

**TARANAKI STOCK AND STATION AGENTS' CLERICAL WORKERS—
INDUSTRIAL AGREEMENT**

In the Court of Arbitration of New Zealand, Taranaki Industrial District.—
In the matter of the Economic Stabilization Regulations 1950; and in the matter of the industrial agreement made on the 18th day of December, 1950, between the Taranaki Stock and Station Agents' Clerical Workers' Industrial Union of Workers, and Newton King, Limited, and others.

WHEREAS by the Economic Stabilization Regulations 1950 it is provided that no industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, shall come into force until it is filed under section 28 of the said Act: And whereas it is provided further that no such industrial agreement shall be accepted by a Clerk of Awards for filing as aforesaid unless it has

been approved by the Court for the purposes of the said regulations: And whereas application has been made for approval of the industrial agreement made on the 18th day of December, 1950, between the Taranaki Stock and Station Agents' Clerical Workers' Industrial Union of Workers, of the one part, and Newton King, Limited, and others, of the other part: Now, therefore, the Court, having had regard to and having taken into consideration the matters and things as required by the said regulations, doth hereby approve the said industrial agreement for the purposes of the said regulations.

Dated this 19th day of March, 1951.

[L.S.]

A. TYNDALL, Judge.

TARANAKI STOCK AND STATION AGENTS' CLERICAL WORKERS—INDUSTRIAL AGREEMENT

THIS industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1925, this 18th day of December 1950, between the Taranaki Stock and Station Agents' Clerical Workers' Industrial Union of Workers (hereinafter referred to as "the union"), of the one part and Newton King, Limited, the Farmers' Co-operative Organisation Society of New Zealand Limited, and Levin and Company Limited (hereinafter referred to as "the employers"), of the other part, whereby it is mutually agreed by and between the union and the employers that the industrial agreement made between the parties on the 1st day of September, 1949, and recorded in 49 Book of Awards 3091, shall be and it is hereby varied in the manner following:—

1. By deleting clause 2 (Salaries) and substituting:—

“ Salaries and Allowances

“ 2. (a) Subject always to the provisions of the Industrial Conciliation and Arbitration Amendment Act, 1936, and to the Minimum Wage Act, 1945, and to the orders of the Court made thereunder, and subject also to any statutory provisions affecting the rates of salary payable to employees, the following shall be the minimum rates of salaries which shall be paid by the employers to the employees of the clerical staff employed by them respectively:—

“ Males—	Per Annum.		
	£	s.	d.
“ First year	156	0	0
“ Second year	182	0	0
“ Third year	212	0	0
“ Fourth year	250	0	0
“ Fifth year	280	0	0
“ Sixth year	315	0	0
“ Seventh year	345	0	0
“ Eighth year	370	0	0
“ Ninth year	395	0	0
“ Tenth year	415	0	0
“ Eleventh year	435	0	0
“ Twelfth year	450	0	0
“ Thirteenth year	465	0	0
“ Fourteenth year	475	0	0
“ Thereafter on merit.			

		Per Annum.		
		£	s.	d.
“ Females—				
“ First year	.....	150	0	0
“ Second year	.....	165	0	0
“ Third year	