

THE NESTLE COMPANY (NEW ZEALAND) LIMITED, PAPATOETOE  
EMPLOYEES – VARIATION OF INDUSTRIAL AGREEMENT

This Industrial Agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 25th day of June 1970, between The Auckland Fruit Preserving, Vegetable Canning and Related Products Employees' Industrial Union of Workers and the New Zealand Dairy Factories and Related Trades Employees Industrial Union of Workers, and the Nestle Company (New Zealand) Limited whereby it is hereby agreed that the Industrial Agreement dated the 11th day of August 1969, shall be varied in the manner following:

1. By deleting Clause 5, Wages, Clause 6, Youths Wages and Clause 7, Females thereof and substituting the following new clauses:

WAGES

Clause 5

Adult Males—Per week of 40 hours.

	\$ c
Foreman in charge .. .. .	50.53
Vacuum Pan finishing Testers .. .. .	47.53
Senior Operators in Nescafe Mfgr. .. .. .	44.58
Vacuum Pan Operators .. .. .	44.58
Senior Laboratory Assistants .. .. .	44.58
Worker in charge SCM Filling Room .. .. .	44.58
Worker in charge sterilising Department .. .. .	44.58
Senior operators after 9 months service .. .. .	44.58
Senior operators after 3 months service .. .. .	42.51
All other workers .. .. .	40.52

Provided that an all other worker will normally be regarded as a senior operator on the completion of three months employment and will then qualify for the appropriate weekly rate of wages prescribed for such employment.

YOUTHS WAGES

Clause 6

	\$ c
Under 16 years of age .. .. .	18.66
16 to 17 years of age .. .. .	21.78
17 to 18 years of age .. .. .	24.85
18 to 19 years of age .. .. .	28.23
19 to 20 years of age .. .. .	31.78

Thereafter, or on attaining the age of 20 not less than the minimum rate provided for other adult workers.

Excepting in connection with small packaging the proportion of workers paid as youths shall not exceed one to five or fraction of five workers paid as adults.

## FEMALES

## Clause 7

- (a) Female workers may be employed for not less than the following rates of wages:

									\$	c
First six months	..	..	.	..	..	..	..	..	20.18	
Second six months	..	..	..	..	..	..	..	..	21.72	
Third six months	..	..	..	..	..	..	..	..	23.32	

Provided that on attaining 19 years of age not less than the rate prescribed for that age shall be paid:

									\$	c
From 19-20 years of age	..	..	..	..	..	..	..	..	25.84	
Thereafter	..	..	..	..	..	..	..	..	28.59	

- (b) A female worker appointed a forewoman by the employer and whose duty it is to take charge and supervise the work of other workers shall be paid not less than \$2 per week in addition to the above rates.  
A working Female Supervisor shall be appointed full time in each building where females are employed.

2. That this Variation of the Industrial Agreement shall be deemed to come into force on the 1st day of June 1970.

Dated at Auckland this 25th day of June 1970.

Signed for and on behalf of the Nestle Co. (New Zealand) Ltd.

A.C. McClelland

Witness to the above Signature

S. Glance

Signed for and on behalf of the Auckland Fruit Preserving Vegetable Canning and Related Products Employees' Industrial Union of Workers.

Thos. E. Skinner

Witness to the above Signature

H. Irvine

Signed for and on behalf of the New Zealand Dairy Factories and Related Trades Employees Industrial Union of Workers.

S. Wheatley

Witness to the above Signature

J.W. Drummond