

CANTERBURY GLASSWORKERS—INDUSTRIAL AGREEMENT

THIS industrial agreement made pursuant to the Industrial Conciliation and Arbitration Act 1954, this 19th day of July 1965 between A.C.I Operations (N.Z.) Ltd. trading as Crown Crystal Glass (hereinafter called "the employer") of the first part, and the Canterbury Glass Workers Industrial Union of Workers (hereinafter called "the union") of the other part witnesseth that it is mutually agreed between the employer and the union as follows:

SCHEDULE

1. The industry to which this Agreement applies is glass manufacturing.

PART I—DAY WORKERS

Hours of Work

2. The hours of work shall be 40 per week and shall not exceed eight (8) in any one day, to be worked between the hours of 7 a.m. and 5 p.m. Monday to Friday inclusive. The hours of work for these workers shall not be broken, other than for a normal meal break of half an hour in each day.

Wages

3. (a) The minimum rate of wages for adult male workers shall be

(i) For the first week of employment the hourly rates shown as starting hourly rates in subclause (ii) hereof.

(ii) After the completion of one weeks employment as follows:

	To Start			After 6 months			After 12 Months		
	£	s.	d.	£	s.	d.	£	s.	d.
Batch House—									
Mixers	16	6	8 (8s. 2d.)	16	11	8 (8s. 3½d.)	16	18	4 (8s. 5½d.)
Cullet washers	14	16	8 (7s. 5d.)	15	1	8 (7s. 6½d.)	15	8	4 (7s. 8½d.)
Raw material hands working in batch house	15	10	0 (7s. 9d.)	15	15	0 (7s. 10½d.)	16	1	8 (8s. 0½d.)
Yard hands	14	16	8 (7s. 5d.)	15	1	8 (7s. 6½d.)	15	8	4 (7s. 8½d.)
Employees not elsewhere classified	14	16	8 (7s. 5d.)	15	1	8 (7s. 6½d.)	15	8	4 (7s. 8½d.)

(b) The minimum rate of wages for adult female workers shall be as follows:

	To Start			After 6 Months			After 12 Months		
	£	s.	d.	£	s.	d.	£	s.	d.
Operators screen printing machine	10	6	8 (5s. 2d.)	10	11	8 (5s. 3½d.)	10	18	4 (5s. 5½d.)
Operators container stitching machine	10	6	8 (5s. 2d.)	10	11	8 (5s. 3½d.)	10	18	4 (5s. 5½d.)
Sorters	10	6	8 (5s. 2d.)	10	11	8 (5s. 3½d.)	10	18	4 (5s. 5½d.)
Employees not elsewhere classified	10	6	8 (5s. 2d.)	10	11	8 (5s. 3½d.)	10	18	4 (5s. 5½d.)

(c) Subject to the provisions of the Factories Act 1946 youths may be employed in any department at the following minimum rates of wages:

	Per Week		
	£	s.	d.
Under 16	5	10	0
16-17—First six (6) months	7	0	0
Second six (6) months	7	15	0
17-18—First six (6) months	8	10	0
Second six (6) months	9	5	0
18-19 years	10	10	0
19-20 years	11	15	0
20-21 years	13	0	0

Thereafter the minimum rates as specified in clause (a) (ii) hereof.

(d) Subject to the provisions of the Factories Act 1946 females may be employed in any section at the following minimum rates of wages.

						Per Week		
	£	s.	d.					
16-17 years	5	12	6
17-18 years	6	12	6
18-19 years	8	0	0
19-20 years	9	0	0
20-21 years	10	0	0

Thereafter at minimum rates as specified in clause (b) hereof.

Overtime

4. (a) All time worked outside or in excess of the hours provided for in clause 2 hereof shall be considered overtime, and shall be paid for at the rate of time and a half for the first three (3) hours, and double time thereafter.

(b) A worker required to work overtime after 6 p.m. on any day Monday to Friday, or after 1 p.m. on Saturday, Sunday or a holiday, shall be provided with a meal or paid meal allowance of 5s. 9d.

