

N.Z. FOREST PRODUCTS LTD. (PENROSE) AND FIBRE PRODUCTS NEW ZEALAND LTD. **FACTORY ENGINEERS**—VARIATION OF INDUSTRIAL AGREEMENT

IN the matter of an industrial agreement dated the 17th day of November 1966 and made in pursuance of the Industrial Conciliation and Arbitration Act 1954 between the New Zealand Engineering, Coachbuilding, Aircraft and Related Trades Industrial Union of Workers of the one part and N.Z. Forest Products Ltd. and Fibre Products New Zealand Ltd. of the other part.

It is hereby agreed between the parties that the industrial agreement dated 17th November 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 allowance 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 sub-clause (a) of clause 7 thereof and substituting the following new sub-clause (a) of clause 7—

(a) The following rates of pay for adult male workers shall apply:

	Per Week	Equivalent Rate Per Hour
<i>Toolmaker</i> .....	£21 18s. 8d. (43 dollars 83.333 cents)	10s. 11½d. (1 dollar 9.583 cents)

“Toolmaker” means a tradesman engaged making and/or repairing any precision tools, gauge, die, jig, or mould and who is responsible for its completion.

*Tradesman:*

	Per Week	Equivalent Rate Per Hour
Day workers .....	£20 16s. 8d. (41 dollars 66.667 cents)	10s. 5d. (1 dollar 4.167 cents)
Shift workers .....	£21 3s. 4d. (42 dollars 33.333 cents)	10s. 7d. (1 dollar 5.833 cents)

*Tradesman* who is the holder of trade certificate in fitting, turning and machining issued by the New Zealand Trades Certification Board:

	Per Week	Equivalent Rate Per Hour
Day workers .....	£21 3s. 4d. (42 dollars 33.333 cents)	10s. 7d. (1 dollar 5.833 cents)
Shift workers .....	£21 10s. 0d. (43 dollars)	10s. 9d. (1 dollar 7.500 cents)

*Tradesman* who is the holder of an advanced trade certificate in fitting, turning and machining issued by the New Zealand Trades Certification Board:

	Per Week	Equivalent Rate Per Hour
Day workers .....	£21 16s. 8d. (43 dollars 66.667 cents)	10s. 11d. (1 dollar 9.167 cents)
Shift workers .....	£22 3s. 4d. (44 dollars 33.333 cents)	11s. 1d. (1 dollar 10.833 cents)

“Tradesman” means a worker employed as such who has served five years apprenticeship to any of the branches of the trades covered by this agreement or an adult worker who in the course of his employment works from drawings or prints, or who makes precision measurements, or who applies general trade experience to the branch or branches of any of the trades in which he is employed covered by this agreement, such as tool makers, pattern makers, die-sinkers, engineers, turners, fitters, blacksmiths, millwrights welders and includes first-class machinists, but shall not include workers covered by any other definition contained in this agreement.

	Per Week	Equivalent Rate Per Hour
<i>Machinist</i> employed on cold-saw, hydraulic press, pneumatic press, screwing machine or drilling machine and striker	£17 6s. 8d. (34 dollars 66.667 cents)	8s. 8d. (86.667 cents)

*Tradesmen's mate:*

A “tradesmen's mate” is a worker who is directed to regularly assist tradesmen with normal mechanical duties.

	Per Week	Equivalent Rate Per Hour
For initial period of employment not exceeding three months	£16 15s. 0d. (33 dollars 50.000 cents)	8s. 4½d. (83.750 cents)
Thereafter .....	£17 3s. 4d. (34 dollars 33.333 cents)	8s. 7d. (85.833 cents)''

3. "By deleting sub-clause (f) of clause 10 thereof and substituting the following new sub-clause (f) of clause 10—

'(f) 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 for in sub-clause (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.'"

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

Dated at Auckland this 14th day of February 1967.

Signed on behalf of the New Zealand Engineering, Coachbuilding, Aircraft and Related Trades Industrial Union of Workers:

J. J. CRUMMEY, Auckland District Secretary.

A. H. Berry, Witness.

Clerk, Occupation.

Care of 5 Bronte Street, Auckland, Address.

Signed on behalf of N.Z. Forest Products Ltd. and Fibre Products New Zealand Ltd.:

T. N. HETHERINGTON, Personnel Manager.

T. N. Robinson, Witness.

Personnel Officer, Occupation.

67, Blake Road, Mangere East, Address.