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**Marton Textile Printing Workers —  
Collective Agreement (Voluntary)**

**Dated 20/5/75**

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NOTE: See clause 8 herein for the date on which rates of wages come into force.

## Under the Industrial Relations Act 1973

## REGISTERED COLLECTIVE AGREEMENT

In the matter of the Industrial Relations Act 1973; and in the matter of the Marton Textile Printing Workers' Dispute of Interest between the New Zealand Printing and Related Trades Industrial Union of Workers and Marton Textile Printing Works.

The Industrial Commission, having before it the terms of a voluntary settlement arrived at in the above-mentioned dispute of interest and submitted or notified to the Commission pursuant to the provisions of section 65 of the Industrial Relations Act 1973, hereby registers as a collective agreement the terms, conditions, and provisions set out in the schedule hereto and orders:

1. That the said terms, conditions, and provisions shall be binding on the parties hereto; and

2. That the said parties shall respectively do, observe, and perform every matter and thing by this collective agreement required to be done, observed, and performed, and shall not do anything in contravention of this collective agreement but shall in all respects abide by and perform it.

In witness of the registration of this collective agreement the seal of the Industrial Commission has hereto been affixed and the President of the Commission has hereunto set his hand, this 20th day of May 1975.

(L.S.)

G. O. Whatnall, President.

Sections 65 and 66

Regulation 9 (4)

## Under the Industrial Relations Act 1973

## SUBMISSION OF VOLUNTARY SETTLEMENT FOR REGISTRATION

In the matter of the Industrial Relations Act 1973; and in the matter of the Marton Textile Printing Works, Marton, dispute of interest between the New Zealand Printing and Related Trades Industrial Union of Workers, 101 Vivian Street, Wellington and Marton Textile Printing Works, P.O. Box 96, Marton.

To the Registrar of the Industrial Commission:

We hereby submit to you a signed copy of the terms of voluntary settlement of the above-mentioned dispute arrived at by the parties pursuant to Section 65 of the Industrial Relations Act 1973, for registration by the Industrial Commission as a collective agreement.

Dated at Marton this Third Day of March 1975.

Signed on behalf of Marton Textile Printing Works:

H. Lacin.

Signed on behalf of New Zealand Printing and Related Trades Industrial Union of Workers:

G. C. Ditchfield.

## MARTON TEXTILE PRINTING WORKERS' COLLECTIVE AGREEMENT VOLUNTARY SETTLEMENT

This Collective Agreement made in pursuance of Section 65 – Voluntary Settlements – of the Industrial Relations Act 1973 this third day of March 1975 between the New Zealand Printing and Related Trades Industrial Union of Workers (hereinafter referred to as the workers), of the one part, and Marton Textile Print Works Ltd (hereinafter referred to as the employer), of the other part whereby it is mutually agreed by and between the parties as follows:

- (1) That the terms, conditions, stipulations, and provisions contained and set out in the Schedule hereto shall be binding upon the said parties and they shall be deemed to be and are hereby incorporated in and declared to form part of this Agreement.
- (2) The said parties hereto shall respectively do, observe and perform every matter and thing by this agreement and by the said terms, conditions, stipulations and provisions respectively required to be done, observed and performed and shall not do anything in contravention of this agreement or of the said terms, conditions, stipulations and provisions, but shall in all respects abide by and perform the same.

### SCOPE OF AGREEMENT

1. This agreement shall apply to workers employed at the Marton Textile Printing Works Ltd (hereinafter referred to as the employer) in the printing by any means whatsoever, on cloth, fabric or textile of any kind (synthetic or natural) in piece or bulk and, to such other operations which are part of their manufacture.

### WAGES

2. The following shall be the minimum rates of wages.

2:1 Qualified Textile Printers \$83.56 per week.

Provided that on completion of one year's continuous employment as a qualified textile printer with the same employer the rate shall be \$85.56 per week.

2:1:2 Trainee Textile Printers may be employed under the supervision of qualified textile printers, at the following rates of pay.

	Per Week \$
First six months . . . . .	39.12
Second six months . . . . .	43.46
Third six months . . . . .	47.80
Fourth six months . . . . .	53.89
Fifth six months . . . . .	59.97
Sixth six months . . . . .	66.05
Seventh six months . . . . .	72.14
Eighth six months . . . . .	78.22

Thereafter payment at the rate of wages for a Qualified Textile Printer.

2:1:3 General Assistants \$69.54

Provided that on completion of one year's continuous employment with the same employer the rate shall be \$71.54.

2:1:4 All Other Workers \$66.85.

Provided that on completion of one year's continuous employment with the same employer the rate shall be \$68.85 per week.

2:1:5 Notwithstanding the rates of remuneration provided for in this agreement, it is further agreed that, in the further movement occurring in the rates of remuneration provided for in the Northern, Wellington, Nelson, Canterbury and Otago and Southland Packaging and Associated Printing Collective Agreement being in excess of the rates of remuneration as aforesaid, then the rates of remuneration provided for in this agreement shall be adjusted to conform with equivalent rates of remuneration provided for in the said Collective Agreement.

2:1:6 Women may be employed during the hours prescribed by the Factories Act 1946, at the same rates of pay and conditions as men.

2:2 Definitions – “Qualified Textile Printer” means a journeyman screen printer or a person who has undergone comparable skilled training as a screen printer able to set up, make ready, and print to a first-class standard in one or more colours.