(c) A worker completing his normal day's work and continuing to work after 10 p.m. Monday to Friday or after 6 p.m. on Saturday, Sunday or holiday shall be paid a second meal allowance of 5s. 9d.

(d) All overtime shall be calculated on a daily basis.

Sundays and Holidays

5. (a) For work done on Sundays, New Year's Day, 2 January, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Show Day, Christmas Day and Boxing Day double rates shall be paid in addition to any payment to which the worker is entitled under clause 15 hereof.

(b) For the purpose of this agreement a holiday shall be deemed to commence at 7 a.m. on the morning of the holiday and terminate at 7 a.m. on the following morning.

PART II—SHIFT WORKERS

Shifts

6. Shifts may be worked on such operations as may be required and the following conditions shall apply to shift workers.

Hours of Work

7. (a) The ordinary hours of work shall be 40 per week and shall not exceed five (5) eight-hour shifts to be worked between 7 a.m. Monday to 7 a.m. Saturday.

(b) Shift workers may work eight (8) hours continuously provided that by mutual agreement between the workers each worker shall have ample opportunity to partake of tea at morning and afternoon without leaving his place of work and shall have 15 minutes to partake of a meal during each shift, without any cessation of work.

(c) The following shall be the roster for automatic machine production.

Day	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun
7 a.m.-3 p.m.	..	A	A	B	B	B	B	D	D	A	A	A	A	A
Afternoon 3 p.m.-11 p.m.	..	C	C	A	A	C	C	B	B	D	D	B	B	B
Night 11 p.m.-7 a.m.	..	B	D	D	D	D	A	A	C	C	C	C	C	D
Day 7 a.m.-3 p.m.	..	C	C	D	D	D	D	B	B	C	C	C	C	C
Afternoon 3 p.m.-11 p.m.	..	A	A	C	C	A	A	D	D	B	B	D	D	D
Night 11 p.m.-7 a.m.	..	D	B	B	B	B	C	C	A	A	A	A	A	B

Roster for five-day week production where three shifts are working shall be:

7 a.m.—3 p.m. Monday to Friday inclusive.

3 p.m.—11 p.m. Monday to Friday inclusive.

11 p.m.—7 a.m. Monday to Friday inclusive.

The company shall have the right to alter the above shift roster if at any time it is found necessary, but shall confer with the union prior to putting any proposed changes into operation, such consultation in no way to affect the company's right to institute such change.

Wages

8. (a) The minimum rate of wages for adult male workers shall be:

(i) For the first week of employment the hourly rates shown as starting hourly rates in subclause (ii) hereof.

(ii) After the completion of one weeks employment as follows:

	To Start			After 6 Months			After 12 Months		
	£	s.	d.	£	s.	d.	£	s.	d.
Sorters ..	15	8	4 (7s. 8½d.)	16	3	4 (8s. 1d.)	16	10	0 (8s. 3d.)
Firemen ..	15	8	4 (7s. 8½d.)	16	3	4 (8s. 1d.)	16	10	0 (8s. 3d.)
Leading operators ..	18	3	4 (9s. 1d.)	18	8	4 (9s. 2½d.)	18	15	0 (9s. 4½d.)
Operators ..	15	8	4 (7s. 8½d.)	16	3	4 (8s. 1d.)	16	10	0 (8s. 3d.)
Floor boys ..	14	15	0 (7s. 4½d.)	15	0	0 (7s. 6d.)	15	6	8 (7s. 8d.)
All other employees not elsewhere classified ..	14	15	0 (7s. 4½d.)	15	0	0 (7s. 6d.)	15	6	8 (7s. 8d.)

(b) Subject to the provisions of the Factories Act 1946 youths may be employed at the minimum rates of pay as specified in clause 3 (c) hereof.

Overtime

9. (a) All time worked outside of or in excess of the hours provided for in clause 7 (a) hereof shall be considered overtime and shall be paid for at the rate of time and a half for the first three (3) hours and at the rate of double time thereafter. Time worked between 7 a.m. Sunday and 7 a.m. Monday shall be paid for at the rate of double time, except in each case when the time worked is:

(i) By arrangement between employees themselves, who shall advise their foreman, charge-hand sorter or senior blower for approval, such approval not to be unreasonably withheld.

