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**EDIBLE EXTRACTIONS (N.Z.) LTD. MEAT BY-PRODUCTS AND EXTRACTS  
EMPLOYEES—VARIATION OF INDUSTRIAL AGREEMENT**

THIS Industrial Agreement made in pursuance of the Industrial Conciliation Act 1954, this 20th day of April 1966, between Edible Extractions (N.Z.) Ltd. (hereinafter called "the employer") of the one part, and the New Zealand (Except Northern, Westland and Otago and Southland Industrial Districts) Food Processing Chemical and Related Products Factory Employees' Industrial Union of Workers and the Wellington and Taranaki Soap, Candle, Tannery and Related Trades Employees Industrial Union of Workers (hereinafter called "the union") of the other part, whereby it is mutually agreed by and between the said parties as follows:

“That the Edible Extractions (N.Z.) Ltd. Meat By-Products and Extracts Employees Industrial Agreement dated 24th June, 1963, and amended on the 20th December, 1964, is further varied in the manner following:

*Clause 2 (c)*—By deleting the figure 6s. 0d. and substituting therefor the figure “6s. 3d.”

*Clause 4 (e)*—By deleting the figure 6s. 0d. and substituting therefor the figure “6s. 3d.”

*Clause 5 (a)*—By deleting subclause (a) and substituting therefor the following:

The minimum rates of wages for all workers shall be—				£	s.	d.
During the first six months of employment .....	.....	.....	.....	16	11	8
Thereafter for workers employed—						
From six months to 12 months .....	.....	.....	.....	16	18	4
From 12 months to 18 months .....	.....	.....	.....	17	5	0
From 18 months to 24 months and thereafter .....	.....	.....	.....	17	11	8

*Clause 15*—Delete this clause substitute therefor:

This variation of agreement shall come into force insofar as it relates to wages on the 24th day of March 1966, and in all other matters on the date of signing by the parties, and shall continue in force until the 24th day of March 1967.

In witness thereof the parties hereof have executed these presents this 20th day of April 1966.

For and on behalf of The New Zealand (Except Northern, Westland and Otago and Southland Industrial Districts) Food Processing Chemical and Related Products Factory Employees Industrial Union of Workers.

D. G. NOLAN, General Secretary.

Witness to the above signature: T. C. Gallagher.

For and on behalf of The Wellington and Taranaki Soap, Candle, Tannery and Related Trades Employees Industrial Union of Workers.

D. G. NOLAN, Secretary.

Witness to the above signature: T. C. Gallagher.

For and on behalf of Edible Extractions (N.Z.) Ltd.:

N. M. EVITT, Managing Director.

Witness to the above signature: