

HUTT VALLEY MOTOR ASSEMBLY PLANTS EMPLOYEES— INDUSTRIAL AGREEMENT

This Industrial Agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954 this 13th day of September 1971 between the Ford Motor Company of New Zealand Limited, General Motors New Zealand Limited, New Zealand Motor Corporation Limited and Todd Motors Limited (hereinafter called "the Employers") of the one part and the New Zealand Carpenters and Related Trades Industrial Union of Workers (Wellington Branch), Wellington Caretakers, Cleaners & Lift Attendants Industrial Union of Workers, Wellington, Taranaki & Marlborough Clerical Workers Industrial Union of Workers, Wellington, Taranaki, Nelson & Marlborough Coach & Motor Body Workers Industrial Union of Workers, Wellington Road Transport and Related Industries Drivers and their Assistants Industrial Union of Workers, New Zealand Engine Drivers, Firemen, Greasers and Assistants Industrial Union of Workers, New Zealand Engineering, Coachbuilding, Aircraft & Related Trades Industrial Union of Workers, Wellington District Hotel, Hospital, Restaurant & Related Trades Industrial Union of Workers, Wellington Amalgamated Society of Painters, Decorators, Display and Poster Artists Industrial Union of Workers, New Zealand Plumbers, Gasfitters and Related Trades Industrial Union of Workers, New Zealand Printing and Related Trades Industrial Union of Workers, and the Wellington United Warehouse and Bulk Store Employees other than Drivers & Clerks Industrial Union of Workers, (hereinafter called "the Unions") of the other part witnesseth that it is hereby mutually agreed between the Unions and the employers as follows:—

SCHEDULE

SCOPE

1. This agreement shall apply to the Hutt Valley Motor Assembly Plants operated by the Employers, and to workers employed therein who are the members of the Unions.

This agreement shall be binding on the Employers and on each of the Unions and each and every member of the Unions.

UNDERTAKING OF PARTIES

2. The Employers and the Unions mutually agree that—

(a) There will be no wage demands by any group of workers covered by this agreement, during its currency, provided however, not earlier than four months before the expiration of its currency, the Unions may lodge with the Employers written claims and enter into negotiations for a new agreement to operate from the expiration date of this agreement.

(b) The new minimum rates established by the increases prescribed in this agreement will not be varied during its currency except:—

(i) in respect of any cost of living order of the Remuneration Authority to be applied as prescribed in Section 16 (4) of the Stabilisation of Remuneration Act 1971.

(ii) Where it is necessary for the Employers to increase their minimum rate for a job category as a result of a revised award rate exceeding the minimum rate applying at that time, in which case such cash increase granted in that job category will be applied to the rates and scales of all workers covered by this agreement.

(c) The new minimum rates established by the increases prescribed in this agree-

ment, shall not be subject to any pass-on specified in any award or otherwise agreed to by the parties to an award.

WAGES

3. (a) The minimum and maximum wage rates for each job category at the date of this agreement shall be increased by 7 percent.

(b) Workers shall receive minimum increases as follows:

Tradesmen	..	..	..	..	10 cents per hour
Non-Tradesmen	..	..	..	..	8 cents per hour
Clerical Workers	..	..	..	..	\$3.20 per week

(c) Female cafeteria workers shall receive an additional 3 cents per hour as a step towards equal pay with male cafeteria workers in the same job category.

(d) The Employers undertake to maintain, during the currency of this agreement, existing skill and experienced scales within each job category as at the date of this agreement.

(e) Employers may increase individual workers rates to the new maximum rates for that category in accordance with existing arrangements providing for increase on the grounds of age, service or qualifications, provided that where a Union believes an anomaly to exist that Union has the right to approach the Employer for discussions.

CONDITIONS OF AWARDS

4. Terms and conditions of award, other than wage rates (except as provided in clause 2 (b) hereof), shall continue to apply, according to their tenor, to workers covered by this agreement.

APPLICATION OF AGREEMENT

5. This agreement is made subject to the provisions of the Stabilisation of Remuneration Act 1971.

SICK LEAVE

6. The Employers undertake to maintain, during the currency of this agreement, the existing sick leave provisions operated in each plant, together with the following new provision:—

After three years continuous service with the same employer, the employee may, in each subsequent year, accumulate unused sick leave to a maximum entitlement of twenty days in any one year.

TERM OF AGREEMENT

7. This agreement, insofar as the provisions in clause 3 relating to the rates of wages are concerned, shall come into force on the first day of the pay week commencing on or after January 26, 1971, and so far as all other provisions are concerned, it shall come into force on the day hereof. The agreement shall continue in force until January 26, 1972.

Signed on behalf of the Employers—

Ford Motor Company of New Zealand Limited—

M. H. Norman, Industrial Relations Manager.

General Motors New Zealand Limited—

K. M. Nicholson, Employee & Public Relations Manager.

New Zealand Motor Corporation Limited—

E. R. Jenkins, Personnel Manager.

Todd Motors Limited—

G. A. McKintosh, Industrial Relations Manager.

Signed on behalf of the Unions—

New Zealand Carpenters & Related Trades Industrial Union of Workers,
Wellington Branch.

Wellington Caretakers, Cleaners & Lift Attendants Industrial Union of Workers.
Wellington, Taranaki & Marlborough Clerical Workers Industrial Union of
Workers.

Wellington, Taranaki, Nelson & Marlborough Coach & Motor Body Workers
Industrial Union of Workers.

Wellington Road Transport & Related Industries Drivers and their Assistants
Industrial Union of Workers.

New Zealand Engine Drivers, Firemen, Greasers and Assistants Industrial
Union of Workers.

New Zealand Engineering, Coachbuilding, Aircraft and Related Trades Indus-
trial Union of Workers.

Wellington District Hotel, Hospital, Restaurant and Related Trades Industrial
Union of Workers.

Wellington Amalgamated Society of Painters, Decorators, Display & Poster
Artists Industrial Union of Workers.

New Zealand Plumbers, Gasfitters and Related Trades Industrial Union of
Workers.

New Zealand Printing and Related Trades Industrial Union of Workers.

Wellington United Warehouse and Bulk Store Employees other than Drivers
& Clerks Industrial Union of Workers.

New Zealand Federation of Labour.

W. J. Knox, Secretary.