(ii) For the purpose of effecting the customary rotation of shifts.

(b) A worker required to work on his rostered day off shall be paid overtime rates. A shift worker whose roster provides for only one day off in the pay week shall be paid double time instead of overtime rates.

(c) Overtime rates shall be calculated on the rates prescribed in clauses 3, 8 and 17 hereof.

(d) All overtime shall be calculated on a daily basis.

(e) Any worker who is transferred to a shift other than his own rostered shift, or any day worker who is required to work shift owing to the usual shift worker being absent shall, for the first such shift, be paid the sum of 5s. 7d. in addition to the wage to which he is otherwise entitled for such work. A shift worker transferred to day work shall be paid a minimum of 40 hours per week ordinary time, provided that this subclause shall not apply to any shift for which overtime rates are paid.

(f) Where a worker is required to work a double shift he shall be paid two (2) meal allowances of 5s. 9d. each.

(g) Where a worker is required to work four (4) hours or half a double shift additional to his normal shift just completed he shall be paid one meal allowance of 5s. 9d.

Shift Allowance

10. (a) A worker employed on an afternoon or night shift shall be paid a shift allowance of 6s. 4d. a shift, in addition to his ordinary wages.

(b) An afternoon shift means a shift commencing after 12 noon and finishing at or before 12 midnight.

(c) A night shift means any shift finishing subsequent to midnight and before 7 a.m.

PART III—APPLIES TO ALL WORKERS

Extra Payments

11. (a) In addition to the wages prescribed in clauses 3 and 8 hereof a worker shall be entitled to extra payment in accordance with the following scale for the time worked on the class of work stated.

	Per hour d.
(i) Workers unloading soda ash for the time so employed ..	4
(ii) Workers packing with paper wool for the time so employed ..	1
(iii) Workers engaged in washing blown-ware in tubs ..	1
(iv) Workers engaged in emptying sand sumps by hand for the time so employed ..	1½
(v) Studio workers when working with acid for the time so employed ..	2
(vi) Female workers when sorting and packing from moving lehrs for the time so employed ..	2

(b) A worker required to clean the crown of a glass furnace shall be paid, in addition to his ordinary wage, the sum of 6s. 4d. per crown for furnaces melting up to 20 tons, and 12s. 9d. per crown for furnaces melting over 20 tons for each furnace cleaned.

(c) A worker engaged in draining tanks shall be paid 13s. 3d. per hour for the time so worked.

(d) A worker engaged in filling-on day tanks shall be paid, in addition to his ordinary rate, the sum of 5s. per shift.

(e) A worker engaged in emptying day tanks shall be paid, in addition to his ordinary rate, the sum of 16s. per tank.

(f) An annual service bonus shall be paid to all workers in December each year on the following scale:

After three years continuous service: 3s. 9d. per week.

After seven years continuous service: 5s. 7d. per week.

After nine years continuous service: 7s. 5d. per week.

Where a worker ceases employment for other than unsatisfactory performance or wilful misconduct prior to December and is entitled to a continuous service bonus payment may be made proportionately at the company's discretion.

Attendance Bonus

12. (a) A shift worker rostered to work the afternoon shift as detailed in the second line of subclause (c) of clause 7 and who is on duty on each of the days Monday, Tuesday, Friday, Saturday and Sunday from 3 p.m. to 11 p.m. shall be paid an attendance bonus of 16s. 4d.

(b) A shift worker rostered to work the night shift as detailed in the third line of subclause (c) of clause 7, and who is on duty on each of the days Tuesday, Wednesday, Thursday, Friday and Saturday from 11 p.m. to 7 a.m. shall be paid an attendance bonus of 25s.

(c) A shift worker rostered to work the relieving shift and who is on duty on each of the days Wednesday and Thursday from 3 p.m. to 11 p.m. and on each of the days Sunday and Monday from 11 p.m. to 7 a.m. shall be paid an attendance bonus of 18s. 7d.

