

AUCKLAND SUGAR REFINERY EMPLOYEES—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 Auckland Sugar Works Employees Industrial Union of Workers (hereinafter called “the union”) and the under-mentioned companies (hereinafter called “the employers”):

Colonial Sugar Refining Co. Ltd., Fort Street, Auckland.

New Zealand Sugar Co. Ltd., Fort Street, 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 31st day of October 1965 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 23rd day of December 1964.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Industry to Which Award Applies

1. This award shall apply to workers and their employers engaged in the refining of sugar and all work in connection therewith and incidental thereto, including loading and discharging sugar lighters, the handling and packaging of sugar, and in the receipt and handling of raw materials and the manufacture or treatment of by-products of the sugar industry and the maintenance of factory plant and buildings.

Hours of Work

2. (a) The ordinary hours of work for workers other than shiftmen shall not exceed eight on five days of the week, Monday to Friday, both days inclusive, and unless otherwise mutually arranged between the employer and the worker, shall be worked between the hours of 7.50 a.m. and 4.35 p.m.

(b) The ordinary hours of work for shiftmen shall not exceed five shifts averaging eight hours each, including crib time, over three weeks, such shifts to be worked from Monday to Friday, both days inclusive.

(c) No worker shall be required to work more than five hours without an interval for a meal, except where crib time is granted without reduction of pay, in which case the hours may be extended to eight.

Overtime

3. (a) All time worked outside or in excess of the hours hereinbefore specified shall be deemed to be overtime and, except as hereinafter mentioned, shall be paid for at the rate of time and a half for the first three hours and thereafter at double time rates. This subclause shall apply to departments where shiftwork is of a temporary nature and does not continue for more than three consecutive working days.

(b) For the purpose of arranging shifts, more than eight hours may, by mutual arrangement, be worked by shiftmen without payment of overtime.

(c) Workers ordered back to work and attending in overtime hours, Monday to Friday, shall be paid overtime rates for a minimum of two hours. If required to work on Saturday morning, the minimum shall be four hours. In other cases the minimum overtime payment shall be for one half-hour.

(d) All overtime shall be calculated daily.

(e) Day workers required to work during recognised meal breaks shall be paid for such work at overtime rates.

Wages

4. (a) The following shall be the minimum rates of wages for the respective workers hereinafter mentioned:

	Per Week		
	£	s.	d.
Bulk raw-sugar receiving and cutting in:			
Leading hand bulk handling	19	6	0
Bulk sugar crane drivers	18	4	0
Mechanical equipment operators	17	3	0
Raw store workers	16	4	0
Melt house:			
Carbonatation hands-in-charge	17	13	0
Pressmen (filters and blow-ups)	16	7	0
Filter press cleaners	15	15	0
Golden syrup hands	16	2	0
Washing fugalmen	16	10	0
Lime and paste mixers	15	18	0
Magma mixers	15	15	0
Char end:			
Kiln firemen	16	12	0
Char emptiers	16	7	0
Char levellers	16	7	0
Dry char attendants	15	15	0
Pan house:			
Sugar boilers - 1st class	18	9	0
Sugar boilers - 2nd class	17	11	0
Pan floor assistants	15	17	0
Liquor runners	17	3	0
Sub-foremen-in-charge centrifugal and drier stations	17	13	0
Refined centrifugals	16	10	0
Drier attendants	16	8	0
Grader hands (when employed)	15	15	0
Boiler station:			
Leading hands boiler firemen	18	8	0
Boiler firemen's assistants (holding 2nd class certificate 5s. extra per week)	16	15	0
Trimmers	15	17	0
Refined sugar packing station:			
Leading hand packing station	17	7	0
Automatic machine adjuster and cleaners	16	5	0
Sewing machine adjusters	16	5	0
Bag suppliers and checkers	16	5	0
Automatic machine men	15	13	0
Scalemen	16	0	0
Other workers - packing station	15	7	0
Refined sugar store:			
Leading hand pallet loading station	17	3	0
Leading hand stacker	16	18	0
Tallyman (including loading station)	16	2	0
Tallyman's assistant	15	17	0
Fork lift truck drivers	16	4	0
Truck drivers - miscellaneous deliveries	15	18	0
Conveyor attendants (lighter wharf)	15	16	0
Other refined store workers	15	7	0

