

NEW ZEALAND METAL TRADES' EMPLOYEES—AWARD

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

In the Court of Arbitration of New Zealand, Northern, Taranaki, Wellington, Marlborough, Nelson, Westland, Canterbury, and Otago and Southland 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 under-mentioned union, persons, firms, and companies (hereinafter called “the employers”):

New Zealand Engineering and Related Industries Industrial Union of Employers, 8-12 The Terrace, Wellington.

NORTHERN INDUSTRIAL DISTRICT

A.C.I. Plastic Pty. Ltd., Great South Road, Penrose, Auckland.
 Auckland Electric Power Board, Queen Street, Auckland.
 Auckland Electroplating Co. Ltd., 351 Queen Street, Auckland.
 Auckland Harbour Board, Quay Street, Auckland.
 Colonial Ammunition Ltd., Upper Symonds Street, Auckland.
 Crittal Metal Windows (N.Z.) Ltd., 13 Valley Road, Auckland.
 Custom Moulders Ltd., 650-6 Great South Road, Auckland.
 Falcon Plastics Ltd., Box 13, Ellerslie, Auckland.
 Faulkner and Collins Ltd., 90 Prospect Terrace, Mount Eden, Auckland.
 Fletcher Steel and Engineering Companies Ltd., Private Bag, Auckland.
 International Harvester Co. of N.Z. Ltd., Selwyn Terrace, Auckland.
 Kerler, George, Ltd., 477 Karangahape Road, Auckland.
 Lincoln Industries Ltd., Nuffield Street, Newmarket, Auckland.
 McAlpine, James, Ltd., Broadway, Newmarket, Auckland.
 Mason and Porter Ltd., Cleveland Road, Parnell, Auckland.
 Mount, D., Ltd., Crowhurst Street, Auckland.
 National Brush Co. (N.Z.) Ltd., 650-6 Great South Road, Auckland.
 Radio (1936) Ltd., 6-8 Quay Street, Auckland.
 Seagar Bros. Ltd., Pakenham Street, Auckland.

TARANAKI INDUSTRIAL DISTRICT

Cambrian Engineering Co. Ltd., New Plymouth.
 New Plymouth Borough Council, New Plymouth.

WELLINGTON INDUSTRIAL DISTRICT

Auto Machine Manufacturing Co. Ltd., 230 Thorndon Quay, Wellington.
 Bradley's Electrical Co. Ltd., 57A Victoria Street, Wellington.
 Burt, A. and T., Ltd., Courtenay Place, Wellington.
 Cable, William, and Co. Ltd., Kaiwharawhara.
 Chambers, John, and Son Ltd., Jervois Quay, Wellington.
 Clausen, A. E., Ltd., 25 Cook Street, Palmerston North.
 Die Castings Ltd., Petone.
 General Plastics New Zealand Ltd., 16-22 Plunket Avenue, Petone.
 Horn Buttons and Accessories Ltd., 148-150 Wakefield Street, Wellington.
 Modern Plastics (N.Z.) Ltd., Wainui Road, Lower Hutt.
 National Electric Co. Ltd., 285 Wakefield Street, Wellington.
 New Zealand Industrial Gases Ltd., Wellington.
 Optoplast Ltd., 7 Tauhinu Road, Miramar, Wellington.
 Plix Products Ltd., Paki Paki, Hastings.
 Sterling Electro-plating Co. Ltd., 10A Marion Street, Wellington.
 Sun Plating Service Ltd., 7 St. Hill Street, Wanganui.
 Turnbull and Jones Ltd., Courtenay Place, Wellington.
 Wanganui Electro Plating Manufacturing Co. Ltd., St. Hill Street, Wanganui.
 Zip Heaters Ltd., Cuba Street, Wellington.

MARLBOROUGH INDUSTRIAL DISTRICT

Cuddon, W. G. G., Ltd., Blenheim.
 Fairweather and Son, Blenheim.

NELSON INDUSTRIAL DISTRICT

Anchor Shipping and Foundry Co. Ltd., Port Nelson.
 Nadler and Niddle Ltd., Port Nelson.
 Nelson Reliance Engineering Co. Ltd., Port Nelson.

WESTLAND INDUSTRIAL DISTRICT

Dispatch Foundry Co. Ltd., Lord Street, Greymouth.
 Greymouth Harbour Board, Greymouth.

CANTERBURY INDUSTRIAL DISTRICT

Andersons Ltd., Woolston Post Office, Christchurch.
 Associated British Cables Ltd., Main South Road, Upper Riccarton, Christchurch.
 Booth MacDonald and Co. Ltd., Carlyle Street, Christchurch.
 Cyclone Fence and Gate Co. Ltd., 168 Montreal Street, Christchurch.
 Empire Rubber Mills, Cumnor Terrace, Christchurch.
 Penfold, F. C., and Co. Ltd., Tuam Street, Christchurch.
 Phenolite Plastic Products Ltd., Beresford Street, Christchurch.
 Scott Bros. Ltd., 65 Manchester Street, Christchurch.
 Urlwin, H. C., and Co. Ltd., Langdown Road, Waltham, Christchurch.
 Waygood Otis (N.Z.) Ltd., 77 Cashel Street, Christchurch.

OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT

Burt, A. and T., Ltd., Stuart Street, Dunedin.
 Chrystall Plastics Ltd., 299 Great King Street, Dunedin.
 Cyclone Fence and Gate Co. Ltd., Green Island, Dunedin.
 Methven, G., and Co. Ltd., 374 Andersons Bay Road, Dunedin.

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 1st day of March 1962 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 1st day of March 1960.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Industry to Which Award Applies

1. This award shall apply to—

- (a) Engineering and any industries in which any of the undermentioned workers are employed: Armature-winders, blacksmiths, coppersmiths, engineers (fitters and turners), inspectors, locksmiths, metal-window-frame workers, nail and staple makers, brass finishers, cutlers, range-makers, wire-workers, central heating and/or heating and cooking, and instrument mechanics and/or workers employed in the manufacture, repair or maintenance of machines or of metallic or part-metallic articles of ferrous or non-ferrous metals, or putting the protective coating thereon; bowser-pump fitters and servicemen, metal pipe-fitters, refrigerating fitters and servicemen (commercial and domestic), stove-range fitters, range-body fitters and body finishers; welders and/or cutters, die-sinkers, die-casters, electroplaters, saw-doctors, saw-makers, enamellers, electrical fitters, farriers, gunsmiths, japanners, lead-mill workers (other than lead-burners' and plumbers' or chemical plumbers' lead work), millwrights, metal-spinners, metal-sprayers, machinists, workers operating lathes, pattern-makers, polishers, power-press operators, planers, shapers, slotters and borers, drillers, screwers, sawyers, shot-casters, sand-blasters, shot-blasters, ladders, toolmakers, ash-pan and register makers; furnace-men, strikers, steam and air-hammer attendants, workers assembling machinery, and in the manufacture of radio or telephone apparatus; workers employed at any of the following operations: chipping, rough grinding, fettling, operating hydraulic, pneumatic power, or hand press on cold work, punching, drawing, pressing, shearing, operating annealing-furnace, holding-up on any work, rivet-heating, assisting on galvanising, sheradising, or parkerising, assisting engineers, welders, boilermakers, moulders, other types of tradesmen specified in subclause (a) of clause 7, and other workers employed in connection with the said industries.
- (b) Workers employed on or in connection with blow moulding, compression moulding, injection moulding, slush moulding, extrusion, calendering casting, the plastic coating of materials, vacuum forming, sheet shaping, fabricating, and other methods of shaping synthetic and semi-synthetic plastic materials.
- (c) Boilermakers in the Taranaki, Nelson, Marlborough, and Westland Industrial Districts shall be paid the same rates as prescribed in this award for fitters, and all other conditions of this award shall apply to such workers.