(d) Absence from any shift for any cause whatsoever releases the company of the obligation to pay.

Bonus Rates for Machine Operators

13. (a) Bonus rates for bottle machine operators shall be as follows:

(i) *L.A. Machines:*

Up to 6 oz weight, 2d. per gross over 40 gross per shift.

Over 6 oz and up to 11 oz weight, 1½d. per gross over 20 gross per shift.

Over 11 oz and up to 15 oz weight, 2d. per gross over 20 gross per shift.

Over 15 oz and up to 20 oz weight, 2d. per gross over 15 gross per shift.

Over 20 oz and up to 27 oz weight, 2½d. per gross from commencement of shift.

Over 27 oz weight, 3d. per gross from commencement of shift.

(ii) *Model B or "Baby" Machines:*

Up to 2 oz weight, 2d. per gross over 50 gross per shift.

Over 2 oz and up to 4 oz weight, 2d. per gross over 40 gross per shift.

Over 4 oz weight, 2d. per gross over 30 gross per shift.

(iii) 1 oz essence—plain and screw top, and 1 oz "Inks", 2d. per gross over 70 gross per shift.

(iv) *I.S. Machines:*

Up to 6 oz weight, 2d. per gross over 40 gross per shift.

Over 6 oz and up to 11 oz weight, 1½d. per gross over 20 gross per shift.

Over 11 oz and up to 15 oz weight, 2d. per gross over 20 gross per shift.

Over 15 oz and up to 27 oz weight, 2d. per gross over 15 gross per shift.

Over 27 oz weight, 2d. per gross from commencement of shift.

Over 40 oz weight, 2d. per gross from commencement of shift.

(b) All rates prescribed in subclause (a) (i), (ii) and (iii) of this clause shall be increased by 27 per cent.

(c) All rates prescribed in subclause (a) (iv) of this clause shall be increased by 22 per cent.

Bonus Rates for Press Operators

14. (a) Bonus rates for press operators shall be as follows:

The following rates calculated so much per gross (according to the speed of job) over a minimum quantity will be paid for good packed ware.

Rate per Gross	Speed per Minute	Minimum Quantity
s. d.		
0 6	31-36	76 gross
0 6	28-30	64 gross
0 7	25-27	58 gross
0 8	20-24	50 gross
0 10	15-19	38 gross
0 11	14 to under 15	26 gross
1 0	13 to under 14	26 gross
1 1	12 to under 13	26 gross
1 2	11 to under 12	26 gross
1 3	10 to under 11	26 gross
1 10	8 to under 10	21 gross
2 6	7 to under 8	18 gross
2 8	6 to under 7	15 gross

(b) Bonus rates shall be paid only on good ware after completed sorting. The bonus for takers out on automatic press shall continue as at present but with a minimum of 2s. 6d. per shift.

Bonus Rates for Hartford 28 Machine

15. (a) Bonus rates for the Hartford 28 machine operators shall be as follows:
Based on Percentage Good Ware Packed to Possible Output—Bonus becomes operable at 60 per cent.

Percentage	Per Shift		Per Week		
	s.	d.	£	s.	d.
Over 60	6	6	1	12	6
61	6	9	1	13	9
62	7	0	1	15	0
63	7	3	1	16	3
64	7	6	1	17	6
65	7	9	1	18	9
66	8	0	2	0	0
67	8	3	2	1	3
68	8	6	2	2	6
69	8	9	2	3	9
70	9	0	2	5	0
71	9	3	2	6	3
72	9	6	2	7	6
73	9	9	2	8	9
74	10	0	2	10	0
75	10	3	2	11	3
76	10	6	2	12	6
77	10	9	2	13	9
78	11	0	2	15	0
79	11	3	2	16	3
80	11	6	2	17	6
81	11	9	2	18	9
82	12	0	3	0	0
83	12	3	3	1	3
84	12	6	3	2	6
85	12	9	3	3	9
86	13	0	3	5	0
87	13	3	3	6	3
88	13	6	3	7	6
89	13	9	3	8	9
90	14	0	3	10	0
91	14	3	3	11	3
92	14	6	3	12	6
93	14	9	3	13	9
94	15	0	3	15	0
95	15	3	3	16	3
96	15	6	3	17	6
97	15	9	3	18	9
98	16	0	4	0	0
99	16	3	4	1	3
100	16	6	4	2	6

(b) Pitman on Hartford 28 machine shall be paid 40 per cent of operators bonus.

