
MILBURN LIME AND CEMENT CO. LTD. BURNSIDE
CEMENT WORKERS—INDUSTRIAL AGREEMENT

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

THIS industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 29th day of June 1962, between the Otago and Southland Lime and Cement Employees Industrial Union of Workers (hereinafter called "the union"), of the one part and the Milburn Lime and Cement Co. Ltd., Dunedin (hereinafter called "the employer"), of the other part, whereby it is mutually agreed by and between the parties hereto as follows, that is to say:

1. That the terms, conditions, stipulations and provisions contained and set out in the Schedule hereto shall be binding upon the said parties, and they shall be deemed to be and are hereby incorporated in and declared to form part of this agreement.

2. The said parties hereto shall respectively do, observe and perform every matter and thing by this agreement and by the said terms, conditions, stipulations and provisions respectively required to be done, observed and performed, and shall not do anything in contravention of this agreement or of the said terms, conditions, stipulations and provisions, but shall in all respects abide by and perform the same.

SCHEDULE

Industry to Which Agreement Applies

1. This agreement shall apply to the manufacture of cement at the employer's Burnside works.

Hours of Work

2. An ordinary week's work for day workers shall not exceed 40 hours, and a day's work shall not exceed eight hours. Except where otherwise provided herein, the working hours shall be between 7.30 a.m. and 5 p.m. on five days of the week, from Monday to Friday, both days inclusive.

Shift Work

3. (a) The ordinary hours of shift-workers shall not exceed five shifts of eight hours each in any one week. If a shift-worker is required to commence work within 12 hours of ceasing work, he shall be allowed one hour for changing shifts. Shift-workers shall be paid not less than time and a half rates for work done on Saturday: Provided that any time worked in excess of 11 hours on a Saturday shall be paid for at double time rates.

(b) Shift-workers employed on the afternoon and night shifts shall receive 5s. per shift extra; Provided that where less than three night shifts are worked overtime rates shall be paid.

(c) Forty-eight hours' notice of the change of shifts shall be given to store hands, failing which overtime rates shall be paid.

(d) A shift-worker required to work on his rostered day off shall be paid therefore at overtime rates.

Overtime

4. All time worked in any one day outside or in excess of the hours prescribed in clauses 1 and 2 hereof shall be paid for at the rate of time and a half for the first three hours and double time thereafter. For work done on Saturdays by workers, other than the following rostered shift workers, time and a half shall be paid for the first three hours and double time thereafter: Burners, cooler hands, coal-drier hands, pump hands, slurry millers, and cement millers.

Holidays

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

(b) Men required to work on any of the holidays prescribed in subclause (a) of this clause shall be paid double time rates for such work in addition to the ordinary day's pay.

(c) If any of the holidays (except Anzac Day) mentioned in subclause (a) of this clause falls on a Saturday or on a Sunday, such holiday shall be observed on the next succeeding working day.

(d) Subject to section 28 of the Factories Act, the employer shall pay one tenth of a day's ordinary wages to each worker in respect of each ordinary day worked by him for the employer during the fortnight ending on the day of any holiday referred to in subclause (a) of this clause.

Annual Holidays

6. Annual holidays shall be allowed in accordance with the Annual Holidays Act 1944, except that burners (rotary kiln), coal-driers, pumpmen, cooler hands, slurry millers, cement millers, and locomotive drivers shall be allowed a holiday of three weeks which may be taken in two periods provided that no period shall be less than one week.

Sunday Work

7. Time worked on Sunday shall be paid for at double time rates. If men are required to work on Sunday for less than four hours, or if they are called upon to do Sunday work and on turning out are not required, they shall receive not less than four hours' pay at Sunday rates.