	Per Week
	£ s. d.
Retail packing station:	
Shift leading hands, Hesser station	17 13 0
Records and stock checker	16 15 0
Hesser machine operators	16 7 0
Parceller or baler operators	15 13 0
Hand balers	15 13 0
Palletisers (who stack with fork lift)	15 13 0
Fork lift truck drivers	16 4 0
Lighters:	
Lighterman in charge of lighters	17 3 0
Leading hand lighter stowers	17 3 0
Lighter stowers	16 4 0
(Work shall continue as required during wet weather under the shelter provided by the employer.)	
(Lighter stowers so working shall be paid 6d. per hour extra.)	
Leading hand lighter dischargers and deck hands (Auckland)	16 17 0
Lighter dischargers and deck hands (Auckland)	15 17 0
Syrup house:	
Leading hand syrup house	17 3 0
Syrup house stackers	15 7 0
Bag room:	
Leading hand bag room	17 3 0
Sewing tops and bottoms on bag-making machine only	16 0 0
Tallyman/stacker	15 15 0
Bagmakers and turners	15 2 0
Tradesmen's assistants:	
Carpenter's labourers	15 13 0
Bricklayer's labourers	15 13 0
Electrician's assistants	15 13 0
Shipwright's labourers	15 13 0
Engineer's miscellaneous section:	
Mobile plant drivers (including allowance for dirty work)	17 3 0
Relieving storeman-in-charge	16 13 0
Leading hand rigging and yard gang	16 15 0
Mud truck driver (including allowance for dirty work)	16 5 0
Water attendants	16 2 0
Greasers (holding 2nd class certificate 5s. extra per week)	16 1 0
Other truck drivers	15 18 0
Gardener-in-charge, estate	15 18 0
Storemen's assistants	15 16 0
Laggers	15 13 0
Kerrick machine operators	15 13 0
Rigging and general yard gang	15 11 0
Refinery watchmen	15 11 0
Miscellaneous:	
Leading hand miscellaneous gang	16 15 0
Leading hand cleaner	16 15 0
Refinery messenger	16 3 0
Remelt checkers	16 0 0
Other truck drivers	15 18 0

		Per Week		
		£	s.	d.
Filler and weigher of molasses into drums	.....	15	13	0
First aid attendant	.....	15	13	0
Rolling casks and drums on wharf (fulls)	.....	15	7	0
Miscellaneous gang	.....	15	7	0
Laboratory attendants	.....	15	7	0
Flying gang	.....	15	5	0
All other adult workers	.....	15	2	0

(b) *Shift Allowance*—Shift workers working each of the two or three rotating shifts shall receive an allowance of 7s. 6d. per shift. In the event of a day worker being temporarily transferred to afternoon or night shift he shall be paid at overtime rates for the first of such shifts.

(c) *Casual Work*—All casual workers shall be paid 9d. per hour extra over the ordinary rate of wages for the particular class of work.

(d) *Weighbridge Clerks*—Workers employed as weighbridge clerks when cargoes of raw sugar and coal are being received shall be paid as follows:

		Per Hour		
		s.	d.	
Receiving raw sugar	.....	8	5	
Receiving coal (includes allowance for all disabilities)	.....	8	5	

Male Junior Workers

5. The following shall be the minimum rates of wages for junior workers:

		Per Week		
		£	s.	d.
16 to 17 years of age	.....	6	12	0
17 to 18 years of age	.....	7	10	0
18 to 19 years of age	.....	8	16	0
19 to 20 years of age	.....	10	11	0
20 to 21 years of age	.....	12	12	0

Junior workers 20 years of age shall be paid the appropriate adult rates provided they have completed one year's service in the industry.

Females

6. (a) The rates of wages for female workers shall be 75 per cent of the appropriate adult and junior male rates calculated to the nearest 6d.