Holidays

16. (a) The following are the recognised holidays under this agreement: New Year's Day, 2 January, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Show Day, Christmas Day and Boxing Day.

(b) The attention of the parties is drawn to the provisions of the Annual Holidays Act 1944, and amendments, which provides for the transference of certain holidays which fall on Saturday or Sunday.

(c) Payment of wages for the said holidays shall be made to all persons who perform work under this agreement, or at any time during the fortnight ending on the day on which the holiday occurs.

(d) 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 subclause (a) of this clause; provided that for the purposes of this subclause 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.

(e) For the purpose of this agreement a holiday in the case of shift workers shall commence at 7 a.m. on the morning of the holiday and terminate at 7 a.m. on the following morning.

(f) Shift workers whose rostered day off falls on one of the holidays specified in this clause shall be paid for such day at ordinary rates in addition to the ordinary weekly wages.

Blowers and Skilled Workers

17. (a) Glass blowers and/or glass makers shall, in each case, work either day or shift work, as required, and in accordance with such times as are necessary according to the method of working on either day or shift work as may be required.

(b) The actual starting time of work shall be the time of gathering glass to blow or make the first pieces for the day or shift.

(c) Glass blowers or glass makers shall work in shops as constituted and where necessary the constitution of the shop shall be changed in accordance with such re-arrangements as required or necessary.

(d) A weekly worksheet showing each days earnings shall be given to each shop leader.

(e) Blow pipes, blocks, etc. shall be supplied to each shop and no shop shall be compelled to use another's pipes.

(f) The following basic rates of pay shall apply:

	To Start		After 6 Months		After 12 Months	
	s.	d.	s.	d.	s.	d.
1. Mould blow shops—						
(a) Senior maker or cast on journeyman or senior blower, while working as such	9	1	9	2½	9	4½
(b) Senior blower	8	4	8	5½	8	7½
(c) Junior blower or gatherer	6	9	6	10½	7	0½
(d) Ball boy	6	1	6	2½	6	4½
(e) Trainee ball boy	4	10½	5	0	5	2
2. Press shops—						
(a) Finisher or presser	8	4	8	5½	8	7½
(b) Gatherer	8	4	8	5½	8	7½
(c) Learner or junior gatherer	6	9	6	10½	7	0½

3. An additional payment of 26½ per cent shall be made on the above basic rates and on weekly payments earned through piece work rates in both mould blow shop and press shops, provided that this payment shall be paid on but limited to the first £17 10s. earnings in each week in the case of adults, and limited to £10 earnings in each week in the case of juniors under the age of 21.

(g) The following percentages of agreed piece rates will apply:

	Per Cent
Fully qualified blower whether used as blower or gatherer ..	100
Gatherers	85
Trainee or junior gatherer	85
Trainee gatherer after fully qualifying as ball boy ..	75
Ball boy - qualified	75
Trainee ball boy	65

(h) Where a shop includes a trainee ball boy the piece rate payment shall be made on the basis of four (4) units paid for three produced good for three (3) weeks from inclusion of trainee in the shop. Thereafter shop to be paid normal piece rate.

(i) In the event of a shop working without a ball boy due to any cause the reduced shop tradesman so working shall be paid at the rate of four and one-half (4½) units for every three (3) units produced and good packed.

