

NEW ZEALAND SOLUBLE SLAGS LTD. (HUNTLY) FERTILIZER
**WORKERS—AGREEMENT UNDER LABOUR DISPUTES
 INVESTIGATION ACT, 1913**

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 agreement made on the 12th day of December, 1949, between the Otahuhu Chemical Manure Workers' Union (Incorporated) and the New Zealand Soluble Slags Limited.

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 12th day of December, 1949, between the Otahuhu Chemical Manure Workers' Union (Incorporated), of the one part, and the New Zealand Soluble Slags Limited, 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 20th day of February, 1950.

[L.S.]

A. TYNDALL, Judge.

NEW ZEALAND SOLUBLE SLAGS, LTD. (HUNTLY) FERTILIZER WORKERS—
 AGREEMENT UNDER LABOUR DISPUTES INVESTIGATION ACT, 1913

THIS agreement, made in pursuance of the Labour Disputes Investigation Act, 1913, this 12th day of December, 1949, between the Otahuhu Chemical Manure Workers' Union (Incorporated) (hereinafter called "the union"), of the one part, and New Zealand Soluble Slags Limited (hereinafter called "the employers"), of the other part, whereby it is mutually agreed by and between the parties hereto as follows:—

1. That the terms, conditions, stipulations, and provisions contained and set out in the schedule hereto shall be binding upon the parties, and they shall be deemed to be and are hereby declared to form part of this 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

Hours of Work

1. The ordinary hours of work shall not exceed eight hours on each of five days of the week, Monday to Friday, both days inclusive.

Overtime

2. (a) All time worked in excess of eight hours per day, Monday to Friday, both days inclusive, or eight hours per shift, shall be paid for at the rate of time and a half for the first three hours and thereafter double time.

(b) All time worked on Saturdays shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(c) All time worked on Sunday shall be paid for at double time rates.

Holidays

3. (a) The provisions of the Factories Act, 1946, relating to holidays and to payment for work done on such days shall apply to all workers covered by this agreement. The provisions of this sub-clause shall also apply to Anniversary Day.

(b) The 2nd January and Easter Sunday shall be observed as holidays, but a worker shall not be entitled to any payment in respect of such days unless he works, in which case he shall be paid for the time worked at the rate of double time.

(c) Should any of the above holidays, except Anzac Day, fall on a Saturday or Sunday, then for the purpose of this agreement such holiday shall be observed on the following Monday. In the event of Christmas Day, being observed on a Monday in pursuance to the foregoing, Boxing Day shall be observed on the Tuesday following.

Wages

4. (a) The minimum rates of pay shall be as follows—

		Per Hour.	
		s.	d.
(i) Factory Workers—			
Day workers	3 8½
Crane drivers	3 9
Crusher hands	3 9
Furnace chargers	3 9
Furnacemen	3 11
Men on tube mills, slag or coal	3 9
Greasers	3 9½
Bagging-machine men	3 9½
Loaders	3 9
(ii) Quarry Workers—			
Poppermen	3 10½
Crusher men and aerial man	3 10
Spallers and all others	3 9½

(b) A worker employed on an afternoon or night shift shall, while so employed, be paid a shift allowance of 3s. per shift. 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.

(c) Senior men when in charge of three or more other men shall be paid 1s. 6d. per day extra.

(d) When a quarry worker is required to report for work and he reports and remains on the job, he shall be paid a minimum of eight hours' pay on a Monday, Tuesday, Wednesday, Thursday or Friday, and of six hours' pay on a Saturday.

(e) A worker when handling copperized materials shall be paid an allowance of 3d. per hour extra.

(f) Youths may be employed at not less than the following rates of pay—

		Per Hour.	
		s.	d.
Under eighteen years of age	2 5
Eighteen to nineteen years of age	2 7½
Nineteen to twenty years of age	2 11
Over twenty years of age	Adult rates.

(g) Youths shall not sheet wagons.

(h) Wages shall be paid fortnightly not later than Friday and during working hours. Pay envelopes shall contain statement dockets.

Annual Holidays

5. Annual holidays shall be granted in accordance with the provisions of the Annual Holidays Act, 1944, except that holiday pay shall be computed as one-twentyfifth gross earnings for the period in respect of which the holiday is allowed.

