
NELSON FREEZING WORKS SHIFT ENGINEERS—INDUSTRIAL AGREEMENT

THIS industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954 this 29th day of January 1965 between the New Zealand Engineering, Coachbuilding, Aircraft and Related Trades Industrial Union of Workers, Wellington (hereinafter called "the union") on the one part, and the Nelson Freezing Co. Ltd. Nelson (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, conditions, stipulations, 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 and performed and shall not do anything in contravention of this agreement or of the said terms, conditions, stipulations and provisions but shall in all respects abide by and perform the same.

SCHEDULE

Branch of Work Covered

1. "Shift engineer" shall be the branch of workers covered by this agreement.

Interpretation

2. A shift engineer shall mean a worker who has served an apprenticeship of at least five years as a mechanical engineer in a workshop where engines are built or repaired and who during his shift is required to be in charge of engine-room and boiler-house machinery and auxiliaries.

Duties

3. (a) The duties of a shift engineer shall be to operate the specified machinery during his shift and to effect such repairs as may be reasonably necessary for the safety of such machinery running. He may also be called upon to do overhaul and repair work and also erect new machinery in the establishment in which he is employed but not so as to interfere with his watchkeeping duties.

Provided however that the watchkeeping duties of the shift engineers on night shifts at Nelson shall be deemed to include such other work as has been customarily performed by shift engineers at that works.

In the event of a breakdown in the machinery which would interfere with the running of the works the chief engineer may recall any shift engineer to work in order to effect repairs to meet the emergency.

Hours of Work

4. Forty hours shall constitute a week's work and shall be arranged to suit the exigencies of the works by mutual agreement between the shift engineers and the employer.

Salaries

5. (a) The rate of salary for workers coming within the scope of this agreement shall be £1,335 per annum such sum being inclusive of payments under sections 19 (4), 28 and 29 of the Factories Act 1946 and its amendments.

(b) Any worker covered by this agreement at present in receipt of a higher salary than provided for herein shall not have his salary reduced whilst in his present employment.

(c) In the event of any engineer being required to perform duties deemed to be higher than his normal duties for a consecutive period of not less than three weeks, he shall be paid a minimum of £1 10s. per week extra whilst so employed.

(d) The daily rate of pay for the purposes of sub-clause 6 (e) hereunder shall be computed by dividing the annual salary by 52 into weekly amounts and daily payments arrived at on the basis of five watches per week.

Overtime

6. (a) All time worked in excess of eight hours per shift or in excess of 40 hours per week shall be paid for at rate and a half for the first three hours and double rate thereafter except where a shift engineer has completed an eight hour shift or 40 hours in a week.

(i) By noon on a Saturday, or

(ii) At any time on a Sunday

he shall be paid at double rates for any time worked in excess thereof on those days aforesaid.

(b) All overtime shall be computed on a daily basis.

(c) All shifts worked on Sundays in excess of 26 Sunday shifts per annum shall be paid for at only the hourly rate extra provided in sub-clause (f) of this clause.

(d) When a sixth shift is worked to suit the convenience of the employer rate and a half shall be paid for the first three hours and double rate thereafter computed on a daily basis.

(e) When a sixth shift is worked to take the place of a man away sick ordinary time shall be paid computed in accordance with the provisions of clause 5 subclause (d) above.

(f) For the purposes of calculations under sub-clauses (a) (c) and (d) above, the hourly rate of pay shall be 10s. per hour.

Termination of Employment

7. One month's notice of termination of employment shall be given by either side.

Holidays

8. Every engineer covered by this agreement shall be entitled in each year to leave of absence on full pay for a continuous period of 21 days.

The holiday shall be deemed to be accruing through each year of service, so that if after six months continuous service an engineer is discharged for any cause (other than misconduct) or leaves of his own accord he shall be paid at ordinary rates for such proportion of his holidays as shall then have accrued.

The times at which such holiday is taken shall be at the discretion of the chief engineer and if possible shall be given during the months, September, October or November, or at such other times as can be arranged.

Where any holiday provided in section 26 of the Factories Act 1946 occurs during the period of any annual holiday allowed or deemed to have been allowed to any shift engineer under this clause the period of the annual holiday shall be deemed to be increased by one day in respect of that holiday aforesaid.

Accommodation

9. The employer shall provide suitable accommodation for the engineer including all conveniences and a room to enable them to partake of their meals in reasonable comfort; also suitable lockers in which clothes may be hung.

Clothing

10. All shift engineers shall be supplied with two suits of overalls (white if procurable) once in each year and also protective clothing similar to that supplied to freezer chamber hands when they are required to enter and work in freezing chambers, such overalls and protective clothing to be replaced when necessitated by fair wear and tear. Where laundry facilities are available on the works, overalls are to be washed and serviced by the employer. One pair of boots is to be supplied to each shift engineer, to be replaced when necessitated by fair wear and tear. Towels shall be supplied in accordance with the provisions of the Factories Act 1946 and its amendments.

Settlement of Disputes

11. In the event of a dispute arising upon any matter whether referred to in this agreement or not affecting engineers covered by this agreement, the point in dispute shall be referred to three representatives of the employers and three representatives of the employees for settlement. Should these fail to agree, the matter shall then be referred to the arbitration of an umpire mutually agreed upon by the said representatives and the decision of the umpire shall be final.

Workers to be Members of Union

12. (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.

(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 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.

Carrying Out of Agreement

13. This agreement shall be honourably carried out in its entirety by both parties, notwithstanding any differences which may arise on matters not already provided for in this agreement.

Term of Agreement

14. This agreement insofar as the provisions relating to the rates of wages to be paid are concerned shall be deemed to come into force on the first day of the working week in the establishment commencing on or after the 1st day of April 1964 and so far as all the other conditions of the agreement are concerned it shall come into force on the day of the date hereof and this agreement shall continue in force until the 31st day of May 1966.

Signed for and on behalf of the Nelson Freezing Co. Ltd.—

L. N. HEATH, General Manager.
F. J. GRIBBLE, Secretary.

The common seal of the New Zealand Engineering, Coachbuilding, Aircraft and Related Trades Industrial Union of Workers was hereto affixed in the presence of—

[L.S.]

P. G. ALLEN, Secretary.