

TASMAN PULP AND PAPER COMPANY LIMITED, **PROPERTY MAINTENANCE WORKERS—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, this 4th day of February 1964 between the Auckland Ceramic Concrete Builders and General Labourers and Related Trades Industrial Union of Workers (hereinafter referred to as "the union") and the Tasman Pulp and Paper Company Limited (hereinafter referred to as "the employer") witnesseth that it is hereby mutually agreed and declared between the union and the employer as follows:

That, as between the parties hereto, the terms, conditions and provisions herein contained shall be binding on the said parties, and the said terms, conditions and provisions shall be deemed to form part of this agreement; and further, the said parties shall respectively do, observe and perform every matter and thing by this agreement 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 agreement.

Clause 1. Industry to Which Agreement Applies

This agreement shall apply to property maintenance workers (more particularly described in clause 5) employed by Tasman Pulp and Paper Company Limited at Kawerau provided that nothing herein shall apply to foremen whose duties are substantially overseeing, not manual.

Clause 2. Hours of Work

(a) The ordinary hours of work shall be 40 a week, of which not more than eight hours may be worked on each day from Monday to Friday inclusive between the hours of 8 a.m. and 5 p.m.

(b) A regular time for lunch break shall be established in duration not more than one hour nor less than half an hour. When a worker is called for work during his regular meal break the time so worked shall be paid for at half rate extra. Assignments of work during regular meal breaks will be kept to a minimum consistent with operating requirements and there will be no unreasonable refusal on the part of the workers.

(c) No worker shall be required to work more than five hours continuously without an interval for a meal.

Clause 3. Overtime

(a) Time worked on any day, Monday to Friday outside of or in excess of the hours specified in clause 2 (a) and any time worked on Saturday before 12 noon 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. Time worked between 10 p.m. and 6 a.m. shall be paid for at double time. Time worked on Saturday after 12 noon, or on Sunday shall be paid for at the rate of double time.

(b) Any worker who, after having completed his day's work and left the place of employment, is called back to work overtime shall be paid a minimum of two hours' pay at the appropriate overtime rate and travelling time computed at one hour's ordinary rate.

(c) 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 had at least eight consecutive hours off duty

between those times shall, subject to this sub-clause, 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 sub-clause (a) of clause 2) occurring during such absence. If, on the instruction 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 time (as prescribed in sub-clause (a) of clause 2) occurring during such absence.

(d) Workers who, without previous notice, are required to work overtime extending more than one hour past normal meal times will be furnished a meal or paid meal money of 5s. 3d. Normal meal times referred to above are:

- 8 a.m.—provided work begins before 7 a.m.
- 12 noon
- 5 p.m.
- 11 p.m.

(e) Overtime work assignments will be consistent with operating requirements but there shall be no unreasonable refusal on the part of the workers.

Clause 4. Holidays

(a) The following shall be recognised holidays—New Year's Day and the day following, Anniversary Day or a day observed in lieu thereof, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, Boxing Day. Time worked on any of these holidays shall be paid for at double rates in addition to any ordinary wages for the holiday to which the worker is entitled under sub-clause (c) of this clause. For the purpose of essential mill maintenance, Boxing Day may be treated as a working holiday. Upon request by a worker, who has worked on Boxing Day in terms of this sub-clause, a day off without pay in lieu may be allowed, to be taken as mutually convenient.

(b) Where any of these holidays, except Anzac Day, falls on a Saturday or Sunday such holidays shall be observed on the following working day or days as prescribed by the Public Holidays Act.

(c) Payment of wages for the said holidays shall be made to all persons who perform work under this agreement at any time during the fortnight ending on the day on which the holiday occurs. 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 that employer during the fortnight ending on the day of any holiday referred to in sub-clause (a) of this clause; provided that for the purposes of this clause workers whose employment is covered by this agreement shall be deemed to be subject to the provisions of section 28 (2) of the Factories Act 1946, as amended by section 6 of the Factories Amendment Act 1956.

(d) Annual holidays shall be granted in accordance with the provisions of the Annual Holidays Act 1944, except that payment for annual holidays for each employee shall be based on his average weekly earnings under this agreement for the year or such lesser period in respect of which the holiday is allowable, but, unless the contrary is specifically provided in the Annual Holidays Act, overtime payments for work in excess of eight hours per day are to be disregarded in making the computation.

After 10 continuous years' service with the employer party to this agreement workers covered by this agreement shall be allowed a third week of annual holiday at ordinary rates of pay i.e. as for 40 hours. Such third week may be allowed in conjunction with or separately from the first two weeks as the employer may decide and as far as practicable to meet the wishes of the worker concerned.

Clause 5. Wages, Men in Charge of Work, Service Pay, Tool and Overall Allowance

(a) *Rates of Pay*—It is acknowledged by the union and accordingly recorded by the parties:

Incorporated in the following rates of wages are industrial allowances to replace completely the range of additional or special payments for wet and dirty work, confined space, heat or cold, spraygun work, height, depth, gasmasks, concrete, tar, asphalt or bitumen work, demolition work, work with percussive or vibrating tools and all other allowances pertaining to working conditions.