Definitions

2. For the purpose of this award the following definitions shall apply:

“Confined space” means a working-place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.

“Continuous process” means a process in which work is carried on, except for breakdowns, with successive shifts of men throughout the days and nights for at least five days of the week.

“Day” means the period from midnight to midnight.

“Electroplaters’ work” shall mean and include electro-plating, electro-typing, metal-colouring, setting up and control of electrolytes, and the maintenance of low-voltage electrical equipment to the supply generator.

“A fitter’s mate” is a worker with not less than three months’ experience as a metal worker’s assistant who is directed to regularly assist a fitter in his normal duties, and who uses such tools of trade as the fitter directs.

“Galvaniser” means an adult worker who is responsible for the solutions used and the operation of baths used for galvanising.

“Gunsmith” means a tradesman engaged in the manufacture or conditioning and/or stocking of guns or rifles.

“Heat treater” means an adult worker who is required to apply general trade experience as a heat treater and who carries out the operation of heat treatment to produce in the materials treated such requirements as hardness, toughness, ductility, resistance to abrasion, elasticity, tensile strength, machinability, and resistance to creep, and who works to limits in size, shape, and straightness in tool work.

“Inspector” means a worker whose duties consist of checking work performed by tradesmen.

“Instrument mechanic” means a tradesman who is engaged in the manufacture, maintenance, and repair of instruments.

“Jobbing, making and maintenance” means the making in metal of machinery and mechanical apparatus, and of electrical machinery and apparatus, and other metallic articles, and the assembling thereof, and the repairing and maintenance and the installation thereof, by methods other than those set out in the definition of manufacturing.

“Lagger” means a worker engaged on the application and finishing of all materials in common use for thermal insulation in connection with any engineering plant or appliance and shall include all work in connection with the metal supports and covers and substitutes for any of the above that may be used.

“Locksmith” means a tradesman engaged in the making (except in quantities by process methods) and/or repairing of locks and keys and the mechanism of safe and strong-room doors.

“Machinist, first-class,” means a tradesman who is partly or wholly engaged in setting up and operating the following machines: lathe, boring-machine, milling-machine, gear-shaping machine, planing-machine, shaping-machine, slotting-machine, and grinding-machine, or boring by drilling-machines, with a single-pointed tool, where accuracy must be maintained, and where the operator is solely responsible for maintaining and setting the tool.

“Machinist, second-class,” means an adult worker who is not engaged as a tradesman and who is not required to work from drawings or prints, but who is engaged in operating the machines enumerated in the definition of first-class machinists, or who is engaged operating a key-seat machine, or who is engaged operating a lathe fitted with a self-centring chuck or collet, or second-class brass-finisher, or the man who adjusts cutter-bar to work to specified dimensions.

“Manufacture and/or manufacturing” means the making and assembling in quantities of interchangeable or standardised parts used in or in connection with machinery (including farm machinery) and mechanical apparatus and of electrical machinery and apparatus, radio and telephone apparatus, heating and cooking appliances, locks, scales, window-frames, stoves, nails and staples, wire and other articles of ferrous or non-ferrous metals, and plastic moulding by specialised processes.

“Metal-worker’s assistant” means a worker employed in assisting on galvanising or sheradising, or assisting engineers or welders or boilermakers, or moulders, or any other metal tradesman.

“Pattern-maker” means a tradesman engaged in making of patterns in wood.

“Polisher, first-class,” means a tradesman engaged in polishing metals for finish.

“Porcelain enamelling” includes all occupations concerned in the porcelain enamelling of metallic articles.

“Process worker” means a worker engaged—

- (i) On repetition work on any automatic, semi-automatic, or single-purpose machine, or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connection with which he is not responsible for the setting-up of the machine nor for the dimensions of the products other than by checking with gauges, which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or
- (ii) In connection with the assembling of parts of mechanical appliances or metallic or part-metallic articles so made in which no fitting or adjustment requiring skill is required; or
- (iii) In specialised processes not requiring the use of hand tools (except hammer, screw-drivers, or spanners, or such other tools as may be agreed upon under clause 22 in the case of any particular work) in or in connection with manufacturing; or
- (iv) In specialised processes using electric spot, butt, or similar welding machines; and
- (v) Shall include specialised processes in the manufacture of (a) steel furnishings, shelving, and stamping in sheet metal of $\frac{1}{8}$ in. thickness or less; or (b) heel and toe plates; or (c) nails and staples; or (d) taps and copper pipe fittings; or (e) in stove-making; or (f) in metal-window-frame-making; or (g) in wire-working; or (h) plastic products.

“Stovemaking” means and includes stove, range, oven, and grate makers and repairers who in such industry make, repair, or install articles customarily made, repaired, or installed in the stove, range, oven, and grate making industry.

“Sunday” means the time between midnight Saturday and midnight Sunday.

“Toolmaker” means a tradesman who is engaged making and/or repairing any precision tool, precision gauge, precision die, precision jig, or precision mould, and who is responsible for its proper completion.

“Tradesman” means a worker employed as such who has served five years’ apprenticeship to any of the branches of the trade covered by this award, or an adult worker who in the course of his employment works from drawings or prints, or who makes precision measurements, or who applies general trade experience to the branch or branches of any of the trades in which he is employed covered by this award, such as pattern-makers, tool-makers, die-sinkers, engineers, turners, fitters, window-makers, blacksmiths, millwrights, welders, brass-finishers, polishers, electro-platers, coppersmiths, workers on tubular-steel furnishings shaped by hand, and includes first-class machinists, but shall not include workers covered by any other definition contained in this award.

“Welder, first class,” means an adult worker using electric, arc, and/or oxy-acetylene blowpipe and/or coal-gas cutting plant who is required to apply general trade experience as a welder.

“Welder, second-class,” means an adult trainee welder during his first 12 months at the trade, and/or until he has passed public-works test, and/or a welder substantially employed cutting scrap metal with an oxy-acetylene blowpipe.

“Welder, third-class,” means an adult worker using an electric spot, butt, or similar welding machine.

“Window-maker” means a tradesman employed as such competent to set out, mark off, assemble, and fit sashes, doors, and grilles in metal.

