

**REIDRUBBER LIMITED RUBBERWORKERS – VARIATION OF
INDUSTRIAL AGREEMENT**

Implementation of Equal Pay Act 1972

The terms, conditions, stipulations and provisions contained and set out in the Schedule of this agreement are amended by agreement between the parties due to the implementation of the Equal Pay Act 1972. The Amendments which are as follows take effect from the 1st day of October 1973.

Clause 5 (a) Group II. Delete the classification “Full time inspection of production” and add the following classifications after “operator in charge of Kollman trueing machine”. Full time final inspection of General Rubber Goods. Finishing hand, special work. Cycle tube moulder after twelve months service.

Group III – Add the following classifications after “Man assembling radial ply breakers”

- Cycle Tyre Cover assemblers
- Cycle Tyre Bead assemblers after six months.
- Cycle Tyre Painter after six months service.
- Cycle Tube Moulder after six months service.
- Cycle Tube Builder.
- Cycle Tube valve assemblers after six months service.
- Hand Trimmers after six months service.
- Buffing, Trimming and Grinding machine operators after six months service.
- Examiners after six months service.
- Branding machining operators after six months service.
- Packers after six months service.
- Pipe Joint Ring assemblers after six months service.
- Solution Filling Machine Operator after six months service.
- Squash Ball Machine operator after six months service.
- Eyelet Machine operator after six months service.
- Bath Plug Machine operator after six months service.
- Fabricators after six months service.

Group IV – Add the following classifications after “All other adult male workers”

- Cycle Tyre Bead assemblers, first six months service.
- Cycle Tyre Painter, first six months service.
- Cycle Tube Moulder, first six months service.
- Cycle Tube Valve assemblers, first six months service.
- Hand trimmers, first six months service.
- Buffing, Trimming and Grinding machine operators, first six months service.
- Examiners, first six months service.
- Branding Machine operators, first six months service.
- Packers, first six months service.
- Pipe Joint Ring assemblers first six months service.
- Solution, Filling Machine operator, first six months service.
- Squash Ball Machine operator, first six months service.
- Eyelet Machine operator, first six months service.

Bath Plug Machine operators, first six months service.
Fabricators, first six months service.

(b) Delete the word "Male" at the beginning of this subclause.

Clause 7 – Females – Wages:

Change weekly rates of wages as follows:

					\$
Under 17 years of age	..	..	..	..	25.57
17 to 18 years of age	..	..	..	..	34.43
18 to 19 years of age	..	..	..	..	43.31

Thereafter:

				Commencing Rates	After One Years Service
				\$	\$
Group II	..	..		52.14	52.95
Group III	..	..		50.81	51.63
Group IV	..	..		49.45	50.25

These adult female weekly rates represent 84% of the corresponding adult male rates inclusive of the 8.5% adjustment under the Economic Stabilisation Regulations 1973 and this movement is recognised as the first step in the implementation of the Equal Pay Act 1972 and its amendments. The four remaining steps will be made as follows:

Oct 1st 1974	..	..	..	..	88%
Oct 1st 1975	..	..	..	..	92%
Oct 1st 1976	..	..	..	..	96%
April 1st 1977	..	..	..	..	100%

7. (a) Delete.

(c) Delete.

14. Basis of Holiday Pay Calculation.

(a) Delete "Adult Females \$58.64" and add

Adult Females –					\$
Group II	..	..	..	..	71.56
Group III	..	..	..	..	70.24
Group IV	..	..	..	..	68.90

Signed on behalf of Reidrubber Limited:

W. H. K. Mollard, Manager.

Witness – J. T. Douglas, Personnel and Industrial Relations Manager, 5 Earls Court, Manurewa.

Signed on behalf of the Auckland Industrial Union of Rubberworkers:

J. M. Thomson, Secretary.

Witness – M. F. Sampson, Rubberworker, 244 Mt. Albert Road, Auckland.