
NORTHERN INDUSTRIAL DISTRICT GLASS WORKERS—AWARD

In the Court of Arbitration of New Zealand, Northern Industrial District—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of an industrial dispute between the Northern Industrial District Glassworkers Industrial Union of Workers (hereinafter called “the union”) and the under-mentioned company (hereinafter called “the employers”):

New Zealand Glass Manufacturers Co. Pty. Ltd., 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 February 1963 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 15th day of December 1961.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Industry to Which Award Applies

1. This award shall apply to workers employed in the manufacture of glass and glass products.

PART I—DAY WORKERS

Hours of Work

2. The hours of work shall be 40 per week, and shall not exceed eight in any one day, to be worked between the hours of 8 a.m. and 5 p.m. Monday to Friday inclusive.

Wages

3. (a) The minimum rate of wages for male workers shall be as follows:

	Per Week		
	£	s.	d.
Batch house—			
General hands	14	5	0
Mixers	15	15	0
Weighmen	14	14	2
Lime crusher	14	14	2
Operators—			
Screen printing machines	13	15	0
Container stitching machines	13	15	0
Yard hands and employees not elsewhere classified	13	5	0

(b) The minimum rate of wages for female workers employed making up containers, packing bottles in cardboard containers, screwing caps on bottles, screen printing and/or other work as agreed to with the union as being suitable for the employment of women shall be as follows:

	Per Week		
	£	s.	d.
Operators—			
Screen printing machines.. .. .	10	13	4
Sorters	10	11	8
All other female workers not elsewhere classified	10	3	4

Overtime

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

Overtime shall be calculated on a daily basis.

(b) A worker required to work overtime after 6 p.m. on any day, Monday to Friday, or after 1 p.m. on Saturday, Sunday or a holiday, shall be provided with a meal or paid a meal allowance of 5s.

Where a worker is required to work a double shift he shall be allowed two meal allowances.

(c) A worker required to work after 10 p.m. shall be allowed a second meal allowance.

Sundays and Holidays

5. (a) For work done on Sundays, New Year's Day, 2 January, Anniversary Day, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, and Boxing Day, double rates shall be paid in addition to any payment to which the worker is entitled under clause 15 hereof.

(b) For the purpose of this award a holiday shall be deemed to commence at 8 a.m. on the morning of the holiday and terminate at 8 a.m. the following morning.

(c) When practicable workers required to work during a week-end shall be notified not later than the preceding Thursday.

PART II—SHIFT WORKERS

6. Operators, operators' assistants, sorters, sorters' assistants, firemen, sand-washers, batch-mixers, and workers packing off the lehr, may be employed on shifts.

Hours of Work

7. (a) Shift workers shall work the hours set out in the following Schedule:

	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Day—														
8 a.m. to 4 p.m.	A	A	B	B	B	B	D	D	A	A	A	A
Afternoon—														
4 p.m. to 12 midnight	C	C	A	A	C	C	B	B	D	D	B	B
Morning—														
12 midnight to 8 a.m.	B	D	D	D	D	A	A	C	C	C	C	D
Day—														
8 a.m. to 4 p.m.	C	C	D	D	D	D	B	B	C	C	C	C
Afternoon—														
4 p.m. to 12 midnight	A	A	C	C	A	A	A	D	D	B	B	D
Morning—														
12 midnight to 8 a.m.	D	B	B	B	B	B	C	C	A	A	A	A

(b) Any shift worked during the period between midnight Friday-Saturday and 8 a.m. Monday shall be paid for at the appropriate rate prescribed in clause 10 of this award.

(c) Shift workers may work eight hours continuously: Provided that by mutual arrangement each worker shall have ample opportunity to partake of morning and afternoon tea and a meal during each shift without cessation of work.

