

ALCAN NEW ZEALAND LIMITED WORKS EMPLOYEES - VARIATION OF INDUSTRIAL AGREEMENT

The Industrial Agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954, the 17th day of July 1969, between the New Zealand Engineering, Coach-building, Aircraft and Related Trades Industrial Union of Workers (hereinafter called the Union) of the one part, and Alcan New Zealand Limited (hereinafter called the Employer) of the other part, is mutually agreed by and between the said parties to be amended this 28th day of January 1970, as follows:-

WAGES

4. (a) It is acknowledged by the Union and accordingly recorded by the parties that subject to clause 12 hereof, incorporated in the ordinary rates of wages are industrial allowances which replace completely any special payments for dirty work, welding, gas cutting, height and all other allowances pertaining to working conditions and that differentials between classifications have been assessed on the basis that due allowance has been built into the rates to cover positions of minor responsibility. Should, however, it be deemed necessary the Employer in his discretion shall be entitled to increase the ordinary rates per hour for any particular class of worker without increasing the ordinary rates per hour specified for any other classification or classifications of workers as hereinafter set out.

	Ordinary Rate per Hour
Senior Rollerman	139.5 cents
West Bay Chargehand	130.5 cents
Hot Line Chargehand	130.5 cents
Four High Strip Mill Operator - Grade A	122.0 cents
Four High Strip Mill Operator - Grade B	115.0 cents
Hot Mill Operator - Grade A	119.0 cents
Hot Mill Operator - Grade B	110.0 cents
Sheet Mill Operator - Grade A	116.5 cents
Sheet Mill Operator - Grade B	106.5 cents
Foil Mill Operator	116.5 cents
Small Machine Operator	106.5 cents
Depiler Operator	107.5 cents
Slab Shear Operator	107.5 cents
Single Furnace Operator	107.5 cents
Multiple Furnace Operator	109.0 cents
Slitter Operator - Grade A	113.5 cents
Slitter Operator - Grade B	103.5 cents
Cold Mill Helper	103.5 cents
Mill Helper	100.0 cents
Remelt Area Chargehand	132.5 cents
Furnaceman - Grade A	117.5 cents
Furnaceman - Grade B	109.5 cents
C.C.P. Operator - Grade A	116.5 cents
C.C.P. Operator - Grade B	109.5 cents
Multiple Scalper Operator	113.5 cents

	Ordinary Rate per Hour cont.
Remelt Scalper Saw Operator	109.5 cents
Progress Driver/Batchmaker	113.5 cents
Remelt Helper/Pourer	101.0 cents
Sweeper	97.0 cents
Finishing Bay Chargehand	130.5 cents
Progress Chaser	115.5 cents
Multiple Slug Press Operator	109.5 cents
Slug Press Operator	107.5 cents
Circle Blanking Line Operator	108.0 cents
160 Ton Press Operator	107.5 cents
6ft Shear Operator	111.0 cents
Brake Press Operator	109.0 cents
Foil Slitter	113.5 cents
H.C.U.U. Operator	113.5 cents
Sheet Stretcher Operator	109.0 cents
Small Machine Operator	106.5 cents
Helper	100.0 cents
Despatch Chargehand	130.5 cents
Inspector/Packer Chargehand	130.5 cents
Leading Hand Packer or Boxmaker	118.5 cents
Inspector - Grade A	111.0 cents
Inspector - Grade B	107.0 cents
Despatch Loader/Checker	111.0 cents
Despatch Helper	100.0 cents
Despatch Loader Driver	107.5 cents
Progress Truck Driver	106.5 cents
Crane Driver	106.5 cents
Boxmaker	107.5 cents
Packer	103.5 cents
Helper	100.0 cents
Sweeper	97.0 cents
Sub-Station Operator	109.0 cents
Chargehand Fitter	143.0 cents
Machinist/Turner/Fitter - 1st class	131.0 cents
Chargehand Roll Grinderman/Toolsetter	139.0 cents
Roll Grinderman - Grade B	116.5 cents
Roll Grinderman - Grade A (after six months' sole charge)	131.0 cents
Pipe Fitter	131.0 cents
Toolsetter	113.5 cents
Lubrication Attendant	110.5 cents
Tradesman's Helper	106.5 cents
Tradesman's Helper after three months' service	109.0 cents
Fitter, Turner or 1st class Machinist with Trade Certificate in fitting, turning and machining	133.0 cents
Fitter, Turner or 1st class Machinist with Advanced Trade Certificate in fitting, turning and machining	136.5 cents

