

WELLINGTON INDUSTRIAL DISTRICT METAL TRADE EMPLOYEES (IN MOTOR ASSEMBLY WORKS)—AWARD

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and its amendments; and in the matter of an industrial dispute between the New Zealand Engineering, Coachbuilding, Aircraft, and Related Trades' Industrial Union of Workers (hereinafter called "the union") and the under-mentioned companies (hereinafter called "the employers") :—

Austin Distributors' Federation (N.Z.), Ltd., McKenzie Street, Petone.

Ford Motor Company of N.Z., Ltd., Seaview Road, Lower Hutt.
General Motors (N.Z.), Ltd., Bouverie Street, Petone.

Todd Motor Industries, Ltd., McKenzie Street, Petone.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the terms of settlement arrived at in the above-mentioned dispute and forwarded directly to the Court pursuant to the provisions of section 3 of the Industrial Conciliation and Arbitration Amendment Act (No. 2), 1939, doth hereby order and award :—

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that a penalty as by law provided shall be payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect as hereinafter provided, and shall continue in force until the 28th day of February, 1950, and thereafter as provided by subsection (1) (d) of section 89 of the Industrial Conciliation and Arbitration Act, 1925.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand, this 22nd day of December, 1949.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Workers to Whom Award Applicable

1. This award shall apply to the following classes of workers employed in motor assembly works:—Toolmakers, fitters, turners, motor mechanics, motor electricians, welders (other than coach-workers), sheet-metal workers, spray painters (other than coach-workers), garage attendants, assemblers, process workers, and boys and youths as prescribed in clause 8 hereof.

Hours of Work

2. The ordinary hours of work shall not exceed eight hours on five days of the week, Monday to Friday, both days inclusive, and shall be worked between the hours of 7.30 a.m. and 5 p.m. Forty hours shall constitute an ordinary week's work. The time of starting and ceasing work between these hours shall be mutually arranged in each establishment, with a break of not more than one hour for lunch.

Shifts

3. (a) Shifts may be worked as required by the employer between the hours of 11 p.m. on Sunday and midnight on Friday.

(b) When shifts are worked, not more than eight hours shall constitute a shift and forty hours a week's work.

Workers employed on shifts, partly or wholly outside the hours prescribed in clause 2 hereof, shall be paid 3s. per shift over and above the ordinary rates of pay.

(c) Workers on shifts shall be allowed half an hour crib-time without deduction from pay.

(d) This clause shall apply only when full weekly shifts are worked.

Overtime

4. (a) All time worked outside or in excess of the hours prescribed in clause 2 hereof, or in cases of shifts outside the usual shift hours as provided in clause 3 hereof, shall be paid for as overtime at the rate of time and a half for the first three hours and thereafter at double time rates, each day to stand by itself, except that on Saturday mornings overtime may be worked for four hours at time and half rates.

(b) Any worker, other than a shift-worker, required to work after 10 p.m. or before 6 a.m. or after 12 noon on Saturday shall be paid double rates.

(c) Any worker called upon to work overtime which extends beyond the time of the cessation of public wheeled transport and terminates before the recommencement of such public wheeled transport, shall be conveyed to his residence at the expense of the employer.

(d) No worker shall work overtime on Friday night or on the night of the union's regular monthly meeting, except on urgent or breakdown work.

Holidays

5. (a) The following holidays shall be allowed :—A whole holiday on every Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Anniversary Day, and the birthday of the reigning Sovereign.

The terms and conditions contained in the Public Holidays Act, 1910, and its amendments, shall apply to any of the holidays named in this subclause when they fall on a Saturday or a Sunday.

(b) Time worked on any of the above-mentioned holidays or on Sunday or the 2nd January shall be paid for at twice the ordinary rate.

(c) Payment of wages for the said holidays shall be made to all persons who have been employed in the factory at any time during the fortnight ending on the day on which the holiday occurs.

(d) Tinsmiths and sheetmetal workers shall receive the holidays set out in the relative tinsmiths and sheetmetal workers' award.