Meal Allowances

8. Where men are required to work in excess of nine hours on any day they shall be given a meal allowance of 5s.

Wages

9. (a) The following shall be the minimum rates of wages payable for the following classes of workers:

				Per Hour	
				s.	d.
Burners (rotary kiln) No. 1	..	..	..	6	10 $\frac{1}{4}$
Burners (rotary kiln) No. 2	..	..	..	7	1 $\frac{1}{2}$
Coal-drier	..	..	..	6	8
Coal trimmer	..	..	..	6	7 $\frac{1}{2}$
Cooler hand	..	..	..	6	7 $\frac{1}{4}$
Slurry miller	..	..	..	6	9
Cement miller	..	..	..	6	8
Elevator hands	..	..	..	6	4 $\frac{3}{4}$
Cement screw greaser	..	..	..	6	6 $\frac{1}{2}$
Pumpmen	..	..	..	6	7 $\frac{1}{4}$
Quarry foreman	..	..	..	6	11 $\frac{1}{2}$
Quarry floorman	..	..	..	6	4 $\frac{3}{4}$
Locomotive driver	..	..	..	6	6
Cement bagger	..	..	..	6	11 $\frac{1}{2}$
Leading hand cement loader out	..	..	..	6	11
Cement loaders out	..	..	..	6	6 $\frac{3}{4}$
Electric-shovel driver	..	..	..	6	11 $\frac{1}{2}$
Washmill hand	..	..	..	6	5 $\frac{1}{2}$
Tippler hand	..	..	..	6	4 $\frac{3}{4}$
Shunter	..	..	..	6	6
Assistant bagger	..	..	..	6	4 $\frac{3}{4}$
Yard-man	..	..	..	6	4
All other workers	..	..	..	6	3

(b) Cement bagging machine operators, whilst operating cement bagging machines, shall be paid an allowance of 3s. per day.

(c) Baggers shall be paid double time rates while the fan is off.

(d) (i) Men employed cleaning out coal-bins, clinker-bins, and cement silos or at work cleaning or repairing inside coal-drier, or at any other class of work mutually agreed upon between the works manager and the men as being dirty work (other than the classes of work mentioned in paragraphs (ii) and (iii) of this subclause), shall be paid one shilling per hour in addition to their ordinary wage while so employed.

(ii) Men employed cleaning out or repairing wash-mill, cement-elevators, sumps, and pits, or employed at work inside cement and slurry mills, furnaces, or kiln, or employed digging out slurry silos, shall be paid 1s. per hour in addition to their ordinary wage whilst so employed.

(iii) Workers employed handling combustion dust either inside or outside combustion chamber, or bagging combustion dust, shall be paid 2s. 6d. per hour in addition to their ordinary rate, whilst so employed.

(e) Workers driving horses or vehicles, other than those specified in subclause (a) of this clause, in connection with the operation of the works shall be bound by the terms and conditions of this agreement, but for such work they shall be paid, whilst so employed, the rate of wages prescribed by the general Motor and Horse Drivers' Award in force from time to time.

(f) Burners working on burning platform in a temperature of 110 degrees Fahrenheit or more shall be paid 1s. per hour extra whilst so employed.

(g) When a burner is required to work on No. 1 pier when the temperature is 110 degrees Fahrenheit or more, he shall be paid 1s. per hour extra whilst so employed.

(h) Workers employed in operating pneumatic drilling machines or pneumatic jack hammers shall be paid 1 $\frac{1}{2}$ d. per hour extra while so employed.