“Window-frame making” means the making in metal (including bronze) of window frames, doors, and grilles and ornamentations used in buildings.

Hours of Work

3. (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 in each establishment, with a break of not more than one hour for lunch.

(b) No worker shall be required to work more than four and a half hours continuously without an interval of at least three-quarters of an hour for a meal: Provided that this meal-time may be reduced to half an hour by mutual agreement. In the case of Metters (N.Z.) Ltd., Petone, Scott Bros. Ltd., Christchurch, and the Osborne Gas Stove Co. Ltd., Christchurch, relief men may work four and three-quarter hours without an interval for a meal.

Shifts

4. (a) This clause shall have no application to a worker required to work shifts outside of the hours prescribed in clause 3 on less than five consecutive working-days.

(b) Shifts may be worked as required by the employer. The ordinary hours of work of a shift-worker shall not exceed five consecutive eight-hour shifts, to be worked between the hours of midnight Sunday-Monday and 7 a.m. Saturday.

(c) The commencing-hour for day shifts shall be not earlier than 7 a.m., instead of the commencing-hour of 7.30 a.m. mentioned in clause 3, or such other hour as may be agreed upon by the employer and the local union secretary.

(d) Where three shifts per day are worked, a worker required to rotate his shift duties shall be paid 2s. 10½d. per shift in addition to ordinary rates.

A worker employed only on afternoon or night shift shall, while so employed, be paid 3s. 6d. per shift in addition to ordinary rates.

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.

(e) In the case of shift-workers, overtime shall only be payable after eight hours, and shall then be paid for at the rate of time and a half for the first three hours and double time thereafter: Provided that overtime rates shall not be payable where the overtime arises from arrangements made between the employees themselves.

(f) Where it is practicable, shifts shall be worked on a regular rotation.

Overtime

5. (a) (i) All work done in excess or outside of the hours mentioned in clause 3 hereof or outside of the ordinary hours of ceasing work shall count as overtime and shall be paid for at the rate of time and a half for the first three hours in any one day and double time thereafter. Any worker (other than a shift-worker) who is called back after 10 p.m. or before 6 a.m. or after 12 noon on Saturday shall be paid double rates. Overtime shall be calculated on a daily basis.

(ii) When overtime work is necessary it shall wherever reasonably practicable, be so arranged that workers have at least eight consecutive hours off duty between the work of successive days. A worker who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this subclause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time (as prescribed in subclause (a) of clause 3) occurring during such absence.

If, on the instructions of his employer, such a worker resumes or continues work without having had such eight consecutive hours off duty, he shall be paid at double rates until he is released from duty for such period, and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time (as prescribed in subclause (a) of clause 3) occurring during such absence.

(b) Any worker required to commence work after the cessation of public wheeled traffic or before the ordinary time of starting 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 3 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 the worker travelling to or from his work: Provided that in the case of a worker who normally starts or finishes work when public wheeled traffic is not available, the amount to be paid to the worker to cover travelling-time may be agreed upon between the employer and the secretary of the union, but if an agreement is not reached the question shall be decided by a committee consisting of the employer, the secretary of the union, and the Conciliation Commissioner, who shall be chairman, and the decision of such committee shall be final.

(c) No worker shall work overtime on Friday night or on the night of the union's regular monthly meeting except on urgent or breakdown work.

(d) The employer shall either provide a suitable meal or allow meal-money at the rate of 5s. per meal when workers are called upon to work overtime after 6 p.m. on Sunday, Monday, Tuesday, Wednesday, Thursday, Friday or Saturday, or after 1 p.m. on Saturday or Sunday, unless such workers can reasonably get home for a meal and return to their work in one hour, in which case the meal allowance need not be paid.

When working protracted overtime, either a suitable meal shall be provided, or meal-money paid every four and a half hours that overtime continues provided workers are required to continue working after the meal interval; and provided, further, that the period of four and a half hours may be varied by agreement. In such cases reasonable meal intervals shall be paid for.

(e) When working overtime under conditions where a worker cannot obtain a meal without incurring extra travelling-expense, the employer shall reimburse such extra expense.

(f) When a worker is called back after having completed his day's work and left the place of employment or on a Saturday or Sunday or is called out to work overtime before his usual time of commencing work and does not continue working until such time he shall be paid for a minimum of two hours.

Holidays

6. (a) The following shall be the recognised paid holidays: New Year's Day, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, Boxing Day, and Anniversary Day (or a day to be substituted therefor). If any of the above holidays except Anzac Day falls on a non-working day it shall be observed on the first working day thereafter.

(b) Workers who are entitled to be paid for the holidays set out in subclause (a) of this clause shall be all those who have been working at any time during the fortnight ending on the day on which the holiday occurs. 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 per-

formed on such day. Payment for holidays shall not apply to workers employed elsewhere than in the employer's workshop or factory, excepting to regular workers employed on outside work.

Where any worker entitled to payment under subclause (a) of this clause has been employed upon work coming within the scope of this award by more than one employer during the fortnight ending on the day on which any of the above holidays occur, he shall be entitled to receive the payment for the holidays from such one or more of those employers and if more than one, in such proportion as the Inspector of Awards shall determine.

(c) For work done on any of the above holidays or on Sundays or 2 January double time shall be paid.

(d) Holidays shall be allowed in accordance with the provisions of the Annual Holidays Act 1944.

(e) Where practicable, the employer shall give at least two months' notice to his employees of annual holidays pending and each employee shall be advised of the date at which he is required to commence his holiday period.

Wages

7. (a) <i>Engineering Division—</i>	Per Hour
	s. d.
Toolmaker	7 1½
Pattern-maker	7 1½
Inspector	7 1½
Fitter	6 10¾
Gunsmith	6 10¾
Turner	6 10¾
Die-sinker	6 10¾
Instrument mechanic	6 10¾
Blacksmith	6 10¾
Millwright	6 10¾
Coppersmith	6 10¾
First-class machinist	6 10¾
First-class polisher	6 10¾
Refrigerating fitter and serviceman	6 10¾
Hand wire-worker	6 8
Locksmith	6 8
Other tradesmen	6 8
Heat treater	6 10¾
Fitter's mate	6 0
Second-class machinist	6 0¾
Second-class polisher	6 0¾
Lagger	6 0¾
Process worker—	
First six months	5 10
After six months' service with the same employer	5 11¼
(b) <i>Stovemaking and Porcelain Enamelling Division—</i>	
Polisher	6 0¾
Ash-pan makers	6 0¾
Register-sheet makers	6 0¾
Coal-range fitters and fitters of other types of ranges who are required to use files and chisels in the fitting of the range doors	6 0¾
Grinders	5 10
Body-fitters	5 10
Body-finishers	5 10
Duster (dry process)	6 4½

