

**MESSRS. J. BALLANTYNE AND CO. LTD. AIRPORT EMPLOYEES—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 and its amendments this 4th day of June 1965, between Messrs. J. Ballantyne and Co. Ltd., 126-140 Cashel Street, Christchurch, hereinafter called the "employer" of the one part, and the Canterbury Amalgamated Shop Assistants' and Related Trades Industrial Union of Workers, hereinafter called the "union" of the other part, hereby witnesseth that it is mutually agreed and declared between and by the employer and the union as follows:

SCHEDULE

SECTION 1—SHOPS (OTHER THAN HAIRDRESSING)

This section of the agreement shall be deemed to incorporate the terms and conditions of the New Zealand (except Northern Industrial District) General Retail Shop Assistants' Award dated 19 February 1965 and New Zealand (except Otago and Southland) Retail Chemists Assistants' Award dated 25 September 1963 with the following modifications:

Hours of Work

1. (a) The hours of work shall not exceed 40 per week to be worked within hours specified in the schedule agreed to from time to time between the employer and the union. The union shall be supplied with a copy of each successive schedule hereafter adopted.

(b) The hours of work shall be continuous from the time of starting each day except for intervals for meals and refreshments.

(c) Where the assistant is rostered to work on five week days other than Saturday or Sunday, he shall be paid for time worked on Saturday or Sunday at the rate of double time, such payment to be in addition to the weekly wage.

(d) For the purpose of calculating the hours of work, each of the holidays mentioned in the award shall be deemed to be a day worked for the number of hours usually worked on that day of the week, although no work shall have actually been done on such holiday.

Wages

2. (a) The minimum rates of wages payable to assistants shall be as follows:

Male, £20 5s.

Female, £14.

(b) The worker designated as being in charge of the employers airport shops shall be paid £2 per week additional to the above rates. The worker who, when the manager is rostered off assumes his responsibilities at the request of the company, shall receive £1 per week in addition to the rate prescribed in clause 2 (a).

(c) The wages specified in clause (a) shall be modified by any General Order of the Court according to its tenor.

Overtime

3. All time worked in excess of the hours provided for in the schedule for each respective set 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.

For the purpose of overtime calculation the basic hourly rate shall be 9s. 6d. for males and 6s. 6d. for females.

Any work done on holidays prescribed in clause 10 (a) shall be paid for at double rates in addition to the normal weekly wage, or alternatively the worker may at his or her option take another day in lieu of the holiday, in which case ordinary time only in addition to the weekly wage shall be paid for the time worked on that day.

Clothing

4. (a) Where the employer requires workers, or it is the custom of the workers in the establishment with the approval of the employer, to dress in any particular style or colour other than the ordinary black dresses and aprons usually worn by female shop-assistants such garment not being the worker's outdoor wearing garment, then such employer shall provide such garment to such worker free.

(b) Where smocks, coats or overalls are worn at the request of the employer, the employer shall provide and launder the same.

SECTION 2—HAIRDRESSING SHOPS

This section of the agreement shall be deemed to incorporate the terms and conditions of the Marlborough, Nelson, Westland and Canterbury Male Hairdressers and Tobacconists Assistants' Award dated 19 December 1962 and Ladies Hairdressers' Award applying in the Canterbury Industrial District and dated 13 February 1963 with the following modifications:

Hours of Work

5. (a) The ordinary hours of work shall not exceed 40 per week to be worked as follows: Between the hours of 9 a.m. and 5.30 p.m. Monday to Friday, both days inclusive, and subject to sub-clauses (c) and (d) hereof between the hours of 9 a.m. and 5.30 p.m. on Saturday.

(b) The hours of work shall be continuous from the time of starting each day except for intervals for meals and refreshments.

(c) Where the assistant is required to work on five week days other than Saturday, he shall be paid for time worked on Saturday at the rate of double time, such payment to be in addition to the weekly wage.

(d) Where assistants are required to work only on four days other than a Saturday, they shall be paid for all time worked on a Saturday (which is not a holiday under this agreement) at one half the ordinary time rate in addition to the weekly wage, provided that should the normal working hours be exceeded, they shall be paid at double time rates for all additional time worked on a Saturday.

(e) For the purpose of calculating the hours of work, each of the holidays mentioned in the award shall be deemed to be a day worked for the number of hours usually worked on that day of the week, although no work shall have actually been done on such holiday.

