

**ANDERSONS FIBROUS PLASTER SUPPLIES LTD.'S SHIFT EMPLOYEES—  
INDUSTRIAL AGREEMENT**

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

THIS industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954, and its amendments this 7th day of December 1962, between the New Zealand (Except Otago and Southland) Carpenters, Joiners, Joiners Machinists, and Plasterers and (Except Auckland) Bricklayers and Related Trades Industrial Union of Workers (hereinafter referred to as "the union") of the one part, and Andersons Fibrous Plaster Supplies Ltd. (hereinafter referred to as "the employer") of the other part, whereby it is mutually agreed by and between the said 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

*Interpretation*

1. This agreement shall apply only to workers employed on shift work in connection with the manufacture of fibrous plaster wallboard by mechanical process.

*General*

2. The provisions of the Northern, Taranaki, Wellington, Marlborough, and Nelson Plasterers, Fibrous Plasterers, and Tile-Fixers Award for the time being relating to:

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shall apply to employees covered by this agreement and shall be deemed to be incorporated herein.

*Shift Work*

3. (a) Shifts may be worked but only in connection with the manufacture of fibrous plaster wallboard by mechanical process, as required by the employer.

(b) A shift worker is a worker whose ordinary working hours fall wholly or partly outside of the hours prescribed in subclause (a) of clause 3 of the above-mentioned award. Work shall not be deemed to be shift work unless shifts are worked on not less than five consecutive working days.

(c) 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.

(d) The afternoon shift shall mean any shift commencing after 12 noon and finishing at or before midnight and a night shift shall mean 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.

(f) Workers on an afternoon or night shift shall be paid 7s. 6d. per shift in addition to ordinary rates.

(g) Shift workers shall be allowed half an hour crib-time in each shift without deduction from pay.

*Annual Holidays*

4. Shift workers regularly employed on afternoon or night shifts shall be allowed three weeks annual holiday upon the completion of each years service. Where the worker is employed for less than one year a *pro rata* payment shall be made.

*Exemption*

5. No worker employed at the time of the making of this initial agreement shall be required to accept shift work, and refusal to do so shall not prejudice his continued employment with the company.

*Scope of Agreement*

6. This agreement shall apply to the parties named herein.

*Term of Agreement*

7. This agreement shall come into force on the day of the date hereof and shall continue in force until the 31st day of January 1964.

In witness whereof the parties hereto have executed these presents on the day and year first above written.

Signed for and on behalf of Andersons Fibrous Plaster Supplies Ltd.:

S. ANDERSON.

Witness to the above signature—P. Grayburn.

Signed for and on behalf of the New Zealand (Except Otago and Southland) Carpenters, Joiners, Joiners Machinists, and Plasterers and (Except Auckland) Bricklayers and Related Trades Industrial Union of Workers:

W. MOLINEUX.

Witness to the above signature—N. Koppe.