	Per Hour
	s. d.
Enamelling-furnacemen	6 0½
Sand-blasters (except where the worker is protected by the work being done in an enclosed cabinet)	6 4¼
Picklers	5 10
Stencil cutters	5 10
Other adult male workers (other than process workers) in enamelling department	5 8¼
Steel-shot blasters	6 1¾
Process worker—	
First six months	5 10
After six months' service with the same employer	5 11¼
Definitions: "Process worker" as defined in clause 2, General Definitions.	
(c) <i>Window-frame Making and Like Work Division—</i>	
Window-maker	6 8
Metal-sprayers	6 3¾
Power-press operators (who set up their own work)	5 11¼
Power-press operators (who do not set up their own work)	5 10
Process workers (including grinders)—	
First six months	5 10
After six months with the same employer	5 11¼
Men straightening by machines	5 8¼
Definitions: "Process worker" as defined in clause 2, General Definitions.	
(d) <i>Electroplating Division—</i>	
First-class electroplater	6 8
Second-class electroplater	6 0¾
Process worker—	
First six months	5 10
After six months with the same employer	5 11¼
(e) <i>Welding Division—</i>	
First-class welder	6 10¾
Second-class welder	6 0
Third-class welder	5 10
(f) On the coming into operation of this award all existing practices relating to polishing and/or electro-plating shall continue until a National Disputes Committee shall have determined into which of the above-mentioned classes any polishing or electro-plating operations shall be graded.	
(g) <i>Power Transformer Division—</i>	
Workers, other than process workers, engaged in building power transformers above 1kVA. capacity (other than for radio and telecommunication) for commercial and industrial use, shall be paid not less than the following rates—	
First six months	5 11½
After six months' service with the same employer	6 1½
A worker with at least 12 months' experience with the same employer in transformer building and required to work from material list and diagrams	6 2¾
Process worker—	
First six months	5 10
After six months' service with the same employer	5 11¼

(h) *General Division*—

	Per s.	Hour d.
Sand-blasters (except where the worker is protected by the work being done in an enclosed cabinet)	6	4 $\frac{1}{4}$
Cupola-furnacemen	6	2
Shot-blasters	6	1 $\frac{3}{4}$
Workers operating pipe shaping and/or welding machines at steel-pipe works	6	0 $\frac{3}{4}$
Wire-worker who sets up and operates his own machine	6	0 $\frac{3}{4}$
Galvanisers	6	0 $\frac{3}{4}$
Worker (other than process worker) constantly employed on drilling-machines or working on punch press who sets up his own work	5	11 $\frac{1}{2}$
Worker other than tradesman employed on marine or ship-repair work	5	11 $\frac{1}{2}$
Machinist (other than process worker) constantly employed on cold saw, hydraulic press, pneumatic press, or screwing machines	5	11 $\frac{1}{2}$
Strikers	5	11 $\frac{1}{2}$
Men substantially employed operating power-driven mobile cranes or cab controlled overhead travelling cranes	5	11 $\frac{1}{2}$
Steam or air-hammer attendants	5	11 $\frac{1}{2}$
Steel-fettlers	5	8 $\frac{3}{4}$
Workers employed on any of the following operations—chipping castings, rough grinding, fettling, drilling, operating hydraulic, pneumatic, power or hand press on cold work, when any of these three types of presses are operated by other than boilermakers, punching, drawing, pressing, shearing (other than plate work), crane-driving, operating annealing-furnace	5	8 $\frac{1}{4}$
Workers not elsewhere specified	5	8 $\frac{1}{4}$

Boys and Youths Section

8. (a) Boys and youths under 21 years of age may be employed on light manufacturing work, or on process work, or on work carried out in the power transformer and general divisions, or in the tool and/or material store.

(b) The minimum weekly rates of wages payable to such boys and youths shall be in accordance with the following scale:

Age Commencing	First Six Months	Second Six Months	Third Six Months	Fourth Six Months	Fifth Six Months	Sixth Six Months	Seventh Six Months	Eighth Six Months	Ninth Six Months	Tenth Six Months
Under 17 ..	68/4	76/8	86/8	99/2	113/4	126/8	138/4	156/8	162/6	175/10
17 to 18 ..	76/8	90/10	102/6	116/8	129/2	147/6	156/8	175/10	..	..
18 to 19 ..	91/8	105/-	120/-	146/8	156/8	175/10	..	..	..	..
19 to 20 ..	120/-	138/4	156/8	175/10	..	..	..	..	..	..
20 to 21 ..	138/4	175/10	..	..	..	..	..	..	..	..

And thereafter, or on attaining the age of 21 years, not less than the appropriate adult rate according to the class of work he is called upon to perform.

(c) Where youths are employed to operate a press, they shall be paid not less than £5 5s. per week while so employed.

(d) Wages shall be paid weekly, but (subject to the provisions of the Factories Act relating to deduction from wages) only time worked shall be paid for.

(e) Boys or youths shall not be employed at sand-blasting except where the worker is protected by the work being done in an enclosed cabinet.

Female Section

9. Female workers may be employed under the conditions laid down for male workers, subject to the following conditions:

- (a) Female workers shall not be employed on night shifts.
- (b) Female workers may be employed upon the following work or operations in connection with light manufacturing: Coil winding, mounting and assembly, viewing and examining, light drilling, light riveting, tapping or screwing, light milling, light lathe-work, light press-work, soldering, polishing, cementing, and light assembling of plastic products, painting, spraying, dipping, mottling, brushing, stencilling, "filling up castings" in connection with enamelling, assembling, or packing.
- (c) Female workers shall be paid not less than the following minimum weekly rates of wages:

Age Commencing	First Six Months	Second Six Months	Third Six Months	Fourth Six Months	Fifth Six Months	Sixth Six Months	Seventh Six Months
Under 17	61/8	74/2	83/4	94/2	110/10	124/2	134/2
17 to 18	71/8	83/4	94/2	105/-	121/8	133/4	..
18 to 19	79/2	90/-	105/-	120/-	130/10	..	..
19 to 20	88/4	101/8	117/6	130/-	..	..	..
20 to 21	97/6	116/8	..	..	..	..	..

And thereafter, or on attaining the age of 21 years, not less than £8 2s. 9d. per week.

- (d) Wages shall be paid weekly, but (subject to the provisions of the Factories Act relating to deductions from wages) only time worked shall be paid for.
- (e) The employer shall provide the following for female workers:
- (i) Overalls and/or caps where the employer and the local secretary of the union agree that they are necessary.
 - (ii) Work seats where it is possible to use them.
 - (iii) Reasonable facilities for supplying warmth in cold weather.
 - (iv) Lockers, or such alternative accommodation as may be agreed upon between the employer and the local secretary of the union.
 - (v) Boiling water at meal-times and warm water for washing their hands.
- (f) Female workers may be employed on a weekly basis for less than a full period of 40 hours. Such workers shall be paid *pro rata* the appropriate scale of wages plus 10 per cent.
- These provisions shall not be used for the purposes of reducing the hours of work or the earnings of any female worker.

Requirements of Economic Stabilisation Regulations

10. No worker bound by this award shall in any week be paid a lesser amount by his employer than the worker would have been entitled to be paid under this award if it had specifically applied the general order of the Court dated 18 September 1959 otherwise than by incorporation pursuant to the pronouncement of the Court dated 18 September 1959.

