

IMPERIAL CHEMICAL INDUSTRIES (N.Z.), LIMITED, **METAL  
SLIDE FASTENER FACTORY EMPLOYEES—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 company (hereinafter called "the employers") :—

Imperial Chemical Industries (N.Z.), Limited, 16 The Terrace,  
Wellington.

**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 17th day of January, 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 21st day of December, 1949.

[L.S.]

A. TYNDALL, Judge.

#### *Scope of Award*

1. This award shall apply to the workers employed by the Imperial Chemical Industries (New Zealand) Limited, Metal Slide Fasteners Section, Vivian Street, Wellington, engaged in the manufacture of slide fasteners.

#### *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. Shifts may be worked as required by the employer between 7 a.m. Monday and midnight Friday. Eight hours daily shall constitute an ordinary shift. Workers employed on less than four shifts in a week shall be paid at overtime rates for hours worked outside those prescribed in clause 2 hereof. Any worker required to work four or more consecutive shifts shall be paid 3s. per shift extra.

*Overtime*

4. (a) All time worked in excess of the hours prescribed in clause 2 hereof shall be paid for at the rate of time and a half for the first three hours and double time thereafter. All time worked by shift-workers outside their ordinary shift shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b) Unless by agreement with union, no junior shall be required to work overtime more than three nights per week, and no worker shall be permitted to work overtime or on shift unless another adult person is present in the factory.

*Holidays*

5. (a) The following shall be the recognized holidays: New Year's Day and the day following, Good Friday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day, Boxing Day, and Anniversary Day. The provisions of the Public Holidays Act, 1910, and its amendments, which deals with the observance of and the payment for holidays which fall on Saturdays and Sundays, shall apply to the holidays specified in this award.

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

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

*Annual Holidays*

6. The provisions of the Annual Holidays Act, 1944, shall apply to all workers covered by this award.

*Wages*

	Payable from 17th January, 1949, to 31st May, 1949. Per Hour.	Payable on and from 1st June, 1949. Per Hour.
	s. d.	s. d.
7. (a) Tradesmen fitters, turners	4 0	4 1
Tool-setters .. ..	3 10	3 11
All other adult male workers .. ..	3 8	3 8

(b) Youths may be employed at not less than the following rates of wages weekly :—

	Payable on and from 17th January, 1949.		
	Per Week.		
	£	s.	d.
Up to 17½ years of age .. .. .	3	0	6
17½ years to 18 years of age .. .. .	3	7	0
18 years to 18½ years of age .. .. .	3	13	6
18½ years to 19 years of age .. .. .	4	0	0
19 years to 19½ years of age .. .. .	4	10	0
19½ years to 20 years of age .. .. .	5	2	6

Thereafter the adult rate herein prescribed for the work he is called upon to perform.

(c) Female workers may be employed at not less than the following rates of wages weekly :—

	Payable on and from 17th January, 1949.		
	Per Week.		
	£	s.	d.
Up to 17 years of age .. .. .	2	11	6
17 years to 17½ years of age .. .. .	2	18	0
17½ years to 18 years of age .. .. .	3	4	0
18 years to 18½ years of age .. .. .	3	10	6
18½ years to 21 years of age .. .. .	4	0	0

	Payable from 17th January, 1949, to 31st May, 1949.			Payable on and from 1st June, 1949.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
Thereafter .. .. .	4	7	6	4	13	4

#### *Special Payments*

8. (a) Men in charge of four or more workers shall be paid 11s. per week extra.

(b) Females employed on final inspection shall receive 17s. 9d. per week extra.

(c) Females packaging and counting fasteners shall receive 13s. 3d. per week extra.

(d) Females engaged on fastener or slides salvage shall receive 9s. per week extra.

(e) Females in charge of four or more workers shall be paid 8s. 6d. per week extra.

(f) The employer shall allow meal-money at the rate of 2s. 6d. per meal when workers are called upon to work overtime.

#### *Deductions from Wages*

9. The employer shall not be entitled to make deductions from the weekly wages of workers except for time lost through sickness, accident, or default.

#### *Piecework*

10. Work may be done by piece-work or on the premium bonus system, but in either case at such rates that shall secure to a competent worker at least ten per cent. more than the minimum rate provided in this award: Provided that if any workers employed under any system of payment by results are dissatisfied with the rate fixed by the employer they may refer the dispute to a committee as provided in clause 15 of this award. On the introduction of any system of payments by results after the coming into operation of this award the employer shall give written notice to the secretary of the union within seven days.

#### *General Provisions*

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; 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 the cases where artificial light is required, electric light shall be provided.

(d) Gloves shall be provided by the employer wherever necessary.

(e) In places where the workers stand at machines or places where there is a concrete floor, "duck-boards" or "matting" or other suitable floor covering shall be provided.

(f) There shall be suitable emergency exits and suitable emergency fire-fighting appliances easily accessible to the employees.

(g) In cases where a worker is obliged to work in dust or in fumes, goggles and respirators shall be provided.

(h) The employer shall provide all tools required.

(i) There shall be a lunch-room for male and female employees, which shall be provided with tables and seating accommodation.

(j) A rest period of ten minutes shall be allowed and paid for during every morning and afternoon for all workers.

(k) Female workers shall not be employed on night shift.

(l) Overalls and/or caps shall be provided for female and male workers where the union and the employer agree they are necessary.

(m) Work seats shall be supplied for female workers where it is possible to use them.

#### *Payment of Wages*

12. (a) All wages shall be paid weekly not later than Thursday, and within the employer's time.

(b) When a worker is dismissed, wages shall be paid before leaving the employment.

(c) When a worker leaves of his or her own accord, wages shall, on application, be paid immediately.

#### *First-aid Outfit*

13. First-aid outfit, in accordance with the requirements of the Inspector of Factories, shall be kept in the factory and be accessible in case of accidents, and shall be open to inspection by union officials.

#### *Access to Workshops*

14. The secretary or other authorized representative of the union 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, but not so as to interfere unreasonably with the employer's business.

#### *Disputes*

15. The essence of this award being that the work of the employer shall not on any account whatsoever be impeded but shall always proceed as if no dispute had arisen, it is provided that if any dispute or difference which is not covered by this award shall arise between the parties bound by this award, then every such dispute or difference shall be referred to a committee to be composed of two representatives of each side. If agreement cannot be reached, an independent chairman shall be mutually agreed upon, but, in the event of agreement on the appointment of the chairman not being reached, the chairman shall be appointed by the Conciliation Commissioner. Either side shall have

the right of appeal to the Court of Arbitration against a decision of any such committee upon giving to the other side written notice of such appeal within fourteen days after such decision has been made known to the party desirous of appealing.

*Workers to be Members of Union*

16. (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 to workers the right to join the union.)

*Term of Award*

17. This award, in so far as the provisions relating to the rates of wages to be paid are concerned, shall be deemed to have come into force on the 17th day of January, 1949, and so far as all other provisions of the award are concerned it shall come into force on the day of the date hereof; and this award shall continue in force until the 17th day of January, 1950.

In witness whereof the seal of the Court of Arbitration hath heretofore put and affixed, and the Judge of the Court hath hereunto set his hand, this 21st day of December, 1949.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

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

A. TYNDALL, Judge.