

NEW ZEALAND BITUMINOUS PROCESSES ROOFING MANUFACTURERS' EMPLOYEES.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 27th day of May, 1942, between the New Zealand Federated Labourers and Related Trades' Industrial Association of Workers (hereinafter referred to as "the association"), of the one part, and Pabco Products (N.Z.), Ltd. (hereinafter referred to as "the employers"), of the other part, whereby it is mutually agreed by and between the said parties hereto as follows:—

Hours of Work.

1. Except where otherwise provided, the week's work shall not exceed forty hours, eight per day to be worked between the hours of 8 a.m. and 5 p.m. from Monday to Friday, both days inclusive.

Wages.

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

				Per Hour.
				s. d.
Boilerman	2 11½
Other workers	2 9

Shifts.

3. (a) Notwithstanding the provisions of clauses 1 and 4 of this agreement, two or more shifts covering a period of twenty-four hours may be worked from Monday to Saturday inclusive.

(b) Each shift shall not exceed eight hours, including half an hour crib-time, and five shifts shall constitute a week's work.

(c) Workers employed on shifts shall be paid 2s. per shift in addition to their ordinary rate of pay.

(d) Any time worked in excess of the usual shift hours worked by workers employed under this clause shall be deemed to be overtime, and shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

This clause shall apply only where shifts are worked on five or more consecutive working-days.

Overtime.

4. (a) All time worked in excess of the daily hours fixed in clause 1 of this agreement shall count as overtime, and shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

(b) Any work done after 12 noon on Saturdays shall be paid for at double time rates.

Payment of Wages.

5. (a) Wages shall be paid weekly during working-hours on the regular pay-day.

(b) When a worker is discharged he shall be paid without delay, and when a worker leaves a job he shall, on demand, be paid within twenty-four hours of leaving. All waiting-time beyond the prescribed time shall be paid for at ordinary rates.

Holidays.

6. (a) The following shall be the recognized holidays, which shall be paid for at ordinary rates: New Year's Day, Good Friday, Easter Monday, Anzac Day, Labour Day, the birthday of the reigning Sovereign, Christmas Day, and Boxing Day.

(b) The employer shall pay wages for the above holidays to all workers performing work coming in the scope of this agreement who have been employed by him at any time during the fortnight ending on the day on which the holiday occurs.

(c) In the event of a holiday, other than Anzac Day, falling on a Sunday, such holiday shall be observed on the succeeding Monday, and in the event of another holiday falling on such Monday, such other holiday shall be observed on the succeeding Tuesday.

(d) Except as otherwise provided, any work done on any of the above holidays or on Sundays shall be paid for at double time rates.

(e) Workers on the completion of each twelve months' service from time of engagement shall receive five days' annual leave on full pay. Workers leaving or being discharged (except for misconduct) shall receive proportionate leave or payment for time served. Such holiday shall be taken at Christmas or Easter or at such other time to be mutually agreed upon.

Overalls, &c.

7. Gloves shall be supplied to workers as required.

Accommodation.

8. The employer shall provide and maintain in a clean and sanitary condition mess-room, lavatory, showers with warm water, and, where necessary, protection for bicycles for use of workers. Boiling water for meals shall be provided.

Meal-money.

9. The employer shall allow meal-money at the rate of 1s. 9d. per meal when workers are called upon to work one hour or later after their usual daily time of knocking off, provided such workers cannot reasonably get home for their meals, and provided, further, they have not been notified of such overtime on the day preceding the day on which they are required to work overtime.

Disputes.

10. The essence of this agreement being that the work of the employers shall not on any account whatsoever be impeded but shall always proceed as if no dispute had arisen, it is provided that if any dispute or difference shall arise between the parties bound by this agreement, or any of them, as to any matter whatsoever arising out of or connected therewith and not dealt with in this agreement, every such dispute or difference shall be referred to a Disputes Committee to be composed of two representatives of each side, together with an independent chairman to be mutually agreed upon or, in default of agreement, to be appointed by a Conciliation Commissioner. Should either party fail to appoint representatives to the Disputes Committee, either party may refer the matter in dispute to a Conciliation Commissioner, who may either decide the matter or refer the matter to the Court. In the event of the Disputes Committee failing to agree, the matter shall be referred to the Court. In the event of the Disputes Committee or the Commissioner coming to a decision, either side shall have the right of appeal to the Court against the decision of the Committee or the decision of the Commissioner, and written notice of such appeal shall be given to the other side within fourteen days after such decision has been made known to the party desirous of appealing.

Refreshment.

11. Time shall be allowed (not more than ten minutes) for refreshment during morning and afternoon, and where shifts are worked, at convenient times during such shifts.

Right of Entry.

12. The secretary or other authorized officer of the union shall be entitled to enter at all reasonable times upon the premises or job of any employer bound by this agreement for the purpose of interviewing workers (with the consent of the employer or his representative, such consent not to be unreasonably withheld), but not so as to interfere unreasonably with the employer's business.

Workers to be Members of Union.

13. The workers employed under this agreement shall in the case of the Auckland District be members of the Auckland and Suburban Local Bodies' Labourers and Related Trades' Industrial Union of Workers, and in Canterbury the workers shall be members of the Canterbury Builders' and General Labourers' Union.

Only financial members of the above unions shall be engaged, and it is also agreed that workers so engaged shall remain financial members of the respective unions during the currency of their employment under this agreement.

Term of Agreement.

14. This agreement shall come into operation from the day of the date hereof and shall remain in force until the 27th day of May, 1943.

In witness whereof these presents have been executed the day and year hereinbefore appearing.

The seal of the New Zealand Federated Labourers and Related Trades' Industrial Association of Workers—

[L.S.]

L. GLOVER, President.

P. M. BUTLER, Secretary.

Signed on behalf of Pabco Products (N.Z.), Ltd.—

R. M. SADDINGTON.

Witness—B. Leonard, Clerk, Wellington.