Special Rates

11. (a) Where a worker has been specially directed to take charge of four or more workers he shall be paid 2s. 6d. per day extra. Where a worker has been specially directed by his employer to take charge of any job and has under his

control not less than four tradesmen, such worker shall be paid 3s. 8d. per day extra above the minimum rates, provided that the job shall extend for one day or more.

(b) *Work Not Proceeded With*—When a worker is employed on a job under conditions requiring him to present himself for work at the commencement of the day, or when a worker is ordered to work at a certain time and no work is available, he shall be paid a minimum of two hours: Provided that, if required by the employer, he shall stand by the job during such period.

(c) *Dirty Work*—Any worker employed at the following work shall be paid 2s. 4d. per day dirt-money:

- (i) All repair work done on board ship and in rotary kilns and coolers at cement-works.
- (ii) All repair work done on smoke-box doors; repair work inside furnaces, back-ends, and through manholes; all repair work done in the respective departments of freezing-works on blood pumps, sewage-pumps, manure-driers, hash-pressers, digesters, and paunch-cutters, and on tar-boilers at gasworks and on tar-plants at steel-pipe works, and work involving contact with used transformer oil if it extends beyond one hour.
- (iii) Unless cleaned down, the work of overhauling winches, grabs, traction-engines, steam-shovels, gin-blocks, steering-gear, deck pulleys, locomotives, and undergear of tramcars but excluding the manufacture of new parts therefor.
- (iv) Such other work in addition to that enumerated in (ii) and (iii) as may be agreed by the employer and the worker or the union concerned.
- (v) Workers employed at manure-works, including chemical-manure works, when employed in repairing manure plants at such works. The evaporator shall be regarded as part of the manure plant.

(d) In lieu of the payment prescribed in subclause (c) of this clause all repair work in used boilers, smoke-boxes, uptakes, funnels, and between boilers and brick-work of boilers shall be paid for at half ordinary rates in addition to the ordinary or overtime rate, as the case may be.

(e) In lieu of the payment prescribed in subclause (c) of this clause workers not regularly employed at manure-works shall be paid ordinary rates in addition to the ordinary or overtime rates, as the case may be, when employed at repair work inside digesters at manure-works.

(f) In lieu of the provisions of paragraphs (i), (ii), (iii), and (iv) of subclause (c) of this clause, all repair work in used fuel-oil tanks, lubricating oil tanks, diesel oil tanks if not steamed out, or in tanks which have been coated internally with bitumen or in ships' tanks coated with bitumen shall be paid for at half ordinary rates in addition to the ordinary or overtime rate, as the case may be.

(g) For the purposes of this clause "day" shall mean eight hours or any portion of eight hours during which a worker is employed at work coming within the scope of subclause (c) paragraphs (i) to (v) of this clause. Any time worked in excess of eight hours on work coming within the scope of subclause (c) paragraphs (i) to (v) of this clause shall entitle the worker to an additional payment in proportion to the ratio of the amount of overtime worked to eight hours.

(h) Workers required to enter for the purpose of working inside crank pits, cylinders, and scavenger trunks of diesel engines on board ship shall be paid 1s. 1½d. per hour extra whilst so employed. Workers required to perform any other work in engine-rooms of diesel driven ships shall be paid 7d. per hour extra. When a worker is entitled to an extra payment under this subclause he shall not be entitled to any extra payment under subclause (c) of this clause in respect of the same work.

(i) Workers employed on hot-slab work, plate flanging and dishing, and heavy angle-iron smithing shall be paid 3½d. per hour extra in addition to the ordinary or overtime rate as the case may be. This payment shall not apply to work done on anvils.

(j) Workers who regularly assist with pouring and are subject to splashing with molten metal shall be supplied with boots and overalls, but the employer shall not be obliged to supply more than two pairs of each article to each such worker per annum.

Alternatively the employer may pay any such worker a boot and overall allowance of 3s. in any week in which he works three days or more.

(k) Metal workers' assistants regularly assisting with casting brass and directly exposed to brass fumes shall be supplied with one pint of milk each morning and/or afternoon in shops where moulders are so supplied.

(1) *Salvage-work*—(i) Each salvage job shall be considered on its merits by representatives of employers and employees, and the rate of pay awarded accordingly.

(ii) In the case of a disagreement arising as to any matter under this clause, it shall be the duty of the employers and employees to take all necessary steps to effect a settlement without delay, and pending such settlement there shall be no delay in commencing salvage operations.

(iii) Failing a settlement as provided in paragraph (i) of this subclause, the dispute shall be referred to a committee consisting of three representatives of the union and three representatives of the employers, and if they fail to reach an agreement they shall appoint an independent chairman, who shall have a casting vote.

(m) *Heat and Cold*—(i) Any worker required to work in any compartment or confined space 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 at which the work is performed, a special heat rate computed at ordinary time rates for the time he is so employed.

(ii) No worker shall be compelled to work in any space where the temperature has been raised to above 130 degrees.

(iii) Workers engaged in freezing-chambers where the temperature is below 30 degrees shall be paid 4½d. extra per hour whilst so engaged, and shall be allowed to leave the chamber at least once in every two hours for a period of 10 minutes which period shall not be in addition to "smoke-oh."

(iv) The person in charge of the job and a representative of the workers shall determine and certify to the temperature of any place for the purpose of this clause of the award.

(v) No worker shall be required to enter any furnace or chamber while the boiler is under steam pressure, nor shall any worker be required to enter any boiler connected by steam-pipe to another boiler if such second boiler is under steam pressure unless the communicating valve between the two boilers is securely closed and locked.

(n) *Welding-allowance*—Workers employed on oxy-acetylene, coal-gas, or electric welding or cutting, except on spot- or butt-welding machines, for less than four hours in a day, shall be paid 1s. 6d. per day extra; for more than four hours in a day 2s. 4d. extra per day.

For welding work done on a job preheated for at least four hours a worker shall be paid an extra rate equal to one-fourth of his ordinary rate in addition to his ordinary or overtime rate as the case may be, in lieu of the welding allowance.

In lieu of any other payment under this clause workers carrying out welding and burning operations in confined spaces, shall be paid half ordinary rates in addition to the ordinary or overtime rate as the case may be.

(o) When welding or gas cutting of galvanised material is being done, provision shall be made for the removal of objectionable fumes, and one pint of milk shall be provided each morning and/or afternoon.

(p) *Ship-repair Work on Board Ships*—Tradesmen employed on ship-repair work on board ships shall be paid 2d. per hour above the rates prescribed in clause 7.

(q) *Height-money*—Where workers are engaged on work from ladders, bosun-chairs, or free swinging stages involving the risk of a fall of more than 20 ft they shall be paid the following extra rates:

	Per Hour
	d.
Over 20 ft and up to 50 ft	2 $\frac{1}{4}$
Over 50 ft and up to 75 ft	3 $\frac{1}{2}$
Over 75 ft and up to 140 ft	4 $\frac{1}{2}$
Over 140 ft	5 $\frac{3}{4}$

All scaffolding shall be the responsibility of the employer.