(b) The employer shall provide the following for female workers:

- (i) Overalls, caps, and gloves, where the employer and the secretary of the union agree that they are necessary.
- (ii) Work seats where it is possible to use them.
- (iii) Reasonable facilities for supplying warmth in cold weather.
- (iv) Boiling water at mealtimes and for washing purposes.

(c) No female worker shall be required to lift a weight in excess of 28 lb single handed.

Holidays

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

(b) Should any of the above-mentioned holidays, other than Anzac Day, fall on a Saturday or Sunday, then for the purpose of this award such holiday shall be observed on the following working day.

(c) For work done on Sundays or on any of the above-mentioned holidays double time rates shall be paid.

Annual Leave

8. Annual holidays shall be allowed in accordance with the provisions of the Annual Holidays Act 1944 as amended, provided that on completion of five (5) years' continuous service a day worker shall be allowed three weeks' annual holiday in lieu of two weeks.

Shift workers shall be allowed three weeks' annual leave subject to the provisions of the Annual Holidays Act 1944 as amended for each year of continuous service as a shift worker. Any shift worker with less than five years' continuous service will be entitled to *pro rata* annual leave at the rate of three weeks per year for any part of the year in which his shift work continued for at least five consecutive working days on afternoon or night shift.

Employees entitled to three weeks' annual leave may defer one week's leave by agreement between the employer and the employee but the conditions of the Annual Holidays Act shall still apply to this annual leave.

Travelling Time

9. Where men are required to commence work before the normal form of public transport commences, or to cease work after it has stopped running, conveyance shall be provided in lieu of such transport or to the nearest public transport available: Provided that this clause shall not apply to employees living within $1\frac{1}{2}$ miles by road from the refinery.

Special Conditions for Employees Engaged in or in Connection with the Discharge of Bulk Raw Sugar

10. (a) All time worked by men employed in or in connection with the discharge of raw sugar in bulk shall count as part of the ordinary eight hours of work per day. Payment shall be at the ordinary time rates of pay for any work carried out on Monday to Friday between the hours of 7.50 a.m. and 4.35 p.m. and at the appropriate overtime rates of pay for any work carried on outside these hours.

(b) Employees discharging bulk raw sugar shall be available to work and shall be paid for at least eight hours per day. Twelve hours shall constitute a rostered shift. A shift of not less than eight hours may be worked when commencing or finishing the discharge of a ship or on a Saturday 8 a.m. to 4 p.m.

The minimum payment for shifts worked on a Saturday, or when starting or finishing the discharge of ships, shall be eight hours at the appropriate rate.

The minimum payment for an emergency call back shall be eight hours at the appropriate rate and employees so recalled shall be released from work when the ship is discharged and all the raw sugar is in the weigher hopper.

The minimum payment of all other shifts shall be at the appropriate rate for the period of the rostered shift.

No minimum payment shall be made if at least 12 hours' notice is given cancelling the requirement to work.

(c) Employees shall be allowed a break of at least 12 hours between ships. Shifts shall alternate between day work and night work with each ship worked.

(d) While engaged on such work men shall receive the same conditions for crib as if they were engaged on shift work.

Where practicable, breaks for tea and crib shall be given for half the team together at the same time.

(e) When normal transport is not available and no arrangements can be made by men for their transport within reasonable time of ceasing work, the company shall transport men coming off this work a distance as far as 6 miles on the North Shore or a lesser distance if closer transport is available.

(f) When a cargo of raw sugar does not exceed 8,000 tons as manifested, shifts shall be fully manned throughout the discharge. The team covering the two shifts shall consist of supervisors, crane drivers, mechanical equipment operators and raw store workers.

(g) Employees in the bulk team shall be entitled to a special payment for each ship of bulk sugar unloaded. The company shall pay into a pool 5d. for each ton unloaded and this shall be divided proportionately between employees in the bulk team.

(h) Where this clause is inconsistent with the other provisions of this award in relation to the conditions for employees engaged in the discharge and storage of bulk raw sugar, this clause shall prevail.

General Conditions

11. (a) *Washing Time*—Workers shall be allowed 15 minutes at the end of the day to wash and change.

