

FUR DRESSERS AND DYERS (N. Z.) LIMITED, DUNEDIN EMPLOYEES -
VARIATION OF INDUSTRIAL AGREEMENT

This Industrial Agreement made in pursuance of the Industrial Conciliation and Arbitration Act, 1954, this 6th day of April, 1970, between the Otago and Southland Clothing and Related Trades Industrial Union of Workers (hereinafter referred to as "the union") of the one part, and Fur Dressers and Dyers (N. Z.) Ltd., 353 North Road, Dunedin, (hereinafter referred to as "the employer") of the other part, whereby it is mutually agreed by and between the said parties hereto, that the said Industrial Agreement dated the 28th day of July, 1969, shall be and is hereby varied in the manner following, that is to say:

Clause 3 - Wages:

Delete subclause (a) and substitute the following:

	Per Week
	\$ c.
(a) Junion Males -	
First six months of service ..	13.85
Second six months of service ..	15.00
Third six months of service ..	17.11
Fourth six months of service ..	19.17
Fifth six months of service ..	20.36
Sixth six months of service ..	22.53
Fourth year ..	26.00

Provided that workers commencing over 16 years of age shall receive \$1.18 in advance of the above rates. Thereafter at adult male rates.

Clause 4 - Adult Males:

Delete subclause (a) and substitute the following:

(a) All adult males commencing without previous experience -

	Per Week
	\$ c.
For the first 12 months	35.20
For the second 12 months	36.00
Thereafter and all other adult males ..	38.00

Clause 5 - Females:

Delete subclause (a) and substitute the following:

	Per Week
	\$ c.
(a) First six months of service ..	12.77
Second six months of service ..	13.74
Third six months of service ..	14.72
Fourth six months of service ..	15.91
Fifth six months of service ..	17.21
Sixth six months of service ..	18.41
For the fourth year ..	21.55
Thereafter ..	25.50

Provided that workers commencing over the age of 16 years shall receive \$1.18 per week in advance of the above rates; Provided any woman commencing over 21 years of age without previous experience shall receive \$21.55 per week for the first 12 months.

Clause 8 - Holidays:

Delete subclauses (d) (i), (d) (ii) and (d) (iii) and substitute the following:

(d) Except as otherwise provided, every worker shall at the end of each year of his employment by any employer become entitled to an annual holiday of two weeks paid on the basis of the worker's average weekly taxable earnings, provided that the holiday pay does not exceed the worker's ordinary pay plus 30% and provided further that in no case shall the holiday pay be less than the worker's ordinary pay at the time of taking the holiday. For the purpose of calculating a worker's average weekly taxable earnings for the year the employer may fix a close-off date other than the anniversary date of the worker's commencement of employment.

(e) Upon completion of ten years continuous service with the same employer each worker shall for the tenth and subsequent years be entitled to an annual holiday of three weeks instead of two weeks paid as prescribed in subclause (a) of this clause. Provided that the additional week shall be granted at a time convenient to the employer.

(f) For the purposes of this clause lump sum special payments shall be excluded from the computation of average weekly taxable earnings and ordinary pay shall be as defined in the Annual Holidays Act 1944.

(g) Where a holiday is taken in more than one period the amount payable under this clause shall be divided proportionately. Where a holiday is allowed wholly or partly in advance of the date fixed by the employer as provided in subclause (d) hereof it shall be sufficient compliance with this clause for payment to be assessed on the percentage formula prescribed in subclause (h) subject to final adjustment and payment of any remainder after that date, provided that in no case shall the holiday pay be less than the worker's ordinary pay at the time of taking the holiday.

(h) Where the employment of any worker is terminated at the end of a period of employment which is not less than three weeks but less than one year, the employer shall forthwith pay to the worker, in addition to all other amounts due to him, an amount equal to 4% of his gross taxable earnings but not exceeding 5.2% of his gross ordinary pay for that period of employment.

(i) Where the period of employment is less than three weeks the amount to be paid as proportionate holiday pay shall be as prescribed by the Annual Holidays Act 1944.