(r) Any worker required to work in a confined space shall be paid 3 $\frac{1}{2}$ d. per hour extra while so employed in addition to the appropriate rate payable for the time worked. This extra rate shall not be payable if the worker is already entitled to receive payment under any of the following subclauses of this clause—(c), (d), (e), (f), (h), (m), and (n).

(s) Subject to clause 10 hereof where in this clause reference is made to special payments on a time as distinct from a monetary basis, such extra payment shall be calculated on the rate actually paid to the worker on 11 October 1959, provided that no worker shall receive less than the appropriate proportion of 5s. 7d. per hour in the case of tradesmen, of 4s. 10d. per hour in the case of tradesmen's mates, and of 4s. 7d. per hour in the case of labourers.

Piecework and Premium Bonus

12. Work may be done by piecework or on the premium-bonus system, but in either case as such rates as shall secure to a competent worker at least 10 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 22 of this award. At least seven days before the introduction of any system of payment by results the employer shall give written notice to the secretary of the union.

Payment of Wages

13. (a) All wages shall be paid not later than Thursday and, where practicable, within working-hours.

(b) All wages shall be paid on the termination of employment.

(c) Each worker shall be supplied with a statement showing details of his earnings for each pay period and any deductions therefrom: Provided that it shall be competent for the Auckland Harbour Board to make alternative arrangements acceptable to the union.

Outside Work

14. (a) If a worker is required by his employer to work at a place away from the employer's factory, workshop, or ordinary place of employment and is thereby put to expense in travelling to and from his work greater than that which he incurs when working in the factory, workshop, or ordinary place of employment, the employer shall reimburse him for such extra expense. If the employer supplies a conveyance, it shall be provided with cover adequate to protect the workers against the elements.

(b) When the worker is employed at such work that he is unable to return to his home at night, suitable board and residence shall be provided at the employer's expense. Engineers employed on bitumen or hot-mix plants shall be covered by this provision.

(c) Travelling-time outside the ordinary hours of work shall be paid for at ordinary rates, but not to a greater amount than eight hours in the day.

(d) Where a worker is employed at country work at such a distance that he is unable to return to his home at night he shall be paid overtime rates for all work done in excess of the hours prescribed in clause 3 hereof.

(e) When a worker is required to travel by coastal steamer, first saloon fares shall be provided; when travelling by train, first-class fares shall be provided if the work is over 50 miles from the shop and if first-class seats are available.

(f) Workers required to travel by boat, bus, plane or train where the journey exceeds four hours, shall have meals provided by the employer in all cases where meals are not included in the fare.

(g) Workers required to travel in the inter-Island steamer between Wellington and Lyttelton or between Wellington and Nelson for the purpose of effecting repairs on such steamer shall be paid four hours' travelling-time at ordinary rates for each night at sea.

(h) When the work is situated less than 50 miles from the employer's place of business, the worker shall be refunded his return fare to and from the place of engagement once every two weeks during the continuance of the work, and if over 50 miles, once every two months, but in such case travelling-time shall not be paid for.

Travelling-time

15. (a) When workers are engaged at Port Chalmers and sent to work at Dunedin, or *vice versa*, or are engaged at Christchurch and sent to work at Lyttelton, or *vice versa*, their return fares shall be paid as shall time occupied in travelling at ordinary rates. On occasions when the work is to be performed in the city or town in which the worker resides and such travelling is not involved this clause shall not operate.

(b) When the employers fail to notify the men on the previous day that they are required to work under subclause (a) of this clause, the sum of 5s. per meal shall be allowed during the time they are employed, but when notice is given on the previous day, workers shall provide for their lunch. Other meals, if the men are detained to work overtime, shall be paid for by the employer.

(c) Workers engaged at Dunedin or Port Chalmers to be employed at other ports shall be conveyed by their employer to and from such work free of charge, but once only during the continuance of such work. Time occupied in travelling during ordinary working-hours or on Sundays between 8 a.m. and 5 p.m. shall be paid at ordinary rates.

(d) (i) All workers employed by the Wellington Patent Slip Co. at Evans Bay shall receive a travelling allowance of 1s. for every day or part of a day upon which they are employed by the company, irrespective of the exact location at which the work is performed. The allowance, however, shall not be payable when the work is performed at Miramar and the Jubilee Dock.

(ii) Workers who are required to work at Miramar, Wellington, shall be paid 1s. 6d. each way to cover travelling-time and fares, or in lieu thereof, the employer shall provide free conveyance.

(iii) Workers who are required to work at the Jubilee Dock, Wellington, or the repair wharf adjacent thereto, shall be paid 1s. 6d. each way to cover travelling-time and fares, or in lieu thereof, the employer shall provide free transport.

General Provisions

16. (a) It shall be the duty of the employer to provide lockers or other suitable accommodation wherein employees may keep their clothes, good ventilation, and 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 men working in the workshops in cold weather.

(c) It shall be the duty of the shop foreman to keep all passages in the moulding shop clear at all times.

(d) Burners and welders while working in bitumen or oil tanks shall be supplied with respirators where necessary.

(e) In workshops where electroplating, chromium-plating, buffing, polishing, and grinding work is performed and noxious fumes are present, suitable suction plants and fans shall be provided where in the opinion of the disputes committee such are necessary.

(f) In all cases where artificial light is required, electric light shall be supplied where available; and proper staging shall be erected for men to work in safety.

(g) Proper shelter shall be provided to protect workers from cold winds or wet weather.

(h) Where portable electric lights, electric drills, and other portable electrical equipment are in use, every care shall be taken to see that they are properly insulated. Workers shall immediately report to the foreman any defect in such equipment.

(i) A supply of fresh air and suitable adequate protective clothing shall be provided for sand and shot blasters, metal-sprayers, and picklers. Respirators shall be provided for duco-sprayers.

(j) All oxygen or other gas storage chambers shall be tested and certified as safe before any worker shall enter same.

(k) Workers using pneumatic machines shall be supplied with gauntlets or gloves where necessary.

(l) Suitable screens shall be supplied for electric welding-machines.

(m) Where natural light is insufficient to properly light the workshop artificial light of sufficient power shall be provided.

(n) The continuous use of hand-torches or other lamps that emit injurious smoke or gases is prohibited.

(o) Workers employed on oxy-acetylene or electric welding and cutting shall be provided with goggles or helmets and gauntlets or gloves. Leather aprons shall be available for welders when welding overhead.

(p) Aprons shall be available for the use of polishers employed on work which comes into contact with their clothing.

(q) Workers the nature of whose work necessitates the regular wearing of overalls shall be supplied by the employer with two suits of overalls at the commencement of each year of service with the employer: Provided, however, that in the case of each new engagement the employer may pay to the worker an overall allowance of 2s. per week for a maximum period of three months.

