

**BRYANT AND MAY (N.Z.) LIMITED MATCH MANUFACTURING
EMPLOYEES – VARIATION OF INDUSTRIAL AGREEMENT**

This industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954 dated this 19th day of October 1973 between the Wellington Match Manufacturing Employees Industrial Union of Workers of the one part and Bryant and May (N.Z.) Limited of the other part, whereby it is mutually agreed by and between the said parties that the industrial agreement made between the parties on 11 December 1972 shall be and is hereby amended in the manner following:

(1) That clause 3 Wages be amended by deleting subclause (a) thereof and substituting the following:

“(a) The minimum rates of wages shall be as follows:

	Males Per Week \$	Females Per Week \$
Match Production Lines:		
Trained operator in charge	57.60	46.40
Trained workers engaged on Box Feeding, Card Feeding, Inspection, Packing, Assembly and allied work	54.40	43.20
Box Production Lines:		
Trained workers engaged on –		
Inner Box Machines	57.60	46.40
Outer Box Machines	54.40	43.20
Slitting Machine	57.60	46.40
Skillet Making Machine	57.60	46.40
Skillet Packing	54.40	43.20
Trained workers engaged in –		
Chemical mixing departments	57.60	46.40
Other Workers:		
Adult workers	50.00	38.80
After three months service	51.20	40.00
Juniors:		
Under 18 years of age	30.40	27.20
18 years of age	34.40	31.20
19 years of age	37.40	34.04
20 years of age	41.60	35.84’

(2) By inserting a new clause 3A reading as follows:

“3A – Economic Stabilisation Regulations 1973 – The wage adjustment order enacted by Regulation 14 (1) of the Economic Stabilisation Regulations 1973 and effective on and from 11 August 1973 shall where necessary be deemed to have application according to its tenor to the rates of wages in this agreement.”

(3) That the amendments provided herein shall be deemed to have come into force on and from the 1st day of October 1973.

MEMORANDUM

The parties desire to record that the amendments set out above represent the first step in implementing the provisions of the Equal Pay Act 1972. Subsequent increments will be made in four approximately equal steps with the fifth and final step of 100 percent to be operative as from 1 April 1977.

Signed on behalf of the Wellington Match Manufacturing Employees Industrial Union of Workers:

W. H. Calaby, Secretary.

Witness — G. A. Blundell.

Signed on behalf of Bryant and May (N.Z.) Limited:

J. Gough, General Manager.

Witness — B. A. Thomas.