursuance of the Labour Disputes Investigation Act, 1913, this 2nd day of October, 1946, between the Otago and Southland Manufacturing Chemists', Preserved Foods, Jam and Starch Factories Employees' Industrial Union of Workers and the Otago Metal Workers' Assistants' Industrial Union of Workers (hereinafter called "the union"), of the one part, and Messrs. British Chemicals, Ltd., King Street, Dunedin (hereinafter called "the employer"), of the other part, whereby it is agreed:—

1. That the terms, conditions, stipulations, and provisions contained and set out in this schedule hereto shall be binding upon the parties, and they shall be deemed to form part of this agreement.
2. The said parties hereto shall respectively do, observe, and perform every matter and thing by the said terms, conditions, and 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

Workers to whom Agreement applicable

1. This agreement shall apply to the workers, male and female, employed by British Chemicals, Ltd., in the plating, plastic, and chemicals department (other than tradesmen).

Hours of Work

2. The ordinary hours of work shall be forty per week and eight per day, to be worked between 8 a.m. and 5 p.m. on the five days of the week, Monday to Friday inclusive.

Shift-work

3. Shifts may be worked as required by the employer: Provided that where shifts are worked, eight hours, including half an hour for a meal, shall constitute a shift. Workers working shifts any part of which falls outside the ordinary hours 8 a.m. to 5 p.m. shall be paid an additional 3s. for each such shift. A worker required to work less than three consecutive shifts outside the ordinary working-hours shall not be deemed to be a shift-worker, but shall be paid for such work at overtime rates.

Overtime

4. All time worked outside or in excess of the hours prescribed in clauses 2 and 3 hereof shall be paid for at the rate of time and a half for the first three hours and at double rates thereafter. If a worker is required to perform work after the completion of an ordinary day's work for more than one hour, he shall be paid 2s. meal-money.

Wages

5. (a) *Boys and Youths.*—Boys and youths under twenty-one years of age may be employed in the proportion of one boy or youth to every two fully paid adult male workers at not less than the following rates :—

Age commencing Employment.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Seventh Six Months.	Eighth Six Months.	Fifth Year.
Under 16 ..	28/-	33/-	38/6	44/-	50/-	60/-	70/-	80/-	100/-
16 to 17 ..	33/-	38/6	44/-	50/-	60/-	70/-	80/-	100/-	..
17 to 18 ..	44/-	50/-	60/-	70/-	80/-	100/-	100/-	..	..
18 to 19 ..	50/-	60/-	70/-	80/-	90/-	100/-	..	..	..
19 to 20 ..	60/-	70/-	85/-	100/-	..	..	..	..	..
20 to 21 ..	80/-	100/-	..	..	..	..	..	..	..

Thereafter, or on attaining the age of twenty-one years, not less than £6 Os. 6d. per week.

(b) *Adult Males.*—Workers employed in the plastic or chemical departments shall be paid not less than £6 Os. 6d. per week.

Workers in the plating department shall be paid not less than £6 Os. 6d. per week for the first six months, £6 7s. 6d. per week for the second six months, and thereafter £6 15s. per week.

(c) *Females.*—Female workers may be employed at not less than the following rates :—

Age commencing Employment.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Seventh Six Months.	Eighth Six Months.
Under 16	25/-	30/-	35/-	40/-	45/-	50/-	55/-	60/-
16 to 17	30/-	35/-	40/-	45/-	50/-	55/-	60/-	..
17 to 18	35/-	40/-	45/-	50/-	55/-	60/-	..	..
18 to 19	40/-	45/-	50/-	55/-	60/-	..	..	..
19 to 20	45/-	50/-	55/-	60/-	..	..	..	..
20 to 21	50/-	55/-	..	..	..	..	..	..

Thereafter, or on attaining the age of twenty-one years, not less than £3 11s. per week.

NOTE.—The rates of wages provided herein include the two general orders under the Rates of Wages Emergency Regulations 1940.

Holidays

6. (a) The following holidays shall be allowed without deduction of pay: Christmas Day, Boxing Day, New Year's Day, the day following New Year's Day, Good Friday, Easter Monday, Anzac Day, Anniversary Day, Labour Day, and the birthday of the reigning Sovereign.

(b) For any work done on any of the above days double rates shall be paid.

(c) Should any of the above holidays fall on a Saturday or on a Sunday, such holiday shall be observed on the next succeeding working-day.

(d) Annual holidays shall be allowed in accordance with the Annual Holidays Act, 1944.

Weekly Employment

7. (a) No deduction shall be made from the weekly wages provided for except for time lost through the worker's sickness, accident, or default.

(b) One week's notice of the termination of the employment shall be given; but this shall not prevent the employer terminating summarily the services of a worker for wilful misconduct.

Right of Entry

8. The secretary or other authorized officer of the union of workers shall be entitled to enter at all reasonable times upon the premises of the employer to interview workers, but not so as to interfere unreasonably with the employer's business.

Matters not provided for

9. Any matter not specifically provided for shall be settled between the secretary of the union and the employer.

Workers to be Members of the Union

10. Male workers employed in the plating-shop shall become members of the Otago Metal Workers' Assistants' Industrial Union of Workers. All other workers shall become members of the Otago and Southland Manufacturing Chemists', Preserved Foods, Jam and Starch Factories Employees' Industrial Union of Workers. The employer shall employ no worker subject to this agreement who does not become a member of the appropriate union or who becomes unfinancial therewith.

Term of Agreement

11. This agreement shall come into operation on the day of the date hereof, and shall continue in force until the 30th day of September, 1947.

Signed on behalf of the Otago Metal Workers' Assistants' Industrial Union of Workers—

[L.S.]

W. C. McDONNELL, Secretary.

Signed on behalf of the Otago and Southland Manufacturing Chemists', Preserved Foods, Jam and Starch Factories Employees' Industrial Union of Workers—

[L.S.]

W. C. McDONNELL, Secretary.

Signed on behalf of British Chemicals, Ltd.—

British Chemicals, Ltd.:

J. S. SOMERVILLE.

NOTE.—This agreement, made under the Labour Disputes Investigation Act, 1913, was filed with the Clerk of Awards, Dunedin, pursuant to section 8 (1) of the said Act, on the 23rd day of December, 1946.
