

**N.Z. FOREST PRODUCTS LTD., AND WHAKATANE BOARD MILLS LTD.
ELECTRICAL WORKERS—VARIATION OF INDUSTRIAL AGREEMENT**

IN the matter of an industrial agreement dated the 26th day of September 1966 and made in pursuance of the Industrial Conciliation and Arbitration Act 1954 between the North Island Electrical and Related Trades Industrial Union of Workers of the one part and N.Z Forest Products Ltd. and Whakatane Board Mills Ltd. of the other part.

It is hereby agreed between the parties that the industrial agreement dated 26th September 1966 shall be varied in the manner following.

1. By deleting clause 5 thereof and substituting the following new clause 5—

“(a) Where day, afternoon and night shifts are worked a shift allowance at the rate of 7s. 6d. (75 cents) per shift shall be paid to each shift worker, but the management at each mill shall have the right to fix its own allowances for the day, afternoon and night shifts respectively including the right not to pay any allowance for the day shift provided that the total for a complete cycle of three shifts amounts to 22s. 6d. (2 dollars 25 cents).

Where part of an eight hour shift is worked by one worker and the remainder by another the shift allowance for that shift shall be divided between the two workers in proportion to the time worked by each.

(b) An afternoon shift means a shift commencing after 12 noon and finishing at or before midnight, and a night shift means any shift finishing subsequent to midnight and at or before 8 a.m.”

2. By deleting subclause (f) of clause 10 thereof and substituting the following new subclause (f) of clause 10—

“A worker after the fifth and subsequent years of continuous service with the employer party to this agreement shall be allowed a third week of annual holidays paid for on the same terms as provided in subclause (e) of this clause. Time served with the employer prior to the date of this agreement shall be counted for the purpose of assessing the holiday entitlement. This additional week’s holiday may be allowed either in conjunction with or separately from the first two weeks as the employer may decide and as far as practicable to meet the wishes of the worker concerned.”

3. By inserting the following new subclause (h) of clause 10—

“(h) In lieu of the annual holiday entitlements provided in subclauses (e) and (f) of this clause, day workers employed pursuant to the provisions of clause 2 (1) (a) hereof on a continuous day roster system which schedules maintenance on seven days of the week including the holidays specified in subclause (a) of this clause shall be allowed annual holidays as follows—

(i) Day roster workers who have worked under the day roster system for a complete year shall be allowed an annual holiday of three weeks paid for on the same terms as provided for in subclause (e) of this clause provided that the third week may be allowed either in conjunction with or separately from the first two weeks as the employer may decide and as far as practicable to meet the wishes of the worker concerned;

(ii) Day roster workers who have worked under the day roster system for part of the year shall be entitled to a corresponding proportion of the third week;

(iii) Day roster workers after five continuous years’ service with the employer party to this agreement shall be deemed to qualify for a third week of annual holiday and this shall be taken into account in assessing any proportion;

(iv) No day roster worker shall be entitled to receive more than three weeks of annual holidays;

Provided that apart from the closing down and starting up of plant, plant safety and essential services, work shall not be required on the 25th and 26th December.”

This variation in so far as it relates to shift allowances shall be effective from the first day of the pay week commencing on or after the 25th day of September 1966 and in so far as it relates to holidays it shall come into force on the day of the date hereof.

Dated at Auckland this 7th day of March 1967.

Signed on behalf of the North Island Electrical and Related Trades Industrial Union of Workers—

J. F. TAYLOR, Auckland District Secretary.

Witness: H. Scott.

Occupation: Typist.

Address: 20 Wynyard Street, Auckland.

Signed on behalf of N.Z. Forest Products Ltd. and Whakatane Board Mills Ltd.—

T. N. HETHERINGTON, Personnel Manager.

Witness: T. N. Robinson.

Occupation: Personnel Officer.

Address: 67 Blake Road, Mangere East.