

CANTERBURY SMOKELESS FUEL WORKERS—INDUSTRIAL AGREEMENT

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

THIS industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 2nd day of December 1963, between the Canterbury General and Builders' Labourers' and Related Workers' Industrial Union of Workers (hereinafter called the "union") of the one part and Smokeless Fuel Co. Ltd., Watts Road, Christchurch, (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, stipulations, conditions 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 to this agreement or of the said terms, conditions, stipulations, and provisions, but shall in all respects abide by and perform the same.

SCHEDULE

Hours of Work

1. Conditions Applying to Shift-Workers:

(a) Shifts shall consist of eight hours, and during each shift 30 minutes shall be allowed for a meal without deduction from wages. Five shifts of eight hours per shift shall constitute a week's work.

(b) Any time worked in excess of eight hours in any one shift shall be paid for at the rate of time and a half for the first three hours and double time thereafter, computed on the rate specified in clause 2 hereof.

(c) Any time worked on Saturdays shall be paid for at the rate of time and a half, computed on the rates mentioned in clause 2 hereof.

(d) Time worked on Sundays shall be paid for at double ordinary rates.

Conditions Applying to Workers Other than Shift-Workers:

(e) The ordinary hours of work for workers other than shift-workers shall not exceed eight per day, to be worked between the hours of 8 a.m. and 5 p.m. on five days of the week, Monday to Friday, both days inclusive.

(f) Time worked outside of or in excess of the hours specified in subclause (e) hereof shall be deemed to be overtime, and shall be paid for at the rate of time and a half for the first three hours and double time thereafter, computed on the rates prescribed in clause 2 hereof.

(g) Any time worked on Saturdays shall be paid for at the rate of time and a half for the first three hours and double time thereafter. All time worked on Sundays shall be paid for at double ordinary rates.

(h) For a call-out a minimum of two hours work shall be provided or a minimum of two hours wages shall be paid, provided that these minima shall not apply where overtime is worked at the beginning or end of a worker's ordinary working hours on any day.

Wages

2. The following shall be the minimum rates of wages:				Per Week		
				£	s.	d.
Head yardman	.....	.....	.....	14	0	0
Retort operator	.....	.....	.....	13	10	0
Other yardmen	.....	.....	.....	13	6	8

Shift Allowance

3. Shift workers on afternoon or night shift shall receive 5s. per shift in addition to their ordinary rates of pay.

Special Payments

4. (a) Each worker exposed to wet weather shall receive £4 per annum, payable quarterly, for the provision of his own weather proof garments.

(b) Each shift-worker, whether engaged on the day, afternoon, or night shift, shall be paid 1s. 6d. per week torch-money for the purpose of providing and maintaining his own torch.

(c) All workers shall be paid 1½d. per hour additional for a clothing and boot allowance.

Holidays

5. (a) The following holidays shall be allowed and paid for: New Year's Day, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Show Day, Christmas Day and Boxing Day.

(b) Workers required to work on any of these holidays shall, in addition to the payment to which they are entitled under the preceding subclause (a) hereof, be paid therefor at not less than double the ordinary rate.

(c) The employer shall pay wages for the abovementioned holidays to all workers performing work coming within the scope of this agreement who have been employed by him at any time during the fortnight ending on the day on which the holiday occurs.

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

Annual Holidays

6. Shift workers shall be allowed an annual holiday of three weeks.

All other workers shall be allowed an annual holiday in accordance with the provisions of the Annual Holidays Act 1944: Provided that workers on completion of 10 years' continuous service with the company shall receive one additional week's holiday on pay.

Meal Money

7. The employer shall allow meal money at the rate of 5s. 3d. per meal to workers called upon to work more than one hour after their usual daily or shift time of knocking off, provided such workers cannot reasonably get home for their meals, and provided, further, they have not been notified of such overtime on the day or shift preceding the day or shift on which they are required to work overtime.

Termination of Employment and Payment of Wages

8. (a) One week's notice of the termination of employment shall be given by either party. If either party fails to give the requisite notice, one week's wages shall be paid or forfeited as the case may be.

(b) Wages shall be paid weekly, not later than Thursday, in the employer's time.

General Provisions

9. (a) The provisions of the Factories Act 1946, with respect to safety, health and welfare shall apply where applicable to all workers coming within the scope of this agreement.

(b) A waterproof bicycle stand shall be provided for the use of bicycles only.

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

Rest Period

10. A morning or afternoon break of 10 minutes shall be allowed to workers without deduction from wages. The same conditions shall apply to shift workers.

Unqualified Preference

11. (a) Any adult person engaged or employed in any position or employment subject to this agreement shall, if he is not already a member of a union of workers bound by this award, 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) The 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 purpose 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.

(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

12. (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 an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

Right of Entry

13. The secretary or other authorised representative of the union shall be entitled to enter at all reasonable times upon the premises of the employer for the purpose of interviewing any worker (with the consent of the employer, or his representative, such consent not to be unreasonably withheld), but not so as to interfere unreasonably with the employer's business.

Disputes

14. Any dispute in connection with any matter not provided for in this agreement shall be settled between the particular employer concerned and the secretary or president of the union, and in default of any agreement being arrived at, then such dispute shall be referred to the Conciliation Commissioner who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner, may appeal to the Court upon giving written notice of such appeal to the other party within 14 days after such decision shall have been communicated to the party desiring to appeal.

Scope of Agreement

15. This agreement shall operate throughout the Canterbury Industrial District.

Term of Agreement

16. This agreement shall come into force on the 2nd day of December 1963, and this agreement shall continue in force until the 30th day of June 1965.

For and on behalf of the Canterbury General and Builders' Labourers' and Related Workers' Industrial Union of Workers:

G. BRADY, President.

E. BAYSTING (MISS), Acting-Secretary.

For and on behalf of the Smokeless Fuel Co. Ltd.:

H. G. CROSS, Manager.