

PILKINGTON BROTHERS (NEW ZEALAND) LTD. **GLASSWORKERS—INDUSTRIAL  
AGREEMENT**

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

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 24th day of March 1960, between the New Zealand Federated Furniture and Related Trades Industrial Association of Workers (hereinafter referred to as "the union") and Pilkington Brothers (New Zealand) Ltd. of Taita, Lower Hutt, (hereinafter referred to as "the employer"), witnesseth that it is hereby mutually agreed and declared between the union and the employer as follows:

That, as between the parties hereto, the terms, conditions and provisions herein contained, shall be binding on the said parties, and the said terms, conditions and provisions shall be deemed to form part of this agreement, and, further, the said parties shall respectively observe every matter and thing by this agreement 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 agreement.

*Industry to Which Agreement Applies*

1. This agreement shall apply to that section of glass-working that processes the cutting, bevelling, heat tempering, drilling, laminating, polishing, sand-blasting, and to the general work of employees in connection with or incidental to such processes.

*Hours of Work*

2. (a) The ordinary hours of work shall not exceed eight hours on five days of the week, Monday to Friday inclusive, and shall be worked between the hours of 7.30 a.m. and 5 p.m.

(b) Not less than 45 minutes shall be allowed for a meal, but in cases where the majority of workers in the factory agree with the employer for a lesser period, not less than 30 minutes shall be allowed.

*Shift Workers*

3. (a) Shifts may be worked on electric furnaces, on edgeworking, scratch polishing and buffing machines.

(b) Only male workers may be employed on shifts but workers between the ages of 18 and 21 years shall not be employed on shift work unless by mutual agreement. No workers shall be allowed to work at any time unless some other person is within calling distance.

(c) The ordinary hours of work for shift workers shall not exceed five shifts of eight hours each to be performed between the hours of midnight Sunday/Monday and 8 a.m. Saturday. Any work done after midnight Friday shall be paid for at half rates additional.

(d) The daily hours of shift workers shall be continuous, inclusive of crib time.

(e) Any work performed over and above 40 hours per week or eight hours per shift or outside the period set out in subclause (c) hereof shall be deemed to be overtime.

(f) Shifts shall normally be worked as follows:

Day shift 7 a.m. to 3 p.m.

Afternoon shift 3 p.m. to 11 p.m.

Night shift 11 p.m. to 7 a.m.

Provided that the hours may be varied by mutual agreement between the employer and the union.

(g) Shifts shall be worked in rotation except when otherwise mutually arranged between the employer and the workers.

(h) Remuneration for shift workers shall be an additional  $2\frac{1}{2}$ d. per hour for all hours worked when the worker is employed on shift work covering the three shifts. In addition an extra payment of 3s. 4d. per shift shall be paid to workers employed on any shift.

(i) Shift workers whose ordinary day off falls on one of the specified holidays shall be allowed another working day in lieu thereof on a day to be mutually agreed on.

(j) Regular shift workers after 12 months continuous service shall be granted three weeks' annual holiday on ordinary pay as defined in the Annual Holidays Act 1944. Any worker who is employed for less than 12 months as a shift worker shall in addition to the benefits to which he is entitled under the Annual Holidays Act 1944, be granted an additional period representing the corresponding proportionate part of one week extra which is granted to shift workers completing 12 months continuous service.

#### *Wages*

4. (a) The minimum rates of wages to be paid to furnace operators, glass bevellers, polishers, cutters, and sand-blasters shall be 6s.  $9\frac{1}{4}$ d. per hour.

All other workers shall be paid not less than 5s.  $9\frac{3}{4}$ d. per hour.

(b) Glass-bevelling shall include roughing, smoothing, pumicing, roughing, drilling, mitreing.

(c) When the working of a sandblasting-machine requires the use of a helmet, an extra rate of  $4\frac{1}{2}$ d. an hour shall be paid, but in all cases where the enclosed box-type machine is used and no helmet is necessary no extra payment shall be made.

(d) Wages shall be paid weekly not later than Thursday on the premises of the employer and during working hours.

