

NEW ZEALAND **INDUSTRIAL GASES LTD. (DUNEDIN) EMPLOYEES—**
INDUSTRIAL AGREEMENT

[Filed in the Office of the Clerk of Awards, Dunedin]

This Industrial Agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954 this 22nd day of December 1955 between the New Zealand Industrial Gases Ltd. (Dunedin) (hereinafter called the employer) of the one part, and the Otago and Southland Gas Works and Related Trades Employees' Industrial Union of Workers (hereinafter called the Union) of the other part, witnesseth that it is hereby mutually agreed between the Union and the Employers as follows:

SCHEDULE

Industry to Which Award Relates

1. This award shall apply to workers employed by the New Zealand Industrial Gases Ltd. (Dunedin) in the manufacture, compression, and distribution of oxygen, nitrous oxide, nitrogen, hydrogen, and/or acetylene gas.

Hours of Work

2. (a) Forty hours shall constitute an ordinary week's work, and, except for men on shift, shall be worked between the hours of 7.30 a.m. and 5 p.m. on five days of the week, Monday to Friday, inclusive.

(b) On compressed-gas plants the employer shall be entitled to work one, two or three shifts per day. A shift shall consist of eight consecutive hours, including twenty minutes crib-time and the rest periods prescribed by clause 10 (f) herein. Shifts shall be mutually arranged between the employer and the workmen, and shall rotate if more than one shift is worked.

(c) Where two or three consecutive shifts are worked the employees so employed shall be paid two shillings and sixpence extra per shift in addition to the ordinary rate of wage.

(d) In any circumstances requiring a shift-worker to commence a shift before having a ten-hour break, he shall be paid half ordinary rates extra for the time by which the ten hours is reduced.

Classification and Rates of Pay

3. (a) "Chargeman" means an adult worker, not being a tradesman, who is employed in charge of a compressed-gas-manufacturing plant and who is responsible for the running of this plant, subject only to the supervision of the management. "Compressor hand" means an adult worker who is employed in handling compressed-gas cylinders during and after the process of charging and/or is employed in receiving and delivering full and empty cylinders at the factory, and/or is employed in inspecting, testing, or heat-treating cylinders, and/or is employed in charging and cleaning acetylene generators.

(b) The minimum rates of wages payable to the undermentioned classes of workers shall be as follows:

	Per Hour
	s. d.
Chargemen	4 10 $\frac{3}{4}$
Compressor hand	4 8 $\frac{1}{4}$

Overtime

4. (a) All time worked in excess of or outside of the hours mentioned in clause 2 hereof shall be paid for at the rate of time and a half for the first three hours and thereafter at double time rates.

(b) In the case of shift-workers, all work performed in excess of eight hours in any one shift shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

Dirty Work

5. (a) Men employed in connection with caustic purifiers and driers, calcimite, heratol, and sludge shall be supplied with wooden-soled boots, gloves, and overalls, and in addition shall when employed in connection with caustic purifiers and driers, be supplied with goggles and eye shields. Each employee so employed to be supplied with separate equipment for his own personal use.

(b) Workers when employed in handling caustic, sludge, calcium chloride, heratol, cleaning or painting gasometers, or handling calcium carbide drums in a carbide store or generator house shall receive 2/3 $\frac{1}{2}$ per day or part of a day in addition to their ordinary wage.

Holidays

6. (a) Workers shall be allowed the following holidays without deduction of pay: New Year's Day and the day following 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) Workers who are required to work on any of the days mentioned in the preceding paragraph, or any day observed in lieu thereof, shall be paid at the rate of double time in addition to the ordinary rate of pay.

(c) If any of the above-mentioned holidays except Anzac Day falls on a Saturday or a Sunday, they shall be transferred to the following Monday. In the event of any of the said holidays falling on a Saturday and a Sunday, they shall be transferred to the following Monday and Tuesday.

Annual Holidays

7. (a) In addition to the holidays specified in Clause 6 hereof, shift workers regularly employed on rotating shifts, shall be allowed an annual holiday of three weeks on full pay on completion of twelve months' service. A shift worker not completing twelve months' service shall be granted proportionate holiday payment.

(b) All other workers covered by this Award shall be allowed annual holidays in terms of the Annual Holidays Act, 1944, and its amendment.

(c) All employees going on holiday shall receive their holiday pay in advance up to the end of the current holiday period.

Employment of Youths

8. (a) Youths may be employed in the proportion of one youth to every four or fraction of the first four adults permanently employed: Provided that youths under twenty years of age shall not be employed in the manufacture or compressing of gas, excepting that youths 18 and over may be so employed whilst undergoing supervised training.

(b) *Wages.*—The following shall be the minimum weekly rates of wages payable to youths:

	£	s.	d.
Under 18 years	3	10	0
18 to 19 years	4	15	0
19 to 20 years	6	0	0
20 to 21 years	7	7	6

Thereafter in accordance with the class of work he is called upon to perform.

Increase in Rates of Remuneration

9. The rates of remuneration determined by this agreement shall be increased to the extent and in the manner prescribed by the general order of the Court made under the Economic Stabilisation Regulations 1953, and dated the 28th day of October, 1954.

