

**LYNN LACES, LTD., AND TEXTILES AND PLASTICS (N.Z.), LTD.,
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 the industrial agreement made on the 31st day of May, 1948, between the New Zealand Engineering, Coachbuilding, Aircraft, and Related Trades' Industrial Union of Workers and Lynn Laces, Ltd., and Textiles and Plastics (N.Z.), Ltd., Auckland.

WHEREAS by the Economic Stabilization Emergency Regulations 1942 it is provided that no industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, shall come into force until it is filed under section 28 of the said Act: And whereas it is provided, further, that no such 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 31st day of May, 1948, between the New Zealand Engineering, Coachbuilding, Aircraft, and Related Trades' Industrial Union of Workers, of the one part, and Lynn Laces, Ltd., Auckland, and Textiles and Plastics (N.Z.), Ltd., Auckland, 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 22nd day of June, 1948.

[L.S.]

A. TYNDALL, Judge.

**LYNN LACES, LTD., AND TEXTILES AND PLASTICS (N.Z.), LTD.,
AUCKLAND, FACTORY EMPLOYEES.—INDUSTRIAL AGREEMENT**

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 31st day of May, 1948, between the New Zealand Engineering, Coachbuilding, and Related Trades' Industrial Union of Workers (hereinafter referred to as "the union"), of the one part, and Lynn Laces, Limited, Portage Road, New Lynn, Auckland, S.W. 4, and Textiles and Plastics (N.Z.), Limited, 17 Hopetown Street, Auckland, C. 2 (hereinafter

referred to as "the employer"), of the other part, whereby it is mutually agreed by and between the said 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 the 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 the workers employed by Lynn Laces Limited, Portage Road, New Lynn, Auckland, S.W. 4, and Textiles and Plastics (N.Z.) Limited, 17 Hopetown Street, Auckland, C. 2.

Hours of Work

2. (a) Forty hours shall constitute an ordinary week's work, of which not more than eight hours may be worked on each day from Monday to Friday inclusive, and between the hours of 7.30 a.m. and 5 p.m. The time of starting and ceasing work between these hours shall be mutually arranged, with a break of not more than one hour for lunch.

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

Shifts

3. (a) This clause shall have no application to a worker required to work shifts outside of the hours prescribed in clause 2 (a) on less than four consecutive working-days.

(b) Shifts may be worked as required by the employer. The ordinary hours of work of a shift worker shall not exceed five eight-hour shifts in any week, to be worked between the hours of midnight Sunday–Monday and 7 a.m. Saturday.

(c) The commencing hour for day shifts shall be not earlier than 7 a.m. instead of the commencing hour of 7.30 a.m. mentioned in clause 2 (a), or such other hour as may be agreed upon by the employer and the union secretary.

An afternoon shift means any shift commencing after 12 noon and finishing at or before midnight, and a night shift means any shift finishing subsequent to midnight and at or before 8 a.m.

(d) A worker employed on an afternoon or night shift shall while so employed be paid 3s. per shift in addition to ordinary rates.

(e) In the case of shift workers, overtime shall only be payable after eight hours' work and shall then be paid for at the rate of time and a half for the first three hours and double time thereafter: Provided that overtime rates shall not be payable where the overtime arises from arrangements made between employees themselves.

(f) Where it is practicable, shifts shall be worked on a regular rotation.

(g) When the night shift starts work or finishes work after the cessation of ordinary wheeled traffic the employer shall provide means of conveyance to or from some convenient central point or points, as the case may be.

(h) Female workers shall not be employed on night shifts.

Overtime

4. (a) 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 three hours and double time thereafter.

(b) No junior shall be called upon to work overtime on more than three nights per week, unless by agreement with the union.

Meal-money

5. The employer shall supply a suitable meal or allow meal-money at the rate of 2s. 3d. 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 Saturdays, 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.

Holidays

6. (a) The following shall be the recognized holidays: New Year's Day, Anniversary Day, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, and Boxing Day.

