

**JAMES HARDIE AND COMPANY LIMITED  
AUCKLAND ASBESTOS WORKERS  
—VARIATION OF INDUSTRIAL AGREEMENT**

In the matter of an Industrial Agreement dated the 28th day of May 1969, and made in pursuance of the Industrial Conciliation and Arbitration Act 1954, between the Auckland Asbestos Industrial Union of Workers and James Hardie and Company Proprietary Ltd.

It is hereby agreed that the Industrial Agreement dated the 28th day of May 1969, as varied by the Variation dated the 20th day of November 1969, shall be further varied in the manner following:

1. By deleting Clause 7, Wages, thereof and substituting the following new clause:

**WAGES**

7. Wage rates for adult workers shall be as follows:—

	<b>Per Hour Cents</b>
<b>Sheet Machines</b>	
General Hands.....	103.4
Clean Machines.....	103.4
Asbestos Weighing.....	104.4
Stacker Hands Standard Corrugate.....	106.3
Stacker Hands.....	109.6
Fork Truck Driver.....	112.5
Machine Driver.....	113.5
In charge Mixing Section.....	114.7
Leading Hand.....	123.2
Senior Leading Hand.....	129.6
 <b>Trimming (Sheets)</b>	
General Hands and Recording.....	103.4
Batten Cutter.....	103.4
Cutting Slates.....	106.0
In charge Reject Trimmer.....	106.0
Relieving and Inspecting.....	106.3
Sheet Inspecting (as sheets are broken out and stacked in crates) .....	106.3
 <b>Sheet Inspecting and Booking</b>	
(1c extra for Senior Breaking Out Hand.....	
In charge Corrugated Trimmer.....	110.0
In charge Cut Orders.....	110.0
Fork Truck Driver.....	112.5
Leading Hand.....	123.2
Senior Leading Hand.....	129.6

	Cents
Asbestos Blowing and Raw Materials	
Assist on Blower.....	6.0
In charge on Blower.....	107.1
Front End Loader.....	108.7
In charge Bulk Cement.....	109.8
Asbestos Treatment Operator (sole charge).....	111.2
In charge.....	112.5
Fork Truck Driver.....	112.5
Leading Hand.....	123.2
Senior Leading Hand.....	129.6
Ball Mill Operators.....	113.8
Quality Control	
General Hand Laboratory.....	107.1
Line Inspector.....	107.1
Inspector Other.....	113.5
Inspector Pipe Shift Work.....	113.5
Inspector Moulding Department.....	115.1
Laboratory Workers.....	115.1
Inspector Leading Hand.....	123.2
Senior Leading Hand.....	129.6
Remanufacturing Department	
General Hands.....	103.4
Tester Operator.....	106.3
Glue Hands.....	107.1
Marker.....	112.9
Lathe & Borer.....	113.5
Leading Hand.....	123.2
Senior Leading Hand.....	129.6
Pipe Mazza	
General Hands.....	103.4
Stacker.....	106.3
Senior Stack No. 2.....	108.0
Mandrel Extractor.....	110.0
Calender Operator.....	110.0
Mixing Plant Operator.....	110.0
Low Lift Operator.....	110.0
Beam Operator.....	113.5
Autoclave Operator No. 2 Site.....	114.7
Machine Driver.....	114.7
Leading Hand — Bottom End or Top End.....	123.2
Senior Leading Hand.....	129.6
Pipe Finishing	
General Hands.....	103.4
Tester.....	106.3
Stacker.....	106.3
Cut Back Saw.....	106.3

	Per Hour Cents
Packaging.....	107.5
Relief Straddle Truck Driver.....	107.5
Storeman.....	107.5
Socket Parter.....	108.9
Duplex Pipe Tester.....	108.9
Borer-Driller-Nuttall Operator.....	110.0
Straddle Truck.....	112.9
Fork Truck.....	112.9
J. & W. Lathe Operator.....	113.5
Relief Operator.....	113.5
Leading Hand.....	123.2
Senior Leading Hand.....	129.6
Despatch	
General Hands.....	108.2
Storeman.....	110.9
Fork Truck.....	112.5
In charge Fixing Store & Leading Hand.....	123.2
Senior Leading Hand.....	129.6
Crates	
Crate Makers.....	104.4
Sawyer.....	105.1
Measurer.....	111.4
Leading Hand.....	123.2
Senior Leading Hand.....	129.6
Moulding Department	
Section (A)	
Angles, Meter Boxes, Barge, Raspers —	Starting Rate
	Top Rate
	107.1
	109.8
Section (B)	
Ridging, Glue & Down Pipes, Eaves, Gutters, Curved & Kinked Sheets, Assemblers, Linishing & Saw Operators, Fence Palings, Apron Flashing, Box Gutter, Decking	
Tile Press Operator —	Starting Rate
	Top Rate
	109.8
	112.5
Section (C)	
Garden Accessories, Terrace Decking —	Starting Rate
	Top Rate
	112.5
	115.1
Section (D)	
Specials —	Starting Rate
	Top Rate
	115.1
	117.8
Section (E)	
Panel Moulds	Starting Rate
	Top Rate
	107.1
	112.5

N.B. — The top rates in the aforementioned sections are subject to an employee reaching and maintaining a satisfactory standard of work after completing a maximum of three months training in the Department.

	Per Hour Cents
Cleaner.....	103.4
Dipper or Yardman.....	105.3
Sheet Wheeler.....	107.1
Fork Truck Driver.....	112.5
Leading Hand Moulder.....	123.2
Senior Leading Hand.....	129.6
 <b>Cleaners</b>	
General Cleaners.....	103.4
 <b>Yard</b>	
General Hands.....	106.0
Canteen Cleaners and Gardeners.....	108.7
Truck and Panel Van.....	108.7
Tractor and Trailer.....	108.7
Front End Loader.....	108.7
Fork Truck Driver.....	112.5
 <b>Store</b>	
Storeman.....	108.2
Leading Hand Storeman.....	123.2

8. (b) The following shall be the rates of wages for Youths:

	Per Week \$
15 to 15½ years of age.....	13.00
15½ to 16 years of age.....	14.10
16 to 16½ years of age.....	15.58
16½ to 17 years of age.....	17.05
17 to 17½ years of age.....	18.51
17½ to 18 years of age.....	19.60
18 to 18½ years of age.....	21.08
18½ to 19 years of age.....	22.54
19 to 19½ years of age.....	23.65
19½ to 20 years of age.....	25.11
20 to 20½ years of age.....	26.58
20½ to 21 years of age.....	27.32

Thereafter adult rates

3. That this Variation of the Industrial Agreement shall be deemed to come into force on the 29th day of May 1970.

DATED at Auckland this 16th day of June 1970.

Signed for and on behalf of:

James Hardie & Company Proprietary Ltd.  
Witness:

H. C. Sadgrove  
P. L. Suckling.

The official stamp of the Auckland Asbestos Workers' Industrial Union of Workers was hereto set and impressed by order of the Committee thereof, this 16th day of June 1970 in the presence of:

L. J. Paterson  
W. D. Guild