(j) Where it is customary for any employer to allow annual holidays to his workers or to any class of his workers during a period in each year when his premises are closed or the work of those workers is for any reason discontinued, and at the date of commencement of any such period any such worker has not become entitled to an annual holiday then the worker shall not be entitled to any wages for two weeks following that date, but the employer shall before that date pay to him, in addition to all other amounts due to him, an amount equal to 4% of his gross taxable earnings but not exceeding 5.2% of his gross ordinary pay for the period of his employment up to that date, and the next year of his employment shall be deemed to commence on that date.

(k) Where a worker is entitled to an annual holiday of three weeks instead of two weeks the provisions of subclauses (h) and (j) shall be modified to provide payment of an amount equal to 6% of the worker's gross taxable earnings but not exceeding 7.8% of his gross ordinary pay for the period of his employment.

Clause 20 - Term of Agreement:

Delete and substitute the following:

These variations shall be deemed to have come into force on the 7th day of April, 1970, and the industrial agreement shall continue in force until the 28th day of February, 1972.

In witness whereof the parties hereto have executed these presents the day and year first before written.

J.E. Tosh,
Director, Fur Dressers
and Dyers (N.Z.) Ltd.

I.R. Powell,
Authorised Agent,
Otago and Southland
Clothing and Related
Trades Industrial Union
of Workers.

FUR DRESSERS AND DYERS (N.Z.) LTD., DUNEDIN, EMPLOYEES—
VARIATION OF INDUSTRIAL AGREEMENT

This Industrial Agreement made in pursuance of the Industrial Conciliation and Arbitration Act, 1954, this 18th day of December, 1970, between the Otago and Southland Clothing and Related Trades Industrial Union of Workers (hereinafter referred to as "the union") of the one part, and Fur Dressers and Dyers (N.Z.) Ltd, 353 North Road, Dunedin, (hereafter referred to as "the employer") of the other part, whereby it is mutually agreed by and between the said parties hereto, that the said Industrial Agreement dated the 28th day of July, 1969, shall be and is hereby varied in the manner following that is to say:

Clause 3—Wages: Delete sub-clause (a) and substitute the following:

	Per Week
	\$ c
(a) Junior Males—	
First 6 months of service	18.35
Second 6 months of service	19.50
Third 6 months of service	21.61
Fourth 6 months of service	23.67
Fifth 6 months of service	24.86
Sixth 6 months of service	27.03
Fourth year	30.50

Providing that workers commencing over 16 years of age shall receive \$1.22 in advance of the above rates. Thereafter at adult male rates.

Clause 4—Adult Males: Delete sub-clause (a) and substitute the following:

	Per Week
	\$ c
(a) All adult males commencing without previous experience—	
For the first 12 months	42.00
For the second 12 months	43.00
Thereafter and all other adult males	45.00

Clause 5—Females: Delete sub-clause (a) and substitute the following:

	Per Week
	\$ c
(a) First 6 months of service	17.27
Second 6 months of service	18.24
Third 6 months of service	19.22
Fourth 6 months of service	20.41
Fifth 6 months of service	21.71
Sixth 6 months of service	22.91
For the Fourth year	26.05
Thereafter	30.50

Provided that workers commencing over the age of 16 years shall receive \$1.22 per week in advance of the above rates; Provided any woman commencing over 21 years of age without previous experience shall receive \$26.05 per week for the first 12 months.

Clause 7—Overtime: Delete sub-clause (b) and substitute the following:

(b) The employer shall pay each worker required to work overtime after 6 p.m. the sum of 67 cents meal money.

Delete sub-clause (d).

Clause 20—Term of Agreement: These variations shall be deemed to have come into force on the 15th day of December, 1970.

MEMORANDUM

The variations reflects the intention of the parties that the minimum rates in the agreement and the actual rates paid should be in closer proximity.

The union has agreed it will not seek to maintain existing above agreement margins, but would expect rates to be adjusted by 5 cents per hour (\$2.00 per week) for adult male workers, and by 3 cents per hour (\$1.20 per week) for female workers and youths but in no case shall a worker receive less than the new agreement rates.

The rates of remuneration provided for in the industrial agreement shall NOT be subject to the General Wage Order issued by the Court of Arbitration on 3 November, 1970.

In witness whereof the parties hereto have executed these presents the day and year first before written—J. E. Tosh.

J. E. TOSH,

Director, Fur Dressers and Dyers (N.Z.) Ltd.

I. R. POWELL,

**Authorised Agent, Otago and Southland Clothing
and Related Trades Industrial Union of Workers.**