	Ordinary Rate per Hour cont.
Extrusion Chargehand	131.5 cents
Press Operator - Grade A	119.0 cents
Press Operator - Grade B	111.0 cents
Extrusion Saw Inspector	113.5 cents
Extrusion Saw Operator	110.5 cents
De-Twist Stretcher Operator	109.0 cents
Progress Truck Driver	106.5 cents
Extrusion Helper	100.0 cents
Die Shop Chargehand	147.0 cents
Die Shop Machinist - Grade A	131.0 cents
Die Shop Machinist - Grade B	114.5 cents
Die Shop Machinist - with Trade Certificate in turning and machining	133.0 cents
Die Shop Machinist - with Advanced Trade Certificate in turning and machining	136.5 cents
Toolmaker	138.0 cents
Leading Hand Toolmaker	141.0 cents
Toolmaker - with Trade Certificate in toolmaking, turning and machining	140.0 cents

TERM OF AGREEMENT

14. The new ordinary wage rates per hour shall be deemed to have come into force on 12 January 1970 and the Industrial Agreement shall continue in force until 13 July 1971.

In witness whereof the parties hereto have executed these presents on this
28th day of January 1970.

Signed for and on behalf of Alcan New Zealand Limited:

A. L. WILSON

Witness to above signature:

D. J. MCCARTHY

Signed for and on behalf of the New Zealand Engineering,
Coachbuilding, Aircraft and Related Trades Industrial
Union of Workers:

J. J. CRUMMEY

Witness to above signature:

E. W. J. BALL

**ALCAN NEW ZEALAND LIMITED—WORKS EMPLOYEES’—
VARIATION OF INDUSTRIAL AGREEMENT**

The Industrial Agreement made in pursuance of the Industrial Conciliation and Arbitration Act, 1954, the 17th day of July, 1969 and amended the 28th day of January, 1970 between the New Zealand Engineering, Coachbuilding, Aircraft and Related Trades Industrial Union of Workers (hereinafter called the Union) of the one part, and Alcan New Zealand Limited (hereinafter called the Employer) of the other part, is mutually agreed by and between the said parties to be further amended this 27th day of October, 1970, as follows—

WAGES

4. (a) It is acknowledged by the Union and accordingly recorded by the parties that subject to clause 12 hereof, incorporated in the ordinary rates of wages are industrial allowances which replace completely any special payments for dirty work, welding, gas cutting, height and all other allowances pertaining to working conditions and that differentials between classifications have been assessed on the basis that due allowance has been built into the rates to cover positions of minor responsibility. Should, however, it be deemed necessary the Employer in his discretion shall be entitled to increase the ordinary rates per hour for any particular class of worker without increasing the ordinary rates per hour specified for any other classification or classifications of workers as hereinafter set out.

	Ordinary Rate Per Hour
Senior Rollerman	154.5
West Bay Chargehand	145.5
Hot Line Chargehand	145.5
Four High Strip Mill Operator—Grade ‘A’	133.0
Four High Strip Mill Operator—Grade ‘B’	126.0
Hot Mill Operator—Grade ‘A’	130.0
Hot Mill Operator—Grade ‘B’	120.0
Sheet Mill Operator—Grade ‘A’	127.5
Sheet Mill Operator—Grade ‘B’	116.5
Foil Mill Operator	127.5
Small Machine Operator	116.5
Depiler Operator	117.5
Slab Shear Operator	117.5
Single Furnace Operator	117.5
Multiple Furnace Operator	119.0
Slitter Operator—Grade ‘A’	124.5
Slitter Operator—Grade ‘B’	113.5
Cold Mill Helper	113.5
Mill Helper	110.0
Remelt Area Chargehand	147.5
Furnaceman—Grade ‘A’	128.5
Furnaceman—Grade ‘B’	119.5
C.C.P. Operator—Grade ‘A’	127.5
C.C.P. Operator—Grade ‘B’	119.5
Multiple Scalper Operator	124.5
Remelt Scalper Saw Operator	119.5

