

COMMERCIAL DYERS LTD., EMPLOYEES-VARIATION
OF INDUSTRIAL AGREEMENT

This Industrial Agreement made in pursuance of the Industrial Conciliation and Arbitration Act, 1954, this ninth day of December, 1969, between Commercial Dyers Ltd., and Northern District Laundries, Dyers & Dry Cleaners' Employees Industrial Union of Workers.

Whereby it is mutually agreed by and between the said parties that the Industrial Agreement made between the parties on the 10th day of October, 1968 shall be and is hereby varied in the manner following:-

(i) Clause 4 - Wages

(a) (i) The following shall be the minimum weekly wage rates for male workers:

	\$
Dyer	49.16
Dyers assistant	42.34
Leading hand dye house	41.08
In charge (stenter) night shift	40.03
Finishers	39.40
Stenter hand and examiner	37.93
Winch hand first class	37.93
Finishers assistant	35.70
Dye house labourer	35.70

Trainees may be employed under the terms of this agreement wages and other conditions to be by agreement between the employer and the union.

(ii) The following shall be the minimum weekly wage rates for junior male workers:

	First Six Months	Second Six Months	Third Six Months	Fourth Six Months	Fifth Six Months
	\$	\$	\$	\$	\$
Under 16	18.90	21.00	24.15	26.25	28.35
Under 17	21.00	24.15	26.25	28.35	
Under 18	23.10	26.25	28.35		
Under 19	27.30	30.45			
Under 20	29.40				
Under 21	31.50				

Thereafter or on reaching the age of 21 years adult rate.

(b) (i) The following shall be the minimum weekly wage rates for female workers:

	\$
For the first three months of employment	22.68
After three months of continuous service	23.78

(ii) The forewomen shall be paid \$2.10 a week in addition to the wage she is entitled to under clause 4 (b) (i).

(c) Any worker employed at sorting, packing, marking or checking shall receive 86c per week in addition to the wages to which he or she is entitled.

(f) An allowance of 3.15c per hour shall be paid to male workers who are required to work in a temperature in excess of 100 degrees Fahrenheit and the same

allowance shall be paid to female workers when required to work in a temperature in excess of 95 degrees Fahrenheit.

(ii) Clause 4 - Wages

Delete the provisions of Subclause (g).

(iii) Clause 7 - Meal Money

When a worker is required to work overtime in excess of 2 hours over the ordinary time for ceasing work on any working day or after 1 p.m. on Saturday, Sunday or holidays or where a worker is required to work an extra shift and such worker cannot reasonably get home for a meal, meal money at the rate of 63c shall be paid.

(iv) Clause 10 - Annual Holidays

(e) Payment for annual holidays shall be on the basis of the workers average weekly taxable earnings for the year (or lesser period where applicable) immediately preceding his annual holiday entitlement provided that the holiday pay does not exceed the workers' ordinary pay plus 30% and provided further that in no case shall the holiday pay be less than the workers' ordinary pay at the time of taking the holiday.

(v) That the amendments provided in Sub-section (i) herein shall be deemed to have come into force on the 13th day of January 1970 and the amendments provided in Sub-section (ii) and (iii) shall be deemed to come into force on the 13th day of January, 1970, and the amendment contained in Sub-section (iv) shall be deemed to have come into force on the 9th day of December, 1969.

Signed for and on behalf of the Commercial Dyers Ltd:

L. H. Stevens, Managing Director.

Signed for and on behalf of the Northern District Laundries, Dyers & Dry Cleaners' Employees Industrial Union of Workers:

H. F. Callagher, Secretary.