Special Provisions

10. (a) Men taken off day-work for shift-work shall not lose time thereby.
- (b) Respirators shall be supplied to men for their own personal use whilst working in dust where same are required.
- (c) Goggles when required shall be supplied by the employer for the men's own personal use.
- (d) All tools shall be supplied by the employer.
- (e) When required gumboots or leggings, waterproof coats, and sou'-westers shall be supplied to workers in wet places. Gloves shall be supplied when requested to all workers at the discretion of the management. Men wearing gumboots by direction of the employer shall be paid an allowance of 2d. per hour.
- (f) A modern first-aid outfit, fully equipped, shall be kept in a convenient and accessible place at the works.
- (g) Proper and sufficient sanitary conveniences shall be provided, also change-rooms, lockers and showers.
- (h) (i) All workers shall be paid 1d. per hour clothing allowance.
- (ii) A boot allowance of 1d. per hour shall be paid to pumpmen and men on number 2 cooler, and to locomotive driver, shunter, and coal trimmer.
- (i) Each cement-truck loader shall be supplied with a suitable coat.
- (j) Cheese cloth shall be supplied as required to workers.
- (k) Ten minutes shall be allowed for "smoke-oh" morning and afternoon.
- (l) All clothing or gear issued to workers shall remain the property of the employer, and such clothing and gear shall be signed for by the worker.

Payment of Wages

11. Except where otherwise mutually arranged between the union and management, wages shall be paid weekly not later than Thursday and within working hours: Provided that where a holiday falls and is observed on a Thursday or Friday payday shall be no later than Wednesday of that week. Full details of earnings and deductions shall be supplied to each worker.

Unqualified Preference

12. (a) Any adult person engaged or employed in any position or employment subject to this agreement by any employer bound by this agreement shall, if he is not already a member of a union of workers bound by this agreement, become a member of such union within 14 days after his engagement, or after this clause comes into force, as the case may require.

(b) Subject to subclause (a) hereof, every adult person so engaged or employed shall remain a member of a union of workers bound by this agreement so long as he continues in any position or employment subject to this agreement.

(c) Every worker obliged under subclause (a) hereof to become a member of a union who fails to become a member, as required by that subclause, after being requested to do so by an officer or authorised representative of the union, and every worker who fails to remain a member of a union in accordance with subclause (b) hereof commits a breach of this agreement.

(d) Every employer bound by this agreement commits a breach of this agreement if he continues to employ any worker to whom subclauses (a) and (b) apply, after having been notified by any officer or authorised representative of the union that the

worker has been requested to become a member of the union and has failed to do so, or that the worker having become a member of the union has failed to remain a member.

(e) For the purposes of this clause "adult person" means a person of the age of 18 years or upwards, or a person who for the time being is in receipt of not less than the minimum rate of wages prescribed for adult workers by this agreement.

(f) The employer shall supply to the secretary of the union a list of all persons employed subject to this agreement upon request, but not more often than once in each three-monthly period.

(NOTE—Attention is drawn to section 174H of the Industrial Conciliation and Arbitration Act 1954 which gives to workers the right to join the union.)

Under-rate Workers

13. (a) Any worker who considers himself incapable of earning the minimum wage fixed by this agreement may be paid such lower wage as may from time to time be fixed, on the application of the worker after due notice to the union, by the local Inspector of Awards or such 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 the employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

Factory Steward and Committee

14. There shall be a committee consisting of three members of the executive of the union, one of whom shall be the factory steward. The duty of the committee shall be to assist the manager of the works to adjust any grievances or disputes that may arise. Should a dispute arise that cannot be settled by the employer's representatives and the factory committee, then it shall be reported to the secretary of the union, who shall endeavour to effect a settlement, failing which the matter in dispute shall be referred to the Conciliation Commissioner for the district, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner, may appeal to the Court within 14 days after such decision shall have been communicated to the party desiring to appeal.

Scope of Agreement

15. The application of this agreement is restricted to the parties named herein.

Term of Agreement

16. This agreement, 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 25th day of June 1962, and so far as all other provisions of the agreement are concerned, it shall come into force on the day of the date hereof, and this agreement shall continue in force until the 31st day of May 1964.

On behalf of the Milburn Lime and Cement Co. Ltd.—

G. A. HENDERSON, General Manager.
W. F. MITCHELL, Secretary.

On behalf of the Otago and Southland Lime and Cement Employees Industrial Union of Workers—

T. J. WILLIAMS, President.
L. B. SWAN, Secretary.