(b) All workers who have been employed in the factory at any time during the fortnight ending on the day on which any of the above-mentioned holidays occurs 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 or on Sunday shall be paid double time rates therefor, such wage to be in addition to the ordinary weekly wage.

(e) If any of the above holidays (except Anzac Day) falls on a Sunday, such holiday shall be observed on the first working-day thereafter.

(f) Notice of closing down for Christmas holidays shall be posted in a conspicuous place for at least three days before the holidays.

Annual Holiday

7. Attention is drawn to the provisions of the Annual Holidays Act, 1944, which will apply to workers covered by this agreement as from the 1st August, 1944.

Wages

8. (a) The minimum weekly rates of wages payable to male workers 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	30/-	35/6	41/6	47/6	53/-	59/-	64/6	71/-	82/-	93/-
16 to 17	33/-	38/-	44/-	49/-	56/-	62/-	70/-	76/-	82/-	93/-
17 to 18	38/-	43/6	49/-	55/-	64/-	72/-	81/-	92/-	..	..
18 to 19	49/-	54/-	62/-	70/-	80/-	91/-	..	..	..	..
19 to 20	62/-	67/-	78/-	90/-	..	..	..	..	..	..
20 to 21	77/6	88/-	..	..	..	..	..	..	..	..

And thereafter, or on attaining the age of twenty-one years, not less than 3s. 4½d. per hour.

(b) The minimum weekly rates of wages payable to female workers 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.
Under 16 ..	27/6	33/6	39/6	46/-	51/6	57/6	66/6
16 to 17 ..	30/-	36/6	42/6	48/6	57/6	65/-	..
17 to 18 ..	36/6	42/6	48/6	55/-	64/-	..	..
18 to 19 ..	39/6	45/6	55/-	62/6	..	..	..
19 to 20 ..	45/6	52/6	61/6	..	..	..	..
20 to 21 ..	51/-	60/6	..	..	..	..	..

And thereafter or on attaining the age of twenty-one years, not less than £4 per week if employed at sorting and not less than £4 5s. per week if employed on machines.

Payment of Wages

9. Wages shall be paid weekly and before knocking-off time.

Deductions from Wages

10. No deductions shall be made from the weekly wages prescribed in this agreement except for time lost through the worker's sickness, accident, or default.

General Conditions

11. (a) It shall be the duty of the employer to provide lockers or other suitable accommodation wherein employees may keep their clothes, good ventilation, and proper sanitary arrangements, also a sufficient supply of boiling water at meal-times and for washing at knocking-off times.

(b) An employer shall provide reasonable facilities for supplying warmth for employees in the factory in cold weather.

(c) In all cases where artificial light is required, electric light shall be supplied where available.

(d) Female workers shall be supplied with work seats where it is possible for them to use them.

(e) A lunch-room containing tables and seating accommodation shall be provided for female employees.

(f) A rest period of ten minutes shall be allowed workers during every morning and afternoon without deduction from wages.

Accidents

12. A modern first-class emergency case, fully equipped, shall be kept in a convenient and accessible place in the factory; also provision made for a supply of hot water at short notice.

Access to Workshop

13. The secretary or other authorized officer of the union of workers shall, with the consent of the employer (which consent shall not be unreasonably withheld), be entitled to enter at all reasonable times upon the premises or factory and there interview any workers, but not so as to interfere unreasonably with the employer's business.

Workers to be Members of Union

14. Court's usual clause.

Under-rate Workers

15. Court's usual clause.

Term of Agreement

16. This agreement shall come into force on the 24th day of May, 1948, and shall continue in force for one year.

Signed on behalf of Lynn Laces, Portage Road, New Lynn, Auckland, S.W. 4—

JOHN D. LAWRENCE, Manager.

Signed on behalf of Textiles and Plastics (N.Z.), Limited, 17 Hopetown Street, Auckland, C. 2—

J. HASKETT.

Signed on behalf of the N.Z. Engineering, Coachbuilding, Aircraft, and Related Trades Industrial Union of Workers—

[L.S.]

S. GLADING, President.
J. NEALE, Secretary.