Annual Holidays

6. Holidays shall be allowed in accordance with the provisions of the Annual Holidays Act, 1944.

Wages

7. The following shall be the minimum rates of wages payable to the respective classes of workers named herein :—

	Per Hour.	
	s.	d.
Toolmakers	4	3
" A " Grade mechanics	4	3
Certified motor mechanics	4	1
Motor mechanics	4	0
Inspectors	4	3
Fitters and turners	4	1
Tinsmiths and sheetmetal workers	4	0
Other tradesmen	4	0
Assemblers	3	9 $\frac{3}{4}$
Garage attendants	3	8 $\frac{3}{4}$
Process workers	3	8 $\frac{3}{4}$

Boys and Youths

8. (a) Boys and youths under twenty-one years of age may be employed on light manufacturing work or on process work or in the tool and material store.

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

Age Com-mencing.	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	33/-	41/6	49/-	57/-	65/6	73/6	81/6	89/6	98/-	105/6
16 to 17	39/-	44/6	50/6	58/6	67/-	75/-	82/6	94/-	98/-	105/6
17 to 18	44/6	53/-	60/6	69/-	77/-	88/6	94/-	105/6	..	..
18 to 19	54/-	62/-	71/-	88/6	94/-	105/6	..	..	..	..
19 to 20	71/-	82/6	94/-	105/6	..	..	..	..	..	..
20 to 21	82/6	105/6	..	..	..	..	..	..	..	..

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) Where youths are employed at assemblers' work they shall be paid not less than the rate specified for adult assemblers.

(d) Wages shall be paid weekly, but (subject to the provisions of the Factories Act relating to deduction from wages) only time worked shall be paid for.

Payment of Wages

9. (a) Wages shall be paid weekly not later than Thursday and within working-hours.

(b) The employer may make a rateable deduction from the wages for any time lost by a worker through sickness, accident, or default.

Engineering Students

10. Any student of any recognized University Engineering College in the Dominion who engages himself to any employer party to this award, for the purpose of obtaining practical experience to supplement his theoretical training during the vacation periods, shall be exempt from the provisions of this award: Provided that this shall not entitle any employer to dismiss a worker in order to make room for a student.

Definitions

11. "Tradesman" means a worker employed as such who has served five years' apprenticeship to any of the branches of the trade covered by this award, or an adult worker who in the course of his employment works from drawings or prints, or who makes precision

measurements, or who applies general trade experience to the branch or branches of the trade in which he is employed covered by this award, such as toolmakers, turners, fitters, welders (other than coachworkers), motor mechanics, sheetmetal workers, and motor-electricians, but shall not include workers covered by any other definition contained in this award.

An "A" Grade motor mechanic" is one who has passed the examination held by the New Zealand Retail Motor Trade Association, Inc., or the equivalent Government examination, and holds the official certificate.

"Inspectors" are workers who are appointed as such by the management and who are responsible for the checking of work performed by assemblers and/or motor mechanics.

"Certificated motor mechanic" is one who holds the certified Motor Mechanics' Certificate issued by the New Zealand Motor Trade Certification Board.

"Motor mechanic" shall mean a worker engaged on motor mechanic's work and shall include a motor electrician.

"Motor mechanic's work" shall mean and include fitting, turning, motor electrical and other work in the manufacture and/or repair of parts of motor vehicles.

"Assemblers" are workers who are substantially engaged in assembling the parts of new motor vehicle chassis as imported.

"Process workers" means a worker engaged on repetition work on any automatic, semi-automatic, or single-purpose machine, or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connection with which he is not responsible for the setting-up of the machine nor for the dimensions of the product other than by checking with gauges, which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator), or guillotining operation where the worker does not set up his own work, drilling with fixed jigs, rough grinding, spot- or butt-welding, porcelain enamelling, dipping, pickling, and rubbing down paint.

Meal-money

12. Employers shall 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, and Friday, or after 1 p.m. on Saturday.

Tool-allowance

13. All tradesmen covered by this award who are required by the employer to supply their own tools, shall be paid 2s. 6d. per week as tool allowance.

Special Payments

14. (a) Welders, other than coachworkers, employed on oxy-acetylene, coal gas, 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.

(b) Where a trichlorethylene bath is used, it shall be placed in such a position that the operator will be prevented as far as possible from leaning over the bath, and lifting gear shall be provided to place material in the bath and to remove such material therefrom.

(c) Where a worker has been specially directed by his employer to take charge of any job and has under his control not less than four workers, such worker shall be paid 2s. per day extra above the minimum rates, provided that the job shall extend for one day or more.