Notice of Overtime

6. (a) When workers are required to work overtime after 6 p.m. on any day from Monday to Friday, both days inclusive, or after 1 p.m. on Saturdays, they shall be notified on the previous day. Failing such notice having been given, the employer shall provide a substantial meal consisting of at least bread, butter, meat, cheese, and tea, coffee or cocoa, or pay to such worker 2s. 6d. in lieu thereof.

(b) Except as provided in clause 4 (d) when workers are called upon to work overtime a minimum of two hours' work at overtime rates shall be paid for, unless the employer can establish that failure to provide work was beyond his control. Should any dispute arise as to the interpretation of this subclause, such dispute shall be settled in accordance with the provisions of clause 15 hereof.

Meal hours

7. (a) Except as otherwise provided in subclause (b) of this clause, one hour shall be allowed for lunch each day, but by mutual agreement between the employer and workers a shorter interval—being not less than half an hour—may be allowed.

(b) A shift worker shall be allowed thirty minutes' crib-time in each shift without deduction from wages, provided always that the machinery shall be kept in motion when required.

Transfer of Duties

8. A worker being temporarily transferred to work for which a lower rate is fixed by the agreement shall not have his wages reduced. If transferred to work for which a higher rate is fixed, he shall be paid such higher rate while so employed.

General Conditions

9. (a) If a worker reports on a job to start work and has not been notified beforehand that there is no work on that day, he shall be paid for two hours at his ordinary rate of pay.

(b) A worker employed at the quarry at Pukemiro who has to travel five miles or more to the job shall be allowed thirty minutes' travelling time each day, which shall be paid for at his ordinary rate of pay.

(c) A good supply of clean drinking-water shall be provided and maintained by the management within easy access of the workers.

(d) Suitable bathing accommodation shall be provided to which both hot and cold water shall be laid on, a locker to be supplied to each worker.

(e) Gloves, glasses, torches, batteries, bulbs and respirators shall be supplied to workers where deemed to be necessary. Furnacemen shall be supplied with aprons.

(f) Adequate sanitary arrangements shall be provided and kept clean by the employer.

(g) Proper provision shall be made for dining and dressing accommodation. The employer shall be held responsible for the room being kept clean each day.

(h) Any worker abusing any accommodation provided in accordance with this agreement shall be liable to instant dismissal.

(i) Workers employed outside in wet weather shall be supplied with oilcoats.

(j) The employer shall supply gum boots for quarry workers. The boots shall remain the property of the employer, who shall issue them when required. They shall not be taken off the employer's property.

(k) Day workers shall be allowed an interval of ten minutes for "smoke-oh" each morning and afternoon without loss of pay. Shift workers shall be allowed two intervals of ten minutes, provided the machinery is kept in motion

No Discrimination

10. The employer shall not, in the employment or dismissal of hands, discriminate against members of the union, nor in the conduct of his business do anything for the purpose of injuring the union either directly or indirectly.

First Aid

11. The employer shall provide and maintain a properly equipped first-aid outfit, which shall be placed in a convenient and accessible place to each worker.

Workers to be Members of Union

12. It shall not be lawful for any employer bound by this agreement to employ or to continue to employ subject to this agreement, any worker who is not for the time being a financial member of the Otahuhu Chemical Manure Workers' Union (Inc.).

Right of Entry

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 times upon the premises or works and there interview any workers but not so as to interfere unreasonably with the employer's business.

Under-rate Workers

14. Court's usual clause.

Disputes

15. If a dispute shall arise between the parties to this agreement upon any matter arising out of or in connection with this agreement, not specifically mentioned in this agreement, it shall be referred to a committee consisting of a representative of the employer and a representative of the union, who shall appoint an independent chairman. The decision of the committee shall be final except that either party may if not satisfied with the decision of the committee, refer same to a Court of competent jurisdiction.

Term

16. This agreement shall come into force on the 12th day of December, 1949, and shall continue in force until the 31st day of May, 1950.

Signed on behalf of the Otahuhu Chemical Manure Workers' Union (Incorporated)—

J. P. BRIMBLE, President.
W. MILLER, Secretary.

Witness—M. B. Wilson.

Signed on behalf of New Zealand Soluble Slags, Limited—

A. R. FRASER, Manager.
V. KIRK, Secretary.

Witness—P. Saunderson.

NOTE.—This agreement, made under the Labour Disputes Investigation Act, 1913, was filed with the Clerk of Awards at Auckland, pursuant to section 8 (1) of the said Act on the 27th day of February, 1950.