(EXPLANATORY NOTE.—The general order of the 28th October, 1954 increased rates of remuneration determined by awards and industrial agreements by an amount equal to 13 per cent thereof, but excluded from the scope of the increase—

1. Such portion of the remuneration of each worker in each week as exceeded the amount of £12 in the case of adult male workers, the amount of £9 in the case of adult female workers, and the amount of £7 in the case of male and female workers under the age of twenty-one years; and
2. All allowances in respect of tools, bicycles, motor vehicles, protective or special clothing, or special footwear.

The term "remuneration" means salary or wages; and includes time and piece wages and overtime and bonus and other special payments; and also includes allowances, fees, commissions, and any other emolument, whether in one sum or several sums; and also includes travelling expenses.)

General Conditions

10. (a) Except where mutually arranged, all wages shall be paid weekly, and in cash not later than Thursday of each week during working hours.

(b) The employer shall supply at each works sufficient and efficient tools and equipment, including respirators and first-aid outfits, to be kept in a convenient and accessible place.

(c) An adequate, clean, and well-ventilated room shall be provided with sufficient accommodation for all workers employed who wish to have their meals therein. Lockers shall be provided for each worker in which to hang his clothing. Sufficient and proper ablution facilities shall be provided at which hot and cold water is available at any time. Suitable heating facilities shall be supplied for the purpose of heating the food of all workers employed.

(d) Any worker required to work in a place where the heat exceeds 110 degrees Fahrenheit shall be paid, in addition to the rate of wages to which he is entitled for the time the work is performed, a special heat rate computed at the ordinary time rate for the time he is so employed. No worker shall be permitted to work in a place where the temperature is above 160 degrees Fahrenheit.

(e) Each shift shall be continuous for eight hours inclusive of a twenty minute break for crib-time.

(f) A rest period of ten minutes morning and afternoon shall be allowed to each worker under this award, provided, however, that the said periods shall be arranged in such a manner that there shall be no cessation in the productive operations of the plant.

(g) Workers shall be supplied, on request, with two suits of overalls per annum.

Travelling Allowance

11. (a) Workers shall be at the place where the work is to be performed at the time appointed for commencing work. Where the place where the work is to be performed is more than one mile and a half from the place of engagement, all fares shall be paid by the employer, and the time reasonably spent in travelling to and from work shall be allowed by the employer at the ordinary rates of pay.

(b) Employees who are required by the employer to use their own bicycles in the service of the employer shall be paid not less than at the rate of 2/6d. per week for a push-cycle and 10/- a week for a motor-cycle.

(c) Any worker required to commence work after the cessation of public wheeled traffic or before the ordinary time of starting of such traffic, and any worker who may work continuously until after the cessation of public wheeled traffic and cease work before the ordinary time of starting such traffic, shall be paid for time occupied in travelling to or from his home, computed on three miles per hour, at ordinary rates of pay.

If a conveyance is provided for the worker by his employer, he shall not be entitled to payment for travelling time.

For the purpose of this award "public wheeled traffic" shall mean trams, buses, trains, or ferries ordinarily used by workers travelling to or from their work.

Meal Money

12. An employer shall allow meal-money at 3/9d. per meal when workers are called back to work overtime after 6 p.m. on Monday to Friday inclusive or after 1 p.m. on Saturdays. Shift workers required to work in excess of one hour's overtime shall be paid meal money.

Termination of Employment

13. (a) Except in the case of casual workers, not less than one week's notice shall be given on either side of the intention to terminate the employment of any worker; but this shall not prevent an employer from dismissing a worker summarily for misconduct, and such worker shall be paid only the wages due to the time of his dismissal.

(b) On the termination of his employment every worker, provided he shall have delivered to the employer all property in his possession belonging to the employer, shall be paid the sum due to him for wages.

Workers to be Members of Union

14. (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 purpose 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.)

Disputes

15. Any dispute in connection with any matter not provided for in this award shall be settled between the particular employer concerned and two representatives of the union, and in default of any agreement being arrived at, then such dispute shall be referred to the Conciliation Commissioner, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner, may appeal to the Court upon giving written notice of such appeal to the other party within seven days after such decision has been communicated to the party desiring to appeal.

Right of Entry

16. Every employer bound by this award shall permit the secretary or other authorised officer of the union of workers 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: Provided that any person other than the secretary of the union, although an authorised officer of the union, must first obtain permission to enter the premises.

Scope of Award

17. This award shall apply to parties hereto and shall operate throughout the Otago and Southland Industrial District.

Term of Award

18. This agreement, in so far as it relates to wages, shall be deemed to have come into force on the 1st day of December, 1955, and so far as all other provisions of this agreement are concerned, it shall come into force on the day of making and continue in force until the 30th day of November, 1957.

In witness whereof the common seal of the Otago and Southland Gas Workers and Related Trades Employees' Industrial Union of Workers was hereunto affixed in the presence of—

[L.S.]

D. T. VORLEY, Secretary.

In witness whereof the common seal of the New Zealand Industrial Gases Ltd. (Dunedin) was hereunto affixed in the presence of—

[L.S.]

C. D. EDMUNDSON.
E. D. EDMUNDSON.
W. G. ANDERSON.