(d) Any worker whose employment involves repair or maintenance work or such other work as may be agreed upon between the union and the employer, and which is dirtier than normal factory working conditions, shall be paid 3d. per hour, with a minimum of 2s. per day extra.

(e) Garage attendants and motor mechanics engaged on repair work and servicing used vehicles shall be supplied with two suits of overalls each year, which shall be laundered at the employer's expense or, alternatively, shall be paid 5s. per week extra as a clothing allowance, in which case the worker so paid will be obliged to have his overalls laundered at least once weekly at his own expense.

General Provisions

15. (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 men working in the workshops in cold weather.

(c) Where portable electric lights, electric drills, and other portable electrical equipment are in use, every care shall be taken to see that they are properly insulated. Workers shall immediately report to the foreman any defect in such equipment.

(d) Respirators shall be provided for duco sprayers.

(e) Suitable screens shall be supplied for electric arc welding machines. Where practicable grinders shall have adequate guards and suitable suction equipment to remove dust.

(f) Workers employed on oxy-acetylene or electric welding and cutting, or on such other work as is agreed upon, shall be provided with suitable protective clothing.

(g) A suitable first-aid kit, fully equipped, shall be kept in a convenient and accessible place in every works, also provision made for a supply of hot water at short notice.

(h) Where workers are engaged in pits, no other worker shall be permitted to work overhead in such a manner as to endanger those beneath.

(i) A ten-minute rest period shall be allowed in the morning and afternoon to all workers.

(j) "Confined space" means a working-place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort. Workers employed under such conditions shall be paid 3d. per hour extra whilst so employed.

(k) Any worker required to work within the factory buildings where the heat exceed 110° Fahrenheit shall be paid in addition to the rate of wages to which he is entitled for the time at which the work is performed, a special heat rate at ordinary time rate for the time he is so employed.

(l) Duckboards shall be supplied for use where practicable and where consistent with safety.

(m) Where exhaust or other dangerous fumes arise from vehicles on the assembly line, adequate plant shall be provided to remove such fumes.

Access to Workshops

16. The secretary or other authorized representative of the local union of workers concerned 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 works and there interview any workers at their work, but not so as to interfere unreasonably with the employer's business.

The employer shall give recognition to any worker who is appointed shop steward in the establishment in which he is employed.

Disputes Committee

17. Should any dispute or difference arise in connection with any matter not provided for in this award, it shall be settled between the particular employer concerned and two representatives of the local branch of the union. If no settlement is arrived at, then such dispute shall be referred to a disputes committee consisting of three representatives of the employers and three representatives of the union for their decision. If such committee is unable to decide the matter, it may refer the matter to the Court of Arbitration, or either party may appeal to the Court of Arbitration from the decision of such committee upon giving to the other party fourteen days' notice in writing of intention so to appeal.

Workers to be Members of Union

18. (a) Subject to the provisions of subsection (5) of section 18 of the Industrial Conciliation and Arbitration Amendment Act, 1936, it shall not be lawful for any employer bound by this award to employ or to continue to employ in any position or employment subject to this award any adult person who is not for the time being a member of an industrial union of workers bound by this award.

(b) For the purposes of subclause (a) of this clause a person of the age of eighteen years or upwards, and every other person who for the time being is in receipt of not less than the minimum rate of wages prescribed by this award for workers of the age of twenty-one years and upwards, shall be deemed to be an adult.

(c) Every person who, being obliged to become a member of any union by the operation of the foregoing provisions, fails to become a member of that union when requested so to do by his employer or any officer or representative of the union, commits a breach of this award, and shall be liable accordingly.

(NOTE.—Attention is drawn to subsection (4) of section 18 of the Industrial Conciliation and Arbitration Amendment Act, 1936, which gives the workers the right to join the union.)

Application of Award

19. This award shall apply to all workers specified in clause I hereof, provided such workers are not specifically covered by another award, and to all employers who are named as parties to this award.

Scope of Award

20. This award shall operate throughout the Wellington Industrial District.

Term of Award

21. This award, in so far as it relates to wages, shall be deemed to have come into force on the 1st day of June, 1949, and so far as all the other conditions of this award are concerned it shall come into force on the day of the date hereof; and this award shall continue in force until the 28th day of February, 1950.

In witness whereof the Seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 22nd day of December, 1949.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

The award embodies the agreement of the representatives of the parties.

A. TYNDALL, Judge.