The following shall be the rates of pay:	Per Hour		Per Week	
	s.	d.	£	s. d.
Licensed drainlayer	8	5	16	16 8
Labourer-storeman	7	8	15	6 8
Labourer-bricklayer's	7	8	15	6 8
Labourer-drainlayer's	7	8	15	6 8
Labourer-builder's (includes labourer — electrical department)	7	5	14	16 8
Leading hand gardener	8	11	17	16 8
Qualified gardener—i.e. a worker who has served an apprenticeship of not less than five years or who at the date of this agreement has been employed as a gardener for not less than five years	8	5	16	16 8
Unqualified gardener—i.e. a worker who has neither served an apprenticeship nor been employed as a gardener for five years or more	7	8	15	6 8
Labourer-gardener's	7	3	14	10 0

A worker employed for more than one week shall be classified as a weekly worker.

(b) Leading hands (other than leading hand gardener) in charge of four or more workers shall receive 4s. a day additional to the rates of pay prescribed in this clause.

(c) *Service Pay*—Service pay on the following basis shall accrue:

For service exceeding one year— $\frac{1}{2}$ d. an hour.

For service exceeding two years—a further $\frac{1}{2}$ d. an hour, making 1d. an hour in all.

For service exceeding five years—a further 1d. an hour, making 2d. an hour in all.

Service pay shall count for the calculation of overtime and penal rates.

Service now accrued shall qualify.

Service must be continuous so that if a worker leaves or is discharged and returns to the employer, he commences afresh without service pay and his qualification runs from date of return.

(d) The rates of remuneration determined by this agreement include the effect of the general order of the Court of Arbitration dated 4 July 1962.

(e) *Deduction from Wages*—The employer shall be entitled to make a rateable deduction from the wages of weekly workers provided for herein for time lost through sickness, default or accident or through absence with the consent of the employer.

Clause 6. Payment of Wages

(a) Pay day shall be Wednesday in each week except where the incidence of recognised holidays makes this impracticable when pay day shall be on Thursday.

(b) All wages shall be paid on dismissal of a worker or when a worker leaves of his own accord.

(c) Each worker shall be supplied with a statement showing details of his earnings for each pay period, and any deductions therefrom.

(d) In the case of hourly workers, eight hours, and in the case of weekly workers, one week's notice of termination of employment shall be given on either side; Provided, however, that the employer shall be entitled to dismiss a worker summarily for misconduct.

Clause 7. General Conditions

(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 hot water for washing at knocking-off times, and adequate and suitable washing facilities. Workers will co-operate with management to ensure that work areas and amenities are maintained in a tidy and orderly condition.

(b) Where portable electrical equipment is in use every care shall be taken to see that it is properly insulated. Workers shall immediately report to the foreman any defects in such equipment, which shall not be used again until it has been made safe.

(c) Protective glasses shall be supplied on request where they are required for use with grinding wheels. Provision shall be made for sterilising in a formalin box, or by other means, of gloves, goggles or helmets.

(d) A rest interval of not less than 10 minutes shall be allowed morning and afternoon without deduction of pay, and also after each two hours' continuous overtime provided that the overtime is to be continued after such interval.

(e) All tools shall be supplied by the employer.

(f) Present practice as to supply of overalls for wet or dirty work will be continued.

(g) Mill safety rules shall be promulgated to all employees covered by this agreement, and departmental rules drawn up through the safety committees shall be issued as necessary to maintenance men.

(h) The union will be granted authority by the employer to have a stopwork meeting of one hour each quarter on a date and time mutually agreed to. Such meetings are not to interfere with essential production. In special circumstances the employer is prepared to consider requests for additional stopwork meetings.

Clause 8. Accidents

(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.

Clause 9. Unqualified Preference

(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) Each employer shall, on written request, supply the union with a list of workers employed by him under this agreement. Such request shall not be made more often than once in each three months.

Clause 10. Under-rate Workers

(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 day's 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 in 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.

Clause 11. Matters Not Provided For

The essence of this agreement being that the work of the employer 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 not satisfactorily

resolved through the mill grievance procedure shall arise between the parties bound by this agreement as to any matter whatsoever arising out of or connected therewith and not specifically dealt with in this agreement, 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 to be mutually agreed upon, or in default of agreement to be appointed by the Conciliation Commissioner for the district.

If the committee is unable to decide the question then the chairman shall give a decision or refer the matter to the Court.

Either side shall have the right to appeal to the Court against a decision of any such committee or chairman, 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.

Clause 12. Right of Entry

The secretary or other authorised 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.

Clause 13. Term of Agreement

This agreement in so far as it relates to rates of wages shall be deemed to have come into force on the 1st day of February 1964 and so far as all other provisions are concerned, it shall come into force on the day of the date hereof and shall continue in force until the 31st day of December 1965.

Dated the 4th day of February 1964.

Signed on behalf of the Auckland Ceramic Concrete Builders and General Labourers and Related Trades Industrial Union of Workers:

H. KAY, Secretary.

Witness—R. E. Jones.

C. E. REED, President.

Witness—R. E. Jones.

Signed on behalf of Tasman Pulp and Paper Company Limited:

W. W. OLSEN, Mill Manager.

Witness—R. D. Butt.

G. O. WHATNALL, Industrial Relations Manager.

Witness—R. D. Butt.