(j) Production bonuses for labourers employed in the handshops shall be at the following rates of the tradesman's piece rate earnings:

	Percentage of Agreed Piece Rate
(1) Searoff operators	12½
Mould holders	7½
Carriers-in	7½
(2) Take out for side lever press	17½
Learner taker-out for first three (3) weeks	12½
Lipper or glazer	7½
Carrier-in	7½
Mould holder	7½

(k) If a learner operator or learner gatherer is employed on the side lever press the remaining tradesmen will be paid for three (3) weeks the average of his piece rate earnings for the previous four (4) weeks. The learner will be paid 12½ per cent of this average. Thereafter normal piece rates will apply.

(l) The above percentages of piece rate earnings in subclauses (g), (i) and (k) for labourers employed in handshops are based on their constituting part of the shop as employed.

(m) *Piece Work*—When and wherever possible the glass blowers or glass makers shall work under piece rate conditions and in accordance with the rates fixed and shall be paid such rates for such good production as follows:

1. In the case of blownware after the pieces have been cut off.
2. In the case of handmade or hand pressed ware after the pieces have been sorted at the end of the lehr.

The company shall allow 24 hours for pressers or blowers to inspect rejects before destroying. Glass blowers or glass makers shall immediately report bad glass to the foreman in charge or works manager or his nominee, otherwise payment for production in such glass will not be made. If glass is unworkable, glass blowers and glass makers will, wherever possible, be employed on other work in the factory if the company so desires until such time as glass is again available. Should the period be longer than one (1) week the company will endeavour to provide alternative work and payment will, after the first week, be made at the industry rates applicable to the work so undertaken.

(n) Piece rates shall be negotiated between the company and the union and the union representatives shall include a senior blower. Any new mould for which no piece rate has been fixed may be used on three (3) separate shifts when average rates shall be paid. Thereafter if no rate is agreed upon average will be paid until a piece rate price is fixed.

(o) At the end of 12 months service a trainee ball boy shall be given a trade proficiency test as required by the foreman of the department.

(p) *Etching Department*—Etchers shall work under piece rate conditions and in accordance with the rates fixed. An additional payment of 26½ per cent shall be made on weekly payments earned through piece work rates provided that this payment shall be paid on but limited to the first £15 earnings in each week in the case of adults and limited to £10 earnings in each week in the case of juniors under the age of 21.

(q) The basic rate at present being paid shall be the basis of payment to cover holidays specified and annual leave. Basic rates shall also be the basis of payment where working conditions are such that piece work cannot be worked, or where it is necessary for the glass blowers or glass makers to be transferred to other jobs. The basic rates referred to in this clause are subject to the additional payment of 24 per cent limited as provided by clauses 17(c) 3 and 17(p).

Annual Holidays

18. (a) Annual holidays shall be granted in accordance with the provisions of the Annual Holidays Act 1944 and amendments.

(b) (i) In addition to the holidays to which he is entitled under subclause (a) of this clause, a worker who has worked on shift work for a complete year shall be allowed an additional week's holiday on the same terms of payment as are provided for in the Annual Holidays Act 1944.

(ii) In addition to the holidays to which he is entitled under subclause (a) of this clause, a worker who has not worked on shift during the whole of the year but for a portion of the year only shall be allowed such proportionate part of such additional week's holidays as is commensurate with the time he has worked as shift worker.

(c) Consideration shall be given to workers who request annual holidays to coincide with school holidays and workers shall have at least two weeks notice of the date of commencing annual leave.

(d) All workers shall be paid holiday pay before the commencement of the holiday.

General Conditions

19. (a) Any worker who works overtime or a double shift shall be allowed eight (8) hours off from the time he finishes such overtime or double shift, as the case may be, or he shall be paid double ordinary time rates as provided under clause 9 hereof for all the time worked thereafter until he has an interval of eight (8) hours off work.

(b) If a worker is required to work in any other department than his usual department he shall be paid for the time so employed in that department at the rate prevailing in such department if the rate is higher than his usual pay; provided that he shall be paid at his usual rate if that rate is higher, this proviso to apply for a maximum of one (1) week.

(c) Workers who report for work but who are sent home before starting to come back on another shift shall be paid a minimum of two (2) hours. Workers who commence work and are later sent home to come back on another shift shall be paid overtime rates for the time so served.

