

**NEW ZEALAND CEMENT HOLDINGS LIMITED, WESTPORT
ESTABLISHMENT FACTORY ENGINEERS, ELECTRICAL WORKERS,
TRADESMEN AND THEIR ASSISTANTS—AMENDMENTS OF
AWARD**

In the Court of Arbitration of New Zealand, Westland Industrial District—In the matter of the Industrial Conciliation and Arbitration Act 1954, and in the matter of the New Zealand Cement Holdings Limited, Westport Establishment Factory Engineers, Electrical Workers, Tradesmen and their Assistants Award, dated the 4th day of December 1969, and recorded in 69 Book of Awards. 2639

Upon reading the joint application made by the original parties to the New Zealand Cement Holdings Limited, Westport Establishment Factory Engineers, Electrical Workers, Tradesmen and their Assistants Award, dated the 4th day of December 1969: and upon being satisfied that the said parties are desirous that the award should be reviewed by it, the Court, in pursuance and exercise of the powers vested in it by section 162 (1) (b) of the Industrial Conciliation and Arbitration Act 1954, and with the consent of the said parties, doth hereby order as follows:

1. That the said award shall be amended in the manner following:

(1) By deleting subclauses (a) and (b) of clause 3 (Rates of Wages) and substituting therefor the following subclauses:

“(a) (1) The following shall be the minimum rates of pay:

	Per Week \$	Per Hour cents
Tradesmen holding Advanced Trade Certificate	57.60	144.0
Tradesmen holding Trade Certificate	56.00	140.0
Tradesmen not specified (fitters, turners, blacksmiths, welders, electricians)	54.80	137.0
Tool bay attendants	54.80	137.0
Shift fitters	54.80	137.0
Electricians holding Advanced Trade Certificate	58.40	146.0
Electricians (registered)	56.00	140.0
Tradesmen's mates	45.20	113.0

(ii) (a) After one year's continuous service with the same employer a worker, other than an electrician, shall be paid 2 cents per hour in excess of the foregoing rates of wages.

(b) After one year's continuous service with the same employer an electrician shall be paid 3 cents per hour in excess of the foregoing rates of wages.

Workers may be employed for a period not exceeding one month on an hourly wage.

(A tradesman's mate is a worker with not less than three months' experience as a tradesman's assistant, who is directed to regularly assist a tradesman in his normal duties and who uses such tools as the tradesman directs.)

(b) Employment of Youths—Youths may be employed at not less than the following rates:

		Per Week	Per Hour
		\$	cents
17 to 18 years of age	21.48	53.70
18 to 19 years of age	25.32	63.30
19 to 20 years of age	29.68	74.20
Thereafter, adult rates.			

Youths shall not be called upon to move single-handed any article of weight exceeding 75 lb.

(Apprentices are subject to special contract.)”

(2) By deleting subclause (d) of clause 4 (Overtime) and substituting therefor the following subclause:

“(d) Sundays and Statutory Holidays—All work done on Sundays and statutory holidays shall be paid for at double time rates. A minimum of four hours shall cover all calls back before noon and a similar minimum after that hour: Provided that in the case of Sunday work arranged not later than the preceding Friday the minimum shall be two hours and in the case of statutory holidays when one day’s clear notice is given the minimum payment shall be two hours.”

(3) By inserting the words “kiln coolers” after the word “tankers” in subclause (a) of clause 5 (Special Payments).

(4) By deleting the rate “38 cents” in subclause (b) of clause 5 (Special Payments) and substituting therefor the rate “52 cents”.

(5) By deleting the rates “6 cents” and “28 cents” in paragraph (i) of subclause (c) of clause 5 (Special Payments) and substituting therefor the rates “5 cents” and “40 cents” respectively.

(6) By deleting the word “euclid” in paragraph (iii) of subclause (c) of clause 5 (Special Payments) and substituting therefor the word “quarry”.

(7) By deleting the words and comma “a kiln cooler,” in subclause (e) of clause 5 (Special Payments).

(8) By deleting the rates “19 cents” and “30 cents” in paragraph (i) of subclause (g) of clause 5 (Special Payments) and substituting therefor the rates “25 cents” and “36 cents”.

(9) By deleting subclause (a) of clause 10 (Annual Holidays) and substituting therefor the following subclause:

“(a) All workers shall be allowed annual holidays in accordance with the Annual Holidays Act 1944, and amendments: Provided that shift workers on completion of any one year of continuous service shall be allowed one extra week’s holiday at a time to suit the employer. A shift worker after five years’ continuous service with the same employer shall for the sixth and subsequent years of service receive a total of four weeks’ annual holiday: Provided, further, that after five years’ continuous service from 1 January 1959 with the same employer each worker shall for the sixth and each subsequent year of service with the same employer be allowed an annual holiday of three weeks instead of two weeks under the Annual Holidays Act.”

(10) By inserting after clause 10 the following new clause:

“SICK PAY

10A. (a) After 12 months’ continuous service with the same employer a worker shall be entitled in each subsequent year of service to sick pay for up to five days calculated at the rate of his ordinary pay.

(b) Sick pay shall not be paid in respect of any statutory or award holiday for which the worker is entitled to full pay.

(c) Sick pay for a day shall be calculated according to the number of working days for which the worker's ordinary weekly pay is paid.

(d) Absence of one day only shall not be paid.

(e) A claim for sick pay shall be supported by a medical certificate.

(f) The worker shall ensure notice is given to the employer on the first day of absence due to illness.

(g) The employer shall also have the right to require the worker to produce additionally a medical certificate at the employer's expense from a doctor nominated by the employer."

(11) By deleting the date "28th day of February 1971" where it appears in the enacting sheet and in clause 19 (Term of Award) and substituting therefor in each case the date "31st day of August 1971".

2. That for the purpose of removing doubts as to the operation of the general order of the Court made under the General Wage Orders Act 1969 and dated the 3rd day of November 1970, it is hereby declared that the amended rates of remuneration provided by this order shall, on and after the 23rd day of November 1970, be increased to the extent and in the manner prescribed by the said general order.

3. That this order shall come into force on the day of the date hereof, except that in so far as it relates to the rates of wages to be paid it shall be deemed to have come into force on the 1st day of November 1970.

Dated this 23rd day of December 1970.

(L.S.)

A. P. BLAIR, Judge.