

NORTHERN AND WELLINGTON **ELECTRIC LAMP MANUFACTURERS'**  
**EMPLOYEES—AWARD**

*[Filed in the Office of the Clerk of Awards, Wellington]*

In the Court of Arbitration of New Zealand, Northern and Wellington Industrial Districts.—In the matter of the Industrial Conciliation and Arbitration Act 1954; 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 undermentioned companies (hereinafter called "the employers"):

New Zealand Electric Lamp Manufacturers Ltd., Tauhinu Road, Miramar, Wellington.

Electric Products Ltd., Ruru Street, Eden Terrace, Auckland.

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 130 of the Industrial Conciliation and Arbitration Act 1954, 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 2nd day of November 1957 and thereafter as provided by section 152 of the Industrial Conciliation and Arbitration Act 1954.

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 23rd day of May 1956.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

*Application of Award*

1. This award shall apply to the workers employed in the manufacture of electric lamps, but shall not include office workers, fitters and turners, electrical workers, drivers, storemen and packers, or any workers covered by any other award of the Court of Arbitration.

*Hours of Work*

2. (a) Forty hours shall constitute a week's work and eight hours shall constitute a day's work, to be worked between the hours of 7.30 a.m. and 5 p.m. on five days of the week, Monday to Friday inclusive, with a break of not more than one hour for lunch: Provided that, by agreement between the union and the employer, not less than half an hour may be allowed as a meal interval.

(b) A rest period of 10 minutes shall be allowed and paid for during every morning and afternoon and after two hours of continuous overtime, provided that three or more hours are worked.

#### *Overtime*

3. All work done on any day in excess or outside of the hours prescribed in clause 2 (a) 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.

#### *Wages*

4. (a) Male adult workers of the age of twenty-one years and over shall be paid not less than 4s. 9¼d. per hour.

(b) The minimum rate for junior male workers shall be in accordance with the following scale:—

	Per Week
	£ s. d.
16 to 16½ years of age	2 14 0
16½ to 17 years of age	3 5 6
17 to 17½ years of age	3 17 0
17½ to 18 years of age	4 8 6
18 to 18½ years of age	5 0 0
18½ to 19 years of age	5 11 6
19 to 20 years of age	6 3 0
20 to 21 years of age	6 14 6

On attaining the age of 21 years workers shall be paid not less than the adult rate herein prescribed.

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

	Per Week
	£ s. d.
First six months	4 2 6
Second six months	4 17 6
Thereafter, or on attaining the age of 21 years	6 2 6

(d) Workers directed to take charge of three or more other workers shall be paid 2s. 6d. per day extra.

#### *Increase in Rates of Remuneration*

5. The rates of remuneration determined by this award 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 21 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, commission, and any other emolument, whether in one sum or several sums; and also includes travelling expenses.)

#### *Meals*

6. The employer shall either provide a suitable meal or allow meal money at the rate of 3s. 9d. 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 Saturday or Sunday.

#### *Overalls*

7. The employer shall provide overalls or smocks or alternatively pay 1s. 6d. per week, except that the present conditions in Wellington shall continue.

#### *Holidays*

8. (a) The following shall be the recognised holidays: New Year's Day and the day following, 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 any time during the fortnight ending on the day on which any of the above-named 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 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 sixty days before the holidays.

(f) The provisions of the Public Holidays Act 1955, which deal with the transfer of holidays, shall apply to workers covered by this award.

#### *Annual Holiday*

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

#### *General Conditions*

10. (a) The employer shall provide suitable accommodation wherein employees may keep their clothes and a suitable dining-room wherein they may partake of their meals. A sufficient supply of hot water shall be available.

(b) Individual towels and adequate soap shall be provided.

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

#### *First-aid Outfit*

11. First-aid outfits, in accordance with the requirements of the Inspector of Factories, shall be kept in the factory and be accessible in case of accidents.

#### *Deductions from Wages*

12. The employer shall be entitled to make deductions from the weekly wages of workers for time lost through sickness, accident, or default.

*Termination of Employment*

13. (a) One week's notice shall be given on either side to terminate employment except that the employer shall have the right to summarily dismiss any worker for wilful misconduct.

(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.

*Access to Workshop*

14. The secretary or other authorised representatives 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 shall arise between the parties bound by this award, or any of them, as to any matter whatsoever arising out of or connected therewith and not dealt with in this award, every such dispute or difference shall be referred to a committee to be composed of two representatives of each side, together with an independent chairman to be mutually agreed upon or, in default of agreement, to be appointed by the Conciliation Commissioner for the district. Either side shall have the right to 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 sections 174 (5) and 175 of the Industrial Conciliation and Arbitration Act 1954, 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 section 174 (3) of the Industrial Conciliation and Arbitration Act 1954, which gives to workers the right to join the union.)

*Under-rate Workers*

17. (a) Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may from time to time be fixed, on the application of the worker after due notice to the union, by the

local Inspector of Awards or such other person as the Court may from time to time appoint for that purpose; and such Inspector or other person in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector or other person shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b) Such permit shall be for such period, not exceeding six months, as such Inspector or other person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been given to such worker by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability it may be fixed for such longer period as such Inspector or other person shall think fit.

(c) Notwithstanding the foregoing, it shall be competent for a worker to agree in writing with the president or secretary of the union upon such wage without have the same so fixed.

(d) It shall be the duty of the union to give notice to the Inspector of Awards of every agreement made with a worker pursuant hereto.

(e) It shall be the duty of an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

#### *Application of Award*

18. This award shall apply to the original parties named herein, and shall extend to and bind as subsequent party hereto every industrial union, industrial association, or employer who, not being an original party hereto, is, when this award comes into force or at any time whilst this award is in force, connected with or engaged in the industry to which this award applies within the industrial districts to which this award relates.

#### *Scope of Award*

19. This award shall operate throughout the Northern and Wellington Industrial Districts.

#### *Term of Award*

20. This award, in so far as it relates to wages, shall be deemed to have come into force on the 2nd day of May 1956, and so far as all other conditions 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 2nd day of November 1957.

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 23rd day of May 1956.

[L.S.]

A. TYNDALL, Judge.

#### MEMORANDUM

The award, including the operative date of provisions relating to wages, embodies the terms of settlement arrived at by the assessors in Conciliation Council.

A. TYNDALL, Judge.