

**THE GOLDEN BAY CEMENT WORKS EMPLOYEES – ORDER OF THE
WAGES TRIBUNAL PURSUANT TO SECTION 13 OF THE ECONOMIC
STABILISATION REGULATIONS 1973**

The Golden Bay Cement Works Employees Industrial Agreement dated 10 November 1972 is amended to the following extent:

1. Clause 2 – Shift Workers:

(g) Shift workers shall be paid 80 cents extra per shift. A shift worker who is called to work 12 to eight shift and is not required to attend, shall be given eight hours' notice of cancellation of shift.

2. Clause 3 – Minimum Rates of Pay:

Insert a new clause 3 (f):

“After 12 months' continuous service with the employer party to this agreement, a worker shall be paid a service allowance of 5.5 cents per hour, to be additional to the hourly and weekly rates in clauses 3 (a) and 3 (b) respectively.”

3. Clause 5 – Special Payments:

(f) (i) All workers for all hours worked shall be paid a dust and conditions allowance of 8 cents per hour.

(ii) In addition 9 cents per hour extra over and above the ordinary rate will be paid for cleaning and repairing the following:

- Coal grinding mills.
- Kiln rollers, No. 2 kiln.
- Mechanical shovels.
- Kiln flues.
- Bulldozers.
- Elevators.
- Changing crane ropes.
- Repairing –
 - Bagging shed machinery.
 - Inside Raw Mills.
 - No. 1 crane.
 - Inside precipitators and dust collectors.
 - Carpenters engaged on repairs in the bagging shed.
 - Electricians wiring or rewiring in dusty places.
 - Blowing out motors.
 - Using jackhammers in enclosed buildings.
 - Cement pumps.
 - Inside Lepol grates.
 - Inside Puller coolers.
 - Furnaces.
 - Coal Conveyors and chutes.
 - Clinker conveyors and chutes.
 - Crusher.
 - Rivetting.

4. Clause 10 – Annual Holidays:

Insert new clause 10 (b) as follows, and re-letter present agreement “(b)” to read “(c)”.

“(b) Payment for annual holidays shall be on the basis of the worker’s average weekly taxable earnings for the year (or lesser period where applicable) immediately preceding his annual holiday entitlement, provided that the holiday pay does not exceed the worker’s ordinary pay plus 30 percent, and provided, further, that in no case shall the holiday pay be less than the worker’s ordinary pay at the time of taking the holiday. For the purpose of calculation under this provision, a divisor of 52 shall be used, and close-off date other than the worker’s anniversary may be selected by the employer.”

5. Clause 11 – Sick Leave:

After 12 months’ continuous service five days sick leave will be allowed per annum cumulative to 20 days upon production of a medical certificate or satisfactory proof of illness to the company.

6. Clause 12 – Bereavement Leave:

In the event of a death occurring in the immediate family of a worker, (i.e. wife, child, mother or father) the worker shall, subject to satisfactory proof being produced to the company, be entitled to receive three days paid leave; the rate of pay being eight hours per day at ordinary rates.

This amendment shall take effect as from the 11th day of August 1973.

Dated at Wellington, this 11th day of October 1973.

N. R. Taylor, Chairman.

G. O. Whatnall, Member.

A. D. Hennessey, Member.