Wages

8. The minimum rate of wages for male workers shall be as follows:

						Per Week		
						£	s.	d.
Sorters .. .. .	..	..	..	..	..	14	1	8
Firemen—								
Bottle furnaces .. .. .	..	..	..	..	..	13	10	0
Fibreglass furnaces .. .. .	..	..	..	..	..	13	6	8
Operators—								
Bottle machines.. .. .	..	..	..	..	..	13	1	8
(Refer clause 14 for production bonus rates)								
Assistant bottle machine operators .. .. .	..	..	..	..	..	13	6	8
Operator (fibreglass) .. .. .	..	..	..	..	..	14	10	0
Line crew (fibreglass) .. .. .	..	..	..	..	..	14	10	0
Brenner mat machine crew (fibreglass) .. .. .	..	..	..	..	..	14	5	0
General hands (fibreglass) .. .. .	..	..	..	..	..	13	5	0
All other employees not elsewhere classified in bottle factory .. .. .	..	..	..	..	..	13	1	8

Extra payments as agreed for certain fibreglass workers will not be altered except by agreement with the union.

Overtime

9. (a) Time worked in excess of eight hours a shift during the period 8 a.m. Monday and midnight Friday-Saturday 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 at the rate of double time thereafter.

(b) A worker required to work on his rostered day off shall be paid at overtime rates.

(c) Overtime rates shall be calculated on the rates prescribed in clause 8.

(d) Any worker who is transferred to a shift other than his own rostered shift, or any day-worker who is required to work a shift owing to the usual shift worker being absent shall for the first such shift be paid the sum of 5s. 9d. in addition to the wage to which he is otherwise entitled for such work.

Provided that this subclause shall not apply to any shift for which overtime rates are paid.

(e) Where the worker is required to work a double shift he shall be allowed two meal allowances of 5s. each.

(f) Where the worker is required to work beyond an extra four hours in addition to his normal shift, a second meal allowance shall be paid.

Saturdays, Sundays, and Holidays

10. (a) Time worked between midnight Friday-Saturday and 8 a.m. Monday or on New Year's Day, 2 January, Anniversary Day, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, or Boxing Day, shall not be reckoned as ordinary time or as overtime, but shall be paid for at the following special rates:

On Saturdays and between midnight Sunday-Monday and 8 a.m. Monday, time and a half for the first three hours and double time thereafter.

On Sundays, double time.

On any of the holidays above mentioned, double time in addition to any other payment to which the worker is entitled under clause 15 hereof.

(b) For the purpose of this award a holiday shall be deemed to commence at 8 a.m. on the morning of the holiday and terminate at 8 a.m. the following morning.

(c) The employer shall, whenever practicable, give shift-workers seven days' notice of intention to work on any of the above-mentioned holidays.

(d) When practicable, workers required to work during a week-end shall be notified not later than the preceding Thursday.

Shift Allowance

11. (a) A worker employed on continuous shift work shall be paid a shift allowance of 5s. 6d. per shift in addition to his ordinary wage.

(b) Continuous shift work means that work covered by a four shift seven day roster as set out in clause 7.

(c) Other shift workers shall be paid a shift allowance of 3s. per shift in addition to the ordinary wage.

PART III—APPLIES TO ALL WORKERS AS PROVIDED

Special Payments

12. (a) In addition to the wages prescribed in clauses 3 and 8 hereof a worker shall be entitled to extra payment in accordance with the following scales for the time worked on the class of work stated:

	Per Hour d.
(i) Workers detailed for rubbish removal and handling	6
(ii) Workers employed handling lime chips from rail trucks, 3d. per ton.	
(iii) Workers handling cullet under tanks	2½
(iv) Workers handling cullet when tanks are being opened or tapped (in addition to (iii))	7
(v) Workers, excluding batch house workers, handling bagged soda ash	6
(vi) Workers cutting fibreglass (on line)	3

(b) A worker required to clean the crowns of glass-furnaces shall be paid, in addition to his ordinary wage, the sum of 11s. 6d. for each furnace.

Attendance Bonus

13. (a) A shift worker rostered to work the afternoon shift as detailed in the second line of subclause (a) of clause 7 and who is on duty on each of the days Monday, Tuesday, Friday, Saturday, and Sunday, from 4 p.m. to midnight shall be paid an attendance bonus of 15s.