(e) Where practicable, the wages envelope shall show the ordinary wage, overtime, special payments, and the amounts deducted for PAYE etc. but where this is not practicable the information shall be supplied to any worker upon application.

*Youths*

5. (a) Youths may be employed at the following minimum rates at any work other than at bevelling, polishing, cutting or sand-blasting in the proportion of one to five or fraction of five journeymen employed:

	Per Week		
	£	s.	d.
From 16 to 17 years of age	5	4	6
From 17 to 18 years of age	5	15	1
From 18 to 19 years of age	6	5	8
From 19 to 20 years of age	7	8	7
From 20 to 21 years of age	9	12	0

And thereafter at adult rates according to his classification.

(b) No deduction shall be made from the weekly wage specified herein except for time lost through the worker's sickness, accident or default.

*Females*

6. (a) Females at the age of 16 years or over may be employed on automatic edge rounding machines and on the work of washing, inspecting, testing, branding and packing at the following weekly rates of pay:

	First Six Months		Second Six Months		Third Six Months		Fourth Six Months		Fifth Six Months		Sixth Six Months	
	£	s. d.	£	s. d.	£	s. d.	£	s. d.	£	s. d.	£	s. d.
16 to 17 years of age at commencement of employment	4	2 8	4	15 1	5	7 5	5	19 10	6	12 3	7	4 8
17 to 18 years of age at commencement of employment	4	15 1	5	7 5	5	19 10	6	12 3	7	4 8	..	..
18 to 19 years of age at commencement of employment	5	7 5	5	19 10	6	12 3	7	4 8	..	..	..	..
19 to 20 years of age at commencement of employment	5	19 10	6	12 3	7	4 8	..	..	..	..	..	..
20 to 21 years of age at commencement of employment	6	12 3	7	4 8	..	..	..	..	..	..	..	..

Thereafter: £8 19s. 10d. per week.

(NOTE—These rates of remuneration are subject to the Minimum Wage Act 1945.)

(b) No deduction shall be made from the weekly wage specified herein except for time lost through the worker's sickness, accident or default.

*Overtime*

7. (a) All time worked outside or in excess of the hours mentioned in clauses 2 and 3 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: Provided except in the case of shift workers that all time worked after 10 p.m. or before 7.30 a.m. shall be paid for at double time rates.

(b) For work done on Saturday morning between the hours of 7.30 a.m. and 12 noon time and a half rates shall be paid: Provided that for all work done in excess of three hours or after 12 noon on Saturday double time rates shall be paid.

(c) Overtime shall be calculated on a daily basis.

### *Holidays*

8. (a) The following shall be recognised as holidays: New Year's Day, the day following that upon which New Year's Day is observed, Anniversary Day or a day in lieu thereof, Good Friday, Easter Monday, Anzac Day, Labour Day, Christmas Day, Boxing Day and the birthday of the reigning Sovereign.

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

(c) In the event of a holiday, other than Anzac Day, falling on a Saturday or Sunday, such holiday shall be observed on the succeeding Monday or Tuesday, and in the event of any other holiday falling on such Monday, such holiday shall be observed on the succeeding Tuesday.

(d) In districts where Anniversary Day is not generally observed, another day may be substituted in lieu thereof. Arrangements for the substituted holiday shall be made with the union not later than two weeks prior to the holiday to be substituted.

(e) All work done on Sunday shall be paid for at double time rates and for work done on any of the above mentioned holidays or holidays observed in lieu thereof the payment shall be double time rates in addition to the ordinary rate of wages.

### *Meal Money*

9. The employer shall allow meal money at the rate of 5s. per meal to a worker when he is called upon to work overtime for more than one hour after his normal time for ceasing work, provided that he cannot reasonably get home for a meal and return within one hour.

### *Annual Holidays*

10. Unless otherwise provided annual holidays shall be granted in accordance with the provisions of the Annual Holidays Act 1944, excepting that notice of closing down for annual holidays shall be posted in a conspicuous place at least one month before the holidays.

