

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

In the matter of an industrial agreement dated the 11th day of December 1970, 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 11th day of December 1970, shall be 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:

	Per Hour Cents
Sheet Machines	
General Hands	125.4
Clean Machines	125.4
Asbestos Weighing	126.5
Stacker Hands Standard Corrugate	128.7
Pulp Operator	129.6
Stacker Hands	132.3
Fork Truck Driver	135.5
Machine Driver	136.6
In Charge Mixing Section	137.9
Leading Hand	147.2
Senior Leading Hand	154.3
Trimming (Sheets)	
General Hands and Recording	125.4
Batten Cutter	125.4
Cutting Slates	128.3
In Charge Reject Trimmer	128.3
Relieving and Inspecting	128.6
Sheet Inspecting (as sheets are broken out and stacked in crates)	128.6
Sheet Inspecting and Booking (1c extra for Senior Breaking Out Hand)	129.5
In Charge Corrugated Trimmer	132.7
In Charge Cut Orders	132.7
Fork Truck Driver	135.5
Leading Hand	147.2
Senior Leading Hand	154.3
Asbestos Blowing and Raw Materials	
Front End Loader	131.3
In Charge Bulk Cement	132.5
Asbestos Treatment Operator (sole charge)	134.0
In Charge	135.5
Fork Truck Driver	135.5
Leading Hand	147.2
Senior Leading Hand	154.3

Fork Truck	135.5
In Charge Fixing Store and Leading Hand	147.2
Senior Leading Hand	154.3
Crates	
Crate Makers	128.3
Sawyer	129.1
Measurer	134.2
Leading Hand	147.2
Senior Leading Hand	154.3
Moulding Department	
Section (A)	
Angles, Meter Boxes, Barge, Rasps—	
Starting Rate	129.5
Top Rate	132.5
Section (B)	
Ridging, Glue and Down Pipes, Eaves, Gutters Curved and Kinked Sheets, Assemblers, Linishing and Saw Operators, Fence Palings, Apron Flashing, Box Gutter, Decking Tile Press Operator—	
Starting Rate	132.5
Top Rate	135.5
Section (C)	
Garden Accessories, Terrace Decking—	
Starting Rate	135.5
Top Rate	138.3
Section (D)	
Specials—	
Starting Rate	138.3
Top Rate	141.3
Section (E)	
Panel Moulds—	
Starting Rate	129.5
Top Rate	135.5
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.	
Cleaner	125.4
Dipper or Yardman	128.3
Sheet Wheeler	129.5
Fork Truck Driver	135.5
Leading Hand Moulder	147.2
Senior Leading Hand	154.3
Cleaners	
General Cleaners	125.4
Yard	
General Hands	128.3
Canteen Cleaners and Gardeners	131.3
Truck and Panel Van	131.3

Tractor and Trailer	..	..	..	..	..	131.3
Front End Loader	..	..	..	..	..	131.3
Fork Truck Driver	..	..	..	..	..	135.5
Store						
Storeman	..	..	..	..	..	130.7
Leading Hand Storeman	..	..	..	..	..	147.2

2. By deleting Clause 8 (b) Youths, and substituting the following new subclause:

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

				Per Week
				\$
15 to 15½ years of age	..	..	..	18.91
15½ to 16 years of age	..	..	..	20.12
16 to 16½ years of age	..	..	..	21.76
16½ to 17 years of age	..	..	..	23.38
17 to 17½ years of age	..	..	..	24.98
17½ to 18 years of age	..	..	..	26.19
18 to 18½ years of age	..	..	..	27.82
18½ to 19 years of age	..	..	..	29.43
19 to 19½ years of age	..	..	..	30.65
19½ to 20 years of age	..	..	..	32.26
20 to 20½ years of age	..	..	..	33.88
20½ to 21 years of age	..	..	..	35.80
Thereafter adult rates				

3. By deleting Clauses 8 (a), (b) and (c), Service Allowance, and substituting the following new sub clause:

(a) A service allowance on the following terms shall be paid for:

After the completion of 3 months service	2c. per hour
After the completion of 1 years service a further 1c. per hour, making in all	3c. per hour
After the completion of 2 years service a further 1c. per hour, making in all	4c. per hour
After the completion of 3 years service a further 1c. per hour, making in all	5c. per hour
After the completion of 5 years service a further 1c. per hour, making in all	6c. per hour
After the completion of 7 years service a further 2c. per hour, making in all	8c. per hour

Subclauses (d), (e) and (f) re-lettered to be subclauses (b), (c) and (d) respectively.

4. That in respect of the wage rates prescribed by Clause 7, Wages, and Clause 8 (b), Youths, this variation of industrial agreement shall be deemed to come into force on the 15th day of June 1971, while in respect of the service allowance prescribed by Clause 18 Service Allowance, this variation shall be deemed to come into force on the 17th day of November 1971.

NOTE:

1. This Variation provides for a 7% increase on the wage rates prescribed by the Industrial Agreement (as adjusted by 3.4 cents per hour as from the 24th April 1971, consented to by the Remuneration Authority as establishing revised base rates of remuneration).

2. This variation was consented to by the Remuneration Authority on the 17th November 1971—Authority's reference: 37/4/292.

Dated at Auckland this 24th day of November 1971.

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 24th day of November 1971, in the presence of:

L. J. Paterson.

T. A. Burton.