Overalls for the purposes of this subclause shall mean dust-coats, bib overalls, boiler-suits or aprons customarily worn by workers.

(r) All lifting gear such as chains, hooks, etc., shall be examined annually.

(s) Transparent shields shall be provided for welders when chipping slags from welds.

(t) Soap and clean towels or other suitable means of cleaning or drying shall be provided for workers working under this award in factories in accordance with the provisions of section 62 of the Factories Act 1946.

(u) Any worker issued with protective clothing or footwear shall hand in such issue on being supplied with a replacement or on the termination of his employment. Such footwear to be fully disinfected prior to re-issue to another worker.

(v) Workers shall be allowed three minutes for washing at the end of each day.

Tool Allowance

17. (a) (i) A tradesman toolmaker, pattern-maker or fitter required to provide his own tools (except drills, taps, hacksaw blades, and files) shall supply such tools and shall be paid a tool allowance of 1½d. per hour.

(ii) A tradesman millwright, turner or first-class machinist required to provide his own tools (except drills, taps, hacksaw blades and files) shall supply such tools and shall be paid a tool allowance of 1d. per hour.

(b) The allowance provided for in the preceding subclause shall be payable where the worker provides sufficient suitable tools for the work upon which he is employed, but shall not be payable if an employer provides all the tools required.

(c) The employer shall insure workers' tools against loss by fire on the employer's premises.

Rest Periods

18. A 10-minute rest period shall be allowed to all workers in the middle of each four hours' working period.

Accidents

19. (a) An adequate first-aid emergency kit shall be kept in a convenient and accessible place in every works, and shall be open to inspection once a month by a union official.

(b) Facilities shall be provided for rendering first-aid in the case of accident to workers while working outside the employer's place of business.

(c) Provision shall be made for a supply of hot water at short notice.

(d) Where a worker is injured in the course of his employment and is obliged to attend hospital or a doctor for treatment during working-hours, such worker shall be paid by the employer for time so lost on the day of the accident but not for more than two hours.

Access to Workshops

20. The president or any authorised salaried representative of the local union of workers concerned 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. The employer shall give recognition to any worker who is appointed shop steward in the establishment in which he is employed.

Engineering Students

21. Any student of any recognised University Engineering College in the Dominion who engages himself to any employer party to this award for the purpose of obtaining practical experience to supplement his theoretical training during the vacation period shall be exempt from the provisions of this award: Provided that this shall not entitle an employer to dismiss a worker in order to make room for a student.

Disputes Committee

22. The essence of this award being that the work of the employers 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 specifically 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, if required by either party, to be mutually agreed upon or, in default of agreement, to be appointed by the Conciliation Commissioner for the district. The committee shall either decide the issue or refer the dispute to the Court as soon as is reasonably practicable.

Either side shall have the right to appeal to the Court against a decision of any such committee upon giving to the other side written notice of such appeal within 14 days after such decision has been made known to the party desirous of appealing.

Exemptions

23. (a) Nothing in this award shall apply to regular and permanent employees of harbour boards covered by the New Zealand Harbour Board's Employees' Award.

(b) Nothing in this award shall apply to any workers who are at the time of the making of this award governed by any other award, nor after the expiry date of such other award until steps have been taken to add the employers of such workers as parties to this award so as to provide for them.

(c) The Precision Engineering Co. shall be bound by this award in so far as all their operations with sheet metals are concerned.

(d) County Councils shall be bound only by the wages and other special payments provisions of this award, but in other respects the provisions of the New Zealand Local Bodies' (Rural Section) Labourers' Award shall apply.

Associated British Cables Ltd., Christchurch

24. (a) The terms and conditions of this award shall apply to the Associated British Cables Ltd. with the following modifications:

- (1) Classification and wages shall be in accordance with subclauses (b) and (c) hereunder.
- (2) The periods shown in subclause (c) shall not be exceeded, but any operator may be up-graded to the full rate for the operation he is performing within those periods.
- (3) Satisfactory provisions shall be made for overalls or an overall allowance to operators requiring protective clothing.
- (4) The 10 minutes' rest period stipulated in clause 18 of the award shall be taken at the machines without stoppage of the machines.

(b) *Adult Male Workers*—

Grade 4—

Operating heavy wire-drawing machine, including rod handling, pickling, and attending acid recovery plant.

Operating one medium and one fine wire-drawing machine simultaneously.

Operating electric annealing furnace and its ancillary atmosphere plant.

Operating plastic extruding machine.

Grade 3—

Operating medium tinning machine.

Operating two medium or small stranding machines simultaneously.

Operating one heavy stranding machine (14 in. × 15 in. bobbin machine only).

Operating group of laying-up machines.

Grade 2—

Operating one medium wire-drawing machine.

Operating one fine wire-drawing machine.

Winding heavy wire.

Finished coil-winding.

Grade 1—

Workers not elsewhere specified, including labourers and yardmen.

Adult Female Workers—

One Grade only—Operation of any of the following machines:

Fine tinner, bunching, group of braiders, textile lapping, cotton winding, fine wire winding, finished coiling, die polishing.

(c) <i>Rates of Pay—</i>	On Starting		After One Month		After Six Months		After Twelve Months	
	Per Hour		Per Hour		Per Hour		Per Hour	
<i>Adult Male Workers—</i>	s.	d.	s.	d.	s.	d.	s.	d.
Grade 4	5	11½	6	4	6	8¼	6	10¾
Grade 3	5	11½	6	4	6	8¼	6	8¼
Grade 2	5	8¼	5	11½	6	4	6	4
Grade 1	5	8¼	5	8¼	5	11¼	5	11¼
<i>Adult Female Workers—</i>								
One Grade only	4	2½	4	6¾	4	11¼	.....

Plastic Workers' Section

25. The terms and conditions of this award shall apply to workers referred to in subclause (b) of clause 1 hereof, with the following modifications:

(a) Male workers:

(i) Process workers—

	Per Hour
	s. d.
First six months	5 10
After six months	5 11¼

(ii) Adult male worker (other than process worker) constantly employed operating an extrusion machine who is required to use adjustable gauges for checking the product and who may make adjustments provided he is not solely responsible for setting up or maintaining the machine

6 0¾

(b) Female workers: Female workers may be employed under the conditions and at the rates of wages prescribed in clause 9 hereof, provided that a worker substantially employed in operating a moulding press shall be paid not less than £8 7s. 6d. per week; and provided, further, that female workers may be employed to operate plastic injection moulding presses not exceeding one ounce capacity at not less than the following rates:

Age Commencing	First Six Months	Second Six Months	Third Six Months	Fourth Six Months	Fifth Six Months
Under 19	83/4	94/2	109/2	124/2	135/-
19 to 20	93/4	106/8	122/6	135/-	..
20 to 21	102/6	121/8	..	..	..

And thereafter, or on attaining the age of 21 years, not less than £8 7s. 6d per week

(c) Boys and youths: Boys and youths may be employed under the conditions and at the rates of wages prescribed in clause 8 hereof.