### *Termination of Employment*

11. One week's notice of the termination of the employment shall be given in the case of youths and females, and one hour's notice in the case of other workers.

### *Access to Factory*

12. The employer shall permit the secretary or other authorised official 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.

### *General Conditions*

13. (a) When a worker is directed to proceed to work away from his ordinary place of employment, all travelling expenses (such to include board and lodging) and the time when travelling shall be paid by the employer. Time occupied in travelling shall be paid by the employer at ordinary rates. No worker shall be paid more than an ordinary day's wages for any day occupied by him in travelling, although the hours so occupied by him exceed eight, unless he is on the same day occupied in working for his employer: Provided that workers travelling on Saturday or Sunday shall be paid at overtime rates, or if travelling on a holiday shall be paid at holiday rates.

(b) Workers who are required to use their own motor cycles during the course of their work shall be paid 2s. 6d. each day or part of day on which they use same. Workers who are required to use their own push cycles during the course of their work shall be paid 1s. for each day or part of a day on which they use same.

(c) Piecework is prohibited. Contract work for labour only or substantially labour only shall be considered piecework.

(d) If a worker, at the direction of the employer, commences work at any place other than the factory of the employer, he shall be paid any extra fares and for the time necessarily involved going to and from such work.

(e) A fully equipped first-aid outfit shall be kept in a convenient and accessible place in the factory or workshop at all times while work is in progress. Should any worker meet with an accident requiring medical attention during the course of his employment the employer shall immediately after the accident arrange for the worker's transport to a nearby doctor or to a hospital in order that the worker may receive the necessary immediate medical or surgical attention.

(f) Employers shall provide facilities for boiling water at meal-time, and, where six or more workers are employed, shall provide and keep in order a lunch-room, and separate lockers for each worker to hold his clothes.

(g) Overalls shall be supplied to furnace operators and protective waterproof aprons to glass-bevellers, silverers and polishers. Cutters shall be supplied with appropriate aprons for the class of work on which they are employed. A set of goggles shall be provided for men engaged on edgeworking machines. All female workers shall be supplied with suitable overalls or smocks if so requested. All protective clothing shall remain the property of the employer.

(h) Where bevellers or silverers are required to perform work from which water or other liquid falls or drips on their boots they shall be supplied with waterproof boots which shall remain the property of the employer.

(i) A break of 10 minutes each morning and afternoon shall be allowed without deduction from wages except that in the case of shift workers tea shall be supplied to the worker on the job.

(j) Adequate facilities shall be provided for the drying of protective clothing used by glass-bevellers.

(k) The employer shall, on request from the local union or its representative, supply the names, private addresses, and occupations of all workers in his employ coming within the scope of this agreement, but not more often than at three-monthly periods.

(l) Workers on Arrissing machines shall be paid 7½d. per day extra.

#### *Workers to be Members of Union*

14. (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 agreement to employ or to continue to employ in any position or employment subject to this agreement any adult person who is not for the time being a member of an industrial union of workers bound by this agreement.

(b) For the purposes of subclause (a) of this clause a person of the age of 18 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 agreement for workers of the age of 21 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*

15. (a) Any worker who considers himself incapable of earning the minimum wage fixed by this agreement 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 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 14 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 having 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 the employer before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

#### *Matters Not Provided For*

16. Any dispute in connection with any matter not provided for in this agreement shall be settled between the particular employer concerned and the secretary or president 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 dis-satisfied with the decision of the Commissioner, may appeal to the Court upon giving written notice of such appeal to the other party within 14 days after such decision shall have been communicated to the party desiring to appeal.

17. This agreement shall only apply to the parties named therein.

18. This agreement shall come into force on the 24th day of March 1960, and shall continue in force until the 31st day of August 1961.

Signed on behalf of the New Zealand Federated Furniture and Related Trades Industrial Association of Workers:

[L.S.]

WM. J. JORDAN, President.  
L. A. HADLEY, Secretary.

Pilkington Brothers (New Zealand) Ltd.—

[L.S.]

J. A. PINNINGTON, Director.  
R. ROBINSON, Director.