(b) *Change of Shifts*—Any shift worker required to change shifts during the working week shall be paid overtime for the first of such shifts. This shall not apply to changes of hours to enable men to work 12 hour shifts to their mutual convenience nor to the change back to his original rostered shift if there is a break of at least eight hours. A shift worker if called back without prior notice between the hours of 10.30 p.m. and 5.30 a.m. shall be allowed one hour's pay at ordinary time rates in respect of such call-back.

(c) *Meal Money*—In the event of a day or shift worker being required to continue on overtime work for more than one hour on the ordinary working days, Monday to Friday inclusive, or to work for more than five hours on a Saturday or Sunday, he shall be provided with a meal at the employer's expense or be paid 6s. meal money: Provided, however, that such allowance shall not be payable to shift workers working the midnight to 8 a.m. shift on Saturdays when the refinery is working the "extended week".

When a worker has been provided with a meal and is then required to work overtime for a period exceeding four hours, he shall be provided with a further meal at the employer's expense or be paid 6s. meal money.

(d) *Payment of Wages*—All wages shall be paid not later than Thursday of each week during working hours.

(e) *Change in Rate*—(i) If a worker is required to perform work other than his usual work for which a higher wage is herein prescribed such worker shall be paid such higher rate while so employed with a minimum payment for a period of four hours.

(ii) Should any worker engaged at a higher-paid class of work be transferred temporarily to a lower-paid class of work, he shall continue to receive the higher rate during such temporary transfer; but when through a reduction of work a worker is transferred to a lower-paid class of work his previous rate shall only obtain until one week has elapsed from the time of such transfer. "Temporary transfer" means a period of less than one week.

(f) *Lockers*—A locker shall be provided for each worker in which to hang his clothes.

(g) *Outside Work*—Outside workers shall be provided with waterproof coats and hats.

(h) *Handling Acid*—Men handling crates or jars of sulphuric acid or rolling drums shall be supplied with leather aprons and gloves.

(i) *Lighter Discharging*—Where practicable, when discharging sugar from lighters, each gang down below shall consist of four men.

Dirty Work

12. Payment for dirty work shall be as agreed between the union and the employer.

Heat Money

13. Any worker required to work in any compartment or confined space where the heat exceeds 110 degrees Fahrenheit shall be paid, in addition to the rate of wages to which he is entitled for the time at which the work is performed, a special heat rate computed on ordinary time rates for the time he is so employed.

First Aid Outfit

14. First aid outfits shall be available and permanently equipped for the use of workers.

Terms of Employment

15. (a) The employment may be terminated by one week's notice on either side; but this shall not affect the right of the employer to summarily dismiss any worker for misconduct, and shall not apply to persons casually employed – that is to say, for a period of less than one week.

(b) The employer shall be entitled to make a rateable deduction from the weekly wages specified in this award for time lost by a worker through sickness, default, or accident.

Right of Entry Upon Premises

16. The secretary or other authorised officer of the union 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.

Disputes

17. 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 such decision of the Commissioner.

Unqualified Preference

18. (a) Any adult person engaged or employed in any position or employment subject to this award by any employer bound by this award 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 award so long as he continues in any position or employment subject to this award.

(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 award.

(d) Every employer bound by this award commits a breach of this award 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 award.

(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

19. (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

20. This award shall apply only to the parties named herein.

Term of Award

21. 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 4th day of November 1964, 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 31st day of October 1965.

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 23rd day of December 1964.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

The award, including the operative date of provisions relating to wages, incorporates the terms of settlement arrived at by the parties in the course of an inquiry held before a Council of Conciliation.

Upon being satisfied by supporting documentary evidence that an unqualified preference provision has been agreed to by all the assessors in accordance with section 174B of the Industrial Conciliation and Arbitration Act 1954 (as enacted by the Industrial Conciliation and Arbitration Amendment Act 1961), the Court has inserted clause 18 in the award in the form in which it was agreed upon in the Council of Conciliation.

The rates of remuneration prescribed by this award are *not* to be increased by the application of the provisions of the Court's general order of 19 August 1964.

A. TYNDALL, Judge.