(d) Female workers shall not be required to lift any package exceeding 40 lb in weight.

(e) Youths under the age of 18 years shall not be required to lift any weight exceeding 70 lb.

(f) An interval of 10 minutes shall be allowed for morning and afternoon tea without loss of pay.

(g) Adequate washing facilities shall be provided.

(h) Boiling water for meals shall be provided.

(i) A modern first aid room fully equipped shall be maintained.

(j) Lockers shall be provided for all workers.

(k) A special footwear allowance of 2s. 2d. per week shall be paid to the following workers – namely batch mixers, cullet washers, workers employed in sand washing departments, sorters and sorters assistants for the time so employed, and takers out on automatic press.

Operators, floor boys and leading operators shall be paid 2s. 10d. per week as a footwear and clothing allowance.

Part Time Workers

20. (a) Where the employer does not regularly require the services of a worker for the full period of 40 hours per week the employer shall pay such worker *pro rata* the appropriate scale of wages plus 10 per cent.

(b) Where a worker is unable to accept full time employment the employer shall pay *pro rata* the appropriate scale wages.

(c) These provisions shall not be used for the purposes of reducing the hours of work or the earnings of any worker.

Terms of Employment

21. (a) No deduction shall be made from the weekly wages mentioned in this agreement except for time lost by the worker through sickness, accident or default.

(b) The working week shall end at 7 a.m. Monday. Wages shall be paid on the Wednesday following, except that if a holiday falls on Monday, Tuesday or Wednesday payment may be made on Thursday at the company's option.

(c) One week's notice of termination of engagement shall be given on either side for all workers of more than two consecutive weeks' employment provided that in the event of accident to plant no notice of termination of engagement shall be necessary. Nothing in this subclause shall prevent the employer from dismissing a worker without notice for wilful misconduct.

(d) In the case of a worker leaving of his own accord not less than one working week's notice shall be given to the employer by the worker concerned. Should a worker leave without good cause and without giving a week's notice he shall forfeit a week's wages.

(e) Workers shall record the time of their arrival at and departure from work on the apparatus provided for such purpose. The time occupied by the workers in filling in any books or cards, or in making any record shall be treated as time of duty, except that occupied in checking in or out at the beginning or end of duty.

(f) Where a worker is discharged he shall be paid all wages due at the time of his dismissal, except that where a worker is dismissed at a time when the pay office is normally closed all monies due shall be available within four (4) hours of the pay office re-opening. All waiting time in excess of the prescribed period of four (4) hours shall be paid for at the worker's ordinary rate of pay.

Unqualified Preference

22. (a) An 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 the union of workers bound by this agreement, become a member of such union within fourteen (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 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.

Disputes and Matters Not Provided For

23. 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 shall arise between the parties bound by this agreement, or any of them 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 the secretary and/or president of the union and in default of any agreement being arrived at then to a committee to be composed of three (3) 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. Either side shall have the right to appeal to the Court against a decision of any such committee upon giving to the other side written notice of such appeal within fourteen (14) days after such decision has been made known to the party desirous of appealing.

Underrate Workers

24. (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, and such inspector in so fixing such wages shall have regard to the worker's capability, his past earnings and such other circumstances as such inspector shall think fit to consider after hearing such evidence and argument as the union and such member shall offer.

(b) Such permit shall be for such period not exceeding six (6) months as such inspector shall determine and after the expiration of such period shall continue to be in force until fourteen (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 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 Agreement

25. This agreement shall apply only to the parties named herein.

Right of Entry

26. The secretary or other authorised officer of the union of workers 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.

Term of Agreement

27. This agreement shall come into force on the day of the date hereof and shall continue in force until the 31st day of July 1968.

Signed on behalf of the Canterbury Glass Workers Industrial Union of Workers:

S. G. ISHERWOOD, President.

W. E. FRANCIS, Secretary.

Signed on behalf of A.C.I. Operations (N.Z.) Ltd., trading as Crown Crystal Glass:

J. K. DOBSON, Manager.

A. I. BREEN, Secretary.