(b) A shift worker rostered to work the night shift as detailed in the third line of subclause (a) of clause 7 and who is on duty on each of the days Tuesday, Wednesday, Thursday, Friday, and Saturday, from midnight to 8 a.m., shall be paid an attendance bonus of 20s.

(c) A shift worker rostered to work the relieving shift and who is on duty on each of the days Wednesday and Thursday from 4 p.m. to midnight, and on each of the days Sunday and Monday from midnight to 8 a.m. shall be paid an attendance bonus of 14s.

(d) Absence from any shift for any cause whatsoever relieves the company of the obligation to pay.

Bonus Rates

14. (a) Bonus rates for operators of bottle machines shall be as follows:

(i) *L.A. and Model "R" Machines—*

- Up to 6 oz weight, 2d. per gross over 40 gross per shift.
- Over 6 oz and up to 11 oz weight, 1½d. per gross over 20 gross per shift.
- Over 11 oz and up to 15 oz weight, 2d. per gross over 20 gross per shift.
- Over 15 oz and up to 20 oz weight, 2d. per gross over 15 gross per shift.
- Over 20 oz and up to 27 oz weight, 2½d. per gross from commencement of shift.
- Over 27 oz weight, 3d. per gross from commencement of shift.

(ii) *Model "B" or "Baby" Machine—*

- Up to 2 oz weight, 2d. per gross over 50 gross per shift.
- Over 2 oz and up to 4 oz weight, 2d. per gross over 40 gross per shift.
- Over 4 oz weight, 2d. per gross over 30 gross per shift.

(iii) 1 oz essence, plain and screw top, and 1 oz "inks" 2d. per gross over 70 gross per shift.

(iv) *"I.S." Machines—*

- Up to 6 oz weight, 2d. per gross over 40 gross per shift.
- Over 6 oz and up to 11 oz weight, 1½d. per gross over 20 gross per shift.
- Over 11 oz and up to 15 oz weight, 2d. per gross over 20 gross per shift.
- Over 15 oz and up to 27 oz weight, 2d. per gross over 15 gross per shift.
- Over 27 oz weight, 2d. per gross from commencement of shift.
- Over 40 oz weight, 2d. per gross from commencement of shift.

(b) All good bottles not annealed shall be counted in assessing bonuses.

(c) The bonus rates set out in subclause (a) of this clause shall apply to all good bottles packed per shift.

(d) All rates prescribed in subclause (a) (i), (ii), and (iii) of this clause shall be increased by 33½ per cent and all rates in subclause (iv) of this clause shall be increased by 20 per cent.

(e) The bonus rates prescribed in this clause shall remain in force until a satisfactory bonus system related to production efficiency is arrived at by mutual agreement with the union.

Holidays

15. (a) The following are the recognised holidays under this award: New Year's Day, 2 January, Anniversary Day, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, and Boxing Day.

(b) The attention of the parties is drawn to the provisions of the Public Holidays Act and amendments, which provides for the transference of certain holidays which fall on Saturday or Sunday.

(c) Payment of wages for the said holidays shall be made to all persons who perform work under this award at any time during the fortnight ending on the day on which the holiday occurs.

(d) Where any worker has been employed 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 payment for the holiday from such one or more of those employers, and if more than one, in such proportion as the Inspector of Awards determines.

(e) For the purpose of this award a holiday shall be deemed to commence at 8 a.m. on the morning of the holiday and terminate at 8 a.m. the following morning.

Annual Holidays

16. (a) Annual holidays shall be granted in accordance with the provisions of the Annual Holidays Act 1944.

(b) (i) In addition to the holiday to which he is entitled under subclause (a) of this clause a worker who has worked on shift-work for a complete year shall be allowed an additional week's holiday on the same terms as to payment as are provided for in the Annual Holidays Act 1944.