2:2:1 “General Assistant” means a worker engaged in operation of printing table squeegees, the cutting of materials, ironing, assembling, packing, parcelling, and any other work that is customarily part of the completion of goods for sale.

2:2:2 “Other worker” means a worker who may be engaged in stock movement, cleaning machines, unclassified work and any other work of a similar nature and helping to keep the factory clean.

2:3 A “Qualified Textile Printer” or “Journeyman Screen Printer” who holds a New Zealand Trade Certificate in Screen Printing shall be paid \$2.88 per week in addition to the rate provided herein on the production of the certificate.

A “Qualified Textile Printer” or a “Journeyman Screen Printer” who holds the New Zealand Advanced Trade Certificate shall be paid \$5.76 per week in addition to the rate provided herein on production of the certificate.

2:4 Foreman/Chargehand: A journeyman or qualified textile printer who is designated to be in charge of and who supervises or directs and is responsible for the work of from three to eight employees (both inclusive) shall be paid \$3 per week extra in addition to his/her appropriate classification.

### HOURS OF WORK

3:1 Forty hours shall constitute an ordinary week’s work of which not more than eight hours may be worked on each day from Monday to Friday inclusive and between the hours of 7 a.m. and 6 p.m.

3:1:1 No worker shall be employed for more than four hours and one half continuously without an interval of not less than 30 minutes nor more than one hour for a meal. The provision of this clause may be modified to not more than five hours: Provided the employer allows a rest interval of not less than ten minutes in every working period of not more than three hours.

### OVERTIME

4:1 All time worked outside of or in excess of the ordinary hours specified in clause 3 of this agreement, shall be counted as overtime and shall be paid for at the rate of time and a half for the first three hours and double time for the next five hours and at treble time thereafter. Overtime shall be calculated on a daily basis.

4:1:1 Overtime on a Saturday shall be paid for at the rate of time and a half for the first three hours, at double rates for the next five hours, and at treble rates thereafter: Provided that if the overtime before noon is less than three hours, any overtime after noon shall be paid for at double rates for the first four hours and at treble rates thereafter.

Overtime on a Sunday shall be paid for at double rates for the first eight hours and treble rates thereafter.

A continuous period of overtime started before midnight and finished after midnight shall be reckoned as overtime during the day in which it was started.

4:2 Any worker required to work overtime for more than one hour in excess of his ordinary hours on any day shall be paid meal money. The amount payable as meal money shall be \$1.15.

4:2:1 If a worker is required to work more than four consecutive hours’ overtime meal money shall be paid every four hours that overtime continues: Provided that the worker is required to continue working after the meal interval.

4:2:2 Where any worker is required to work overtime on a Saturday or Sunday meal money shall be paid after four and a half hours’ work and for every subsequent four and a half hour period, provided the worker is required to continue working after the meal interval.

### CALL MONEY

5. Any worker who, having left his place of employment on completion of his day's work is, without previous notice having been given, recalled to work shall receive \$1.56 "call money", in addition to the appropriate overtime payment. Tea money shall not be paid.

### OTHER PROVISIONS

6. Excepting any reference to Clause 1 of the New Zealand Printing Trades Apprenticeship Order, in every other aspect pertaining to the employment of any worker covered by this agreement, the terms, conditions, stipulations and provisions of the Northern, Wellington, Nelson, Canterbury and Otago and Southland Packaging and Associated Printing Registered Collective Agreement dated 27/11/74 and any subsequent amendments thereto shall apply.

### SETTLEMENT OF DISPUTES

7. In the event of a dispute arising upon any matter, whether referred to in this agreement or not, the matter in dispute shall be settled in accord with the procedures provided for in Sections 115 and 116 (1) (a) and (b) of the Industrial Relations Act 1973.

### TERM OF AGREEMENT

8. This agreement insofar as the provisions relating to the rates of wages to be paid are concerned, shall be deemed to have come into force on the 1st day of July 1974 and so far as all other provisions of the agreement are concerned, they shall come into force on the 27th day of November 1974 and this agreement shall continue in force until the 30th day of June 1975.

Signed on behalf of the New Zealand Printing and Related Trades Union:

G. C. Ditchfield.

Witness — M. J. Geddes.

Signed on behalf of Marton Textile Print Work Ltd:

H. Lacis.

Witness — F. Lacis.

### MEMORANDUM

The terms of voluntary settlement were accompanied by an application pursuant to Regulation 7 of the Wage Adjustment Regulations 1974. In registering the settlement the Commission sustains the application under Regulation 7 as to the rates of pay.

Having regard to prevailing circumstances the Commission has, pursuant to Regulation 7 of the Wage Adjustment Regulations 1974 and section 92 (2) of the Industrial Relations Act 1973, consented to the specified period for which this agreement is to continue in force being less than one year from the date of making.

The rates of remuneration prescribed by this collective agreement are to be increased by the application of the 4 percent cost of living order that was effective from 15 January 1975 pursuant to the Wage Adjustment Regulations. This increase is excluded from such portion of the weekly remuneration of the workers affected as exceeds \$75.

The attention of the parties is drawn to section 117 of the Industrial Relations Act 1973 which provides a standard procedure for the settlement of personal grievances. This procedure shall be deemed to be incorporated in this agreement.

(L.S.)

G. O. Whatnall, President.