Wages

6. (a) The minimum rates of wages payable to assistants shall be as follows:

	£	s.	d.
Senior male (or female on male hairdressing)	15	12	6
Senior female	13	6	6
Manageress	14	17	6

(b) A female junior may be employed, under supervision at not less than the following rates:

	£	s.	d.
First six months	4	6	8
Second six months	5	0	0
Third six months	5	13	4
Fourth six months	6	10	0
Fifth six months	7	6	8
Sixth six months	8	0	0
Seventh six months	9	0	0
Eighth six months	10	0	0
Ninth six months	11	0	0
Thereafter	13	6	6

No employee shall have her wages reduced through this agreement coming into operation.

(c) Casual workers shall be paid as follows: Senior males 20 per cent and all other 33 $\frac{1}{3}$ per cent in addition to the rates prescribed in this clause or at an hourly rate equivalent thereto. No such worker shall be paid for less than three hours on any ordinary day. A "casual worker" is a worker who is engaged for a period of less than the normal working hours in a working week.

(d) The wages specified in this clause shall be modified by any General Order of the Court according to its tenor.

(e) All bonuses, premiums and commissions earned by assistants shall be paid in addition to the weekly wage specified, and on no account shall any deduction be made from the latter.

All premiums and commissions shall be paid monthly.

Overtime

7. (a) All time worked outside or in excess of the hours prescribed in clause 5 hereof shall be paid for at the rate of time and a half for the first three hours and thereafter at double time rates.

(b) Any work done on a Sunday or holidays prescribed by this agreement or days lawfully observed in lieu thereof shall be paid for at double time rates. The said payments shall be in addition to the weekly wage.

Clothing

8. It shall be the responsibility of the company to provide, launder and maintain suitable smocks and/or coats for the use of the workers and at no cost to the workers.

Tools of Trade

9. The employer shall provide all tools of trade including electric hair-cutting machines required for use in the establishment.

SECTION 3—THIS SECTION APPLIES TO ALL ASSISTANTS

Holidays

10. (a) The following shall be allowed as holidays without deduction from wages: Christmas Day, Boxing Day, New Year's Day and the day following, Good Friday, Easter Saturday, Easter Monday, Labour Day, the birthday of the reigning Sovereign, Anzac Day and Show Day.

(b) Should any of the above holidays (other than Easter Saturday, or Anzac Day when it falls upon a Saturday or a Sunday), fall on a Saturday or Sunday, then for the purpose of this agreement such holiday shall be observed on the following Monday. Should the said Monday be a holiday under this agreement then such holiday shall be observed on the following Tuesday.

(c) An annual holiday of two weeks on full pay shall be granted to each worker under this agreement on completion of each year of service, such annual holiday to be exclusive of holidays except, Easter Saturday and Anzac Day, provided for in sub-clause (a) of this clause, and workers shall be paid for the annual holiday on or before its commencement.

(d) The annual holiday shall be increased by one further week to employees on the completion of 10 or more years of continuous service.

(e) An employee not completing a year of service with the employer shall be paid in accordance with the provisions of the Annual Holidays Act and its amendments.

Meal Periods

11. One hour shall be allowed for meals each day. A break of 10 minutes morning and afternoon shall be allowed for refreshments during each work period of not more than four and a half hours.

Where, at the request of the employee, a lesser period than one hour is allowed, the meal period shall not be less than one half hour.

Payment of Wages

12. (a) All wages and overtime shall be paid weekly during working hours and in cash not later than Thursday in each week. Should a holiday fall on any regular pay-day wages shall be paid for that week on the working day preceding the holiday.

(b) Workers shall be supplied with a statement setting out the computation of the wages paid, together with any deductions made therefrom, whenever there is an alteration in their normal weekly earnings.

Preference of Employment

13. (a) Any adult person engaged or employed in any position or employment subject to this agreement by the 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 sub-clause (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 sub-clause (a) hereof to become a member of a union who fails to become a member, as required by that sub-clause, 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 sub-clause (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 sub-clauses (a) and (b) apply after having been notified by an 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.

Scope of Agreement

14. This agreement shall relate to the assistants employed by the employer in their shop or shops situated at the Christchurch International Airport.

Term of Agreement

15. This agreement shall operate from the day of the date hereof and shall continue in force until the 31st day of December 1966.

For and on behalf of Messrs. J. Ballantyne and Co. Ltd.—

A. G. HUDSON, Secretary.

For and on behalf of the Canterbury Amalgamated Shop Assistants' and Related Trades Industrial Union of Workers—

P. M. VELVIN, Secretary.