(ii) In addition to the holidays to which he is entitled under subclause (a) of this clause a worker who has not worked on shift-work during the whole of the year, but for portion of the year only, shall be allowed such proportionate part of such additional week's holiday as is commensurate with the time he has worked as a shift-worker.

General Conditions

17. (a) A worker oiling machinery, cleaning floors and performing general incidental duties of a like nature in the manufacturing department shall be deemed to be an operator's assistant.

Each glass tank shall be considered as a separate unit and not less than one operator's assistant shall be employed thereon at any one time.

Where the number of machines working on a tank exceeds three an additional operator's assistant shall be employed for each additional three machines or proportion thereof.

(b) If a worker is required to work in any other department than his usual department, he shall be paid for the balance of the day at the rate prevailing in such department if such rate is higher than his usual pay.

(c) Any worker who works overtime or a double shift shall be allowed eight hours off from the time he finishes such overtime or double shift, as the case may be, or he shall be paid double ordinary time rates as provided under clauses 3 or 8, whichever may apply, for all time worked thereafter until he has had an interval of eight hours off work.

(d) Workers who report for work but are sent home before starting, to come back on another shift, shall be paid a minimum of two hours. Workers who commence work and are later sent home, to come back on another shift, shall be paid overtime rates for the times already worked.

(e) Female workers shall not be required to lift any package exceeding 40 lb in weight.

Youths under the age of 18 years shall not be required to lift any weight exceeding 70 lb in weight.

(f) An interval of 10 minutes shall be allowed each morning and each afternoon without loss of pay to all day workers.

(g) Adequate washing facilities and hot and cold showers shall be provided, also towels and soap.

(h) Boiling water for meals shall be provided.

(i) A modern first-aid room, fully equipped, shall be maintained.

(j) Lockers shall be provided for all workers.

(k) Oilskins, hats, and gumboots, shall be provided for all workers required to work outside in wet weather, the workers to be responsible for such articles negligently lost or destroyed.

High boots or waders shall be provided for all workers working under tanks when same are being opened or tapped. The workers to be responsible for these articles as above.

(l) Suitable shelter for bicycles and motor cycles shall be provided.

(m) The quantities of bottles handled, sorted and packed by sorters on each shift into containers provided shall be as mutually agreed with the union.

(n) A special footwear and clothing allowance of 2s. per week shall be paid to all workers.

(o) The employer shall provide tea, morning and afternoon, for female workers.

Terms of Employment

18. (a) No deduction shall be made from the weekly wages mentioned in this award except for time lost by a worker through sickness, accident, or default.

(b) The working week shall end at midnight Sunday-Monday and wages shall be paid on Wednesday.

(c) One week's notice of termination of engagement shall be given on either side provided that in the event of an accident to the plant no notice of termination of engagement shall be necessary.

(d) (i) A worker who is employed for less than one week shall be deemed to be a casual worker and employment may be terminated by 2 hours' notice on either side.

(ii) The rate of wage paid in the case of such casual workers shall be in accordance with the rate laid down in this award for the work upon which he or she has been employed.

(iii) Payment in such cases shall be calculated on an hourly basis arrived at by the division of the weekly rate by 40 multiplied by the number of hours such casual employee has worked.

Disputes and Matters Not Provided For

19. 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 the Conciliation Commissioner for the district, who shall either decide the question or refer the matter to the Court. Either side shall have the right to appeal to the Court against any decision of the Commissioner 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.

Access to Works

20. The employers bound by this award shall permit the secretary or other authorised officer of the union of workers to enter at all reasonable times (to be mutually arranged between the employer and the union) upon the premises or works and there interview any workers, but not so as to interfere unreasonably with the employer's business.

Workers to be Members of Union

21. (a) 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 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 21 years and upwards shall be deemed to be an adult.

(c) Every person who, being obliged to become a member of the union by the operation of the foregoing provisions, fails to become a member of the 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.

(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

22. (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.

Scope of Award

23. This award shall operate throughout the Northern Industrial District.

Term of Award

24. 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 3rd day of August 1961, 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 2nd day of February 1963.

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 15th day of December 1961.

[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.