	Ordinary Rate Per Hour
Progress Driver/Batchmaker	124.5
Remelt Helper/Pourer	111.0
Finishing Bay Chargehand	145.5
Progress Chaser	126.5
Multiple Slug Press Operator	119.5
Slug Press Operator	117.5
Circle Blanking Line Operator	118.0
160 Ton Press Operator	117.5
6' Shear Operator	122.0
Brake Press Operator	119.0
Foil Slitter	124.5
H.C.U.U. Operator	124.5
Sheet Stretcher Operator	119.0
Small Machine Operator	116.5
Helper	110.0
Despatch Chargehand	145.5
Inspector/Packer Chargehand	145.5
Leading Hand Packer or Boxmaker	129.5
Inspector—Grade 'A'	122.0
Inspector—Grade 'B'	117.0
Despatch Loader/Checker	122.0
Despatch Helper	110.0
Despatch Loader Driver	117.5
Progress Truck Driver	116.5
Crane Driver	116.5
Boxmaker	117.5
Packer	113.5
Helper	110.0
Sub-station Operator	119.0
Chargehand Fitter	159.0
Machinist/Turner/Fitter—1st class	147.0
Chargehand Roll Grinderman/Toolsetter	155.0
Roll Grinderman—Grade 'B'	127.5
Roll Grinderman—Grade 'A' (after six months' sole charge)	147.0
Pipe Fitter	147.0
Toolsetter	124.5
Lubrication Attendant	120.5
Tradesman's Helper	116.5
Tradesman's Helper after three months' service	119.0
Fitter, Turner or 1st class Machinist with Trade Certificate in fitting, turning and machining	150.0
Fitter, Turner or 1st class Machinist with Advanced Trade Certificate in fitting, turning and machining	153.5
Extrusion Chargehand	146.5
Press Operator—Grade 'A'	130.0
Press Operator—Grade 'B'	122.0
Extrusion Saw Inspector	124.5
Extrusion Saw Operator	120.5
De-Twist Stretcher Operator	119.0
Progress Truck Driver	116.5
Extrusion Helper	110.0

	Ordinary Rate Per Hour
Die Shop Chargehand	163.0
Die Shop Machinist—Grade 'A'	147.0
Die Shop Machinist—Grade 'B'	125.5
Die Shop Machinist—with Trade Certificate in turning and machining	150.0
Die Shop Machinist—with Advanced Trade Certificate in turning and machining	153.5
Toolmaker	154.0
Leading Hand Toolmaker	157.0
Toolmaker—with Trade Certificate in toolmaking, turn- ing and machining	157.0

FEMALE SECTION

5. Female workers aged 18 years of age or over may be employed under the conditions laid down for male workers, subject to the following conditions—

(a) Female workers shall not be employed on afternoon or night shifts.

(b) Female workers may be employed upon the following work or operations in connection with light manufacturing—

Circle Press Operator
Circle Shear Operator
Slug Press Operator
Light Cut-Up Line Operator
Continuous Anneal Furnace Operator
Foil Slitter Operator
Mill Helper—on above machines
Inspector
Packer
Packer/Helper

(c) Female workers shall be paid the following weekly rates—

1. Finishing Bay

	Per Week \$
Small Machine Operator	34.14
Mill Helpers	32.95

2. General

	Per Week \$
Inspector—Grade 'A'	34.92
Inspector—Grade 'B'	33.73
Packers	33.34
Helpers	32.95

(d) Wages shall be paid weekly, but (subject to the provisions of the Factories Act relating to deductions from wages) only time worked shall be paid for.

(e) The Employer shall provide caps.

It is understood that no male worker, working under this Agreement, shall be dismissed to make room for a female worker.

BOYS AND YOUTHS SECTION

6. Boys and Youths aged 16 and 17 years of age may be employed under the conditions laid down for male workers, subject to the following conditions—

(a) Boys or youths shall not be employed on night shifts.

(b) Boys or youths may be employed upon the following work or operations in connection with light manufacturing—

Circle Press Operator
 Circle Shear Operator
 Slug Press Operator
 Light Cut-Up Line Operator
 Continuous Anneal Furnace Operator
 Foil Slitter Operator
 Mill Helper—on above machines
 Inspector
 Packer
 Packer/Helper

(c) Boys or youths shall be paid the following weekly rates—

1. Finishing Bay

	Age 16 Week \$	Age 17 Week \$
Small Machine Operators	27.20	29.30
Mill Helper	25.20	27.20
General		
Packer	26.80	28.90
Helper	25.20	27.20

(d) Wages shall be paid weekly, but (subject to the provisions of the Factories Act relating to deductions from wages) only time worked shall be paid for.

It is understood that no adult male worker, working under this Agreement, shall be dismissed to make room for a boy or youth.

TERM OF AGREEMENT

14. The new ordinary wage rates per hour shall be deemed to have come into force on 12 October, 1970, and the Industrial Agreement shall continue in force until 13 July, 1971.

In witness whereof the parties hereto have executed these presents on this 27th day of October.

Signed for and on behalf of Alcan New Zealand Limited—

A. L. WILSON.

Witness to above signature: D. J. McCarthy.

Signed for and on behalf of the New Zealand Engineering, Coachbuilding, Aircraft and Related Trades Industrial Union of Workers—

J. J. CRUMMEY.

Witness to above signature: J. Raos.