Workers to be Members of Union

26. (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 18 years or upwards, and every other person who for the time being is in receipt of not less than the minimum rate of wage prescribed by this award 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 to do so by his employer or any officer or representative of the union, commits a breach of this award, and shall be liable accordingly.

(d) Nothing herein contained shall prevent any employer from employing any person who is a member of the Marine Engineers' Institute on engineering work on the ship on the articles of which he was serving immediately previous to her being laid up, or on any ship to which he is to be appointed on her going into commission. This provision shall apply also to engineering work done in the workshop for such ship.

(e) Any employer who is requested in writing by the secretary of the union so to do shall, within one month after receipt of such request, supply to the union a list of all workers coming within the scope of this award then in his employ; but such request shall not be made to the employer at intervals shorter than six months.

(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

27. (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 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 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

28. (a) This award shall apply to all workers who are employed in connection with the work specified in clause 1 hereof, provided such workers are not specifically covered by another award.

(b) 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

29. This award shall operate throughout the Northern, Taranaki, Wellington, Marlborough, Nelson, Westland, Canterbury, and Otago and Southland Industrial Districts, but it shall not operate to bind the metal-workers' assistants in the Wellington and Otago and Southland Industrial Districts.

Term of Award

30. 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 23rd day of November 1959, 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 1st day of March 1962.

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 1st day of March 1960.

[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.

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Drawing	1, 7 (h)
Driller	1
Driller rough	7 (h)
Duster	7 (b)
Electrical fitter	1
Electrical machinery portable insulation of	16 (n)
Electroplaters	1, 2, 7 (d)
Enamellers	1
Enamelling furnaceman	7 (b)
Engineering students	21
Engineers	1
Exemptions	23
Fans	16 (e)
Farrier	1
Female worker	9, 24, 25
Fettlers	1, 7 (h)
Fettler steel	7 (h)
Fitter	1, 7 (a)
Fitter bowser pump	1
Fitter electrical	1
Fitter metal pipe	1
Fitter range body	1, 7 (b)
Fitter refrigerating	1, 7 (a)
Fitter stove range	1, 7 (b)
Fitter's mate	2, 7
Furnaceman	1
Furnaceman cupola	7 (h)
Furnaceman enamelling	7 (b)
Galvaniser	1, 2, 7 (h)
Gas storage chambers	16 (j)
Gauntlets	16 (k), 16 (o)
General provisions	16
Gloves	16 (k), 16 (o)
Goggles	16 (o)
Grinders	7 (b)
Grinder rough	7 (h)
Grinding rough	1
Gunsmith	1, 2, 7 (a)
Hand press	1, 7 (h)
Hand wire-worker	7 (a)

Subject Matter	Clause Number
Heat	11 (m)
Heat treater	2, 7 (a)
Height money	11 (q)
Helmets	16 (o)
Holding up	1
Holidays annual	6 (d)
Holidays statutory	6 (a)
Hours of work	3
Hydraulic press	1, 7 (h)
Inspector	1, 2, 7 (a)
Instrument mechanic	1, 7 (a)
Japanners	1
Jobbing	2
Laggers	2, 7
Lathes workers on	1
Lead mill worker	1
Lifting gear inspection of	16 (r)
Light artificial	16 (e), 16 (m)
Lockers	9 (e), 16 (a)
Locksmith	1, 2, 7 (a)
Machinist	1, 2, 7 (a)
Maintenance	1
Manufacture	1, 2
Meal hour	3
Meal money	5 (h), 15 (b)
Metal fitters	1
Metal spinners	1
Metal sprayers	7 (c)
Metal window frame worker	1
Metal workers' assistants	2
Milk (brass casting)	11 (k)
Milk (welding galvanising)	11 (o)
Millwright	1, 7 (a)
Moulders	1
Nailmaker	1
Outside work	14
Overalls	9 (e), 11 (j), 16 (q)
Overtime	5
Oxygen chambers	16 (j)
Parkerising	1
Passages clearing of	16 (c)
Pattern-maker	1, 2, 7 (a)
Payment of wages	13
Piecework	12
Pipe shaping machinist	7 (h)
Planer	1
Plastic materials	1
Plaster workers	1 (b), 2, 8, 9, 24, 25
Pneumatic power press	1, 7 (h)
Polisher	1, 2, 7 (a)
Polisher stove-making	7 (b)
Porcelain enamelling	2
Power press operator	1, 7 (c), 7 (h)
Premium bonus	12

Subject Matter	Clause Number
Provisions general	16
Punching	1, 7 (h)
Process worker engineering	2, 7 (a)
Process worker stove-maker	7 (b)
Process worker window frame	7 (c)
Process worker electroplater	7 (d)
Process worker power transformer	7 (g)
Radio apparatus	1
Range body fitters	1, 7 (b)
Rates special	11
Refrigerating fitter	1, 7 (a)
Refrigerating serviceman	1, 7 (a)
Register maker	1, 7 (b)
Repair	1
Requirements of Economic Stabili- sation Regulations	10
Respirators	16 (d), 16 (i)
Rest period	18, 24
Return of footwear and clothing	16 (u)
Rivet heating	1
Salvage work	11 (1)
Sand blaster	1, 7 (b), 7 (h)
Saw doctors	1
Saw maker	1
Sawyer	1, 7 (h)
Screens for welders	16 (1)
Scope of award	29
Screwdriver	1, 7 (h)
Shapers	1
Shearing	1, 7 (h)
Sheradising	1
Shields transparent for welders	16 (s)
Shifts	4
Ship repairs tradesman	11 (p)
Ship repairs worker (other)	7 (h)
Shot blaster	1, 7 (h)
Shot caster	1, 7 (b)
Slotters	1
Soap	16 (t)
Special rates	11
Staging	16
Steam hammer attendant	1, 7 (h)
Steel pipe works shaper	7 (h)
Steel pipe works welder	7 (h)
Stencil cutter	7 (b)
Stove making	2
Stove range fitter	1, 7 (b)
Striker	1, 7 (h)
Sunday	2
Telephone apparatus	1
Term of Award	30
Tool allowance	17
Tool makers	1, 2, 7 (a)
Torches hand	16 (n)
Towels	16 (t)

Subject Matter	Clause Number
Tradesman	2, 7 (a)
Tradesman assistant	1
Travelling time	15
Turners	1, 7 (a)
Unionism compulsory	26
Under-rate workers	27
Wages payment of	13
Wages rate cablemaking	24 (c)
Wages electroplating	7 (b)
Wages engineering	7 (a)
Wages general division	7 (h)
Wages plastic section	25
Wages porcelain enamelling	7 (b)
Wages power transmission	7 (g)
Wages stove making	7 (b)
Wages welding	7 (e)
Wages window-frame making	7 (c)
Wages workers (other)	7 (h)
Wage rates worker (marine)	7 (h)
Warmth	9 (e), 16 (b)
Welding welders	1, 2, 7 (e)
Welding allowance	11 (n)
Window maker	2, 7 (c)
Window-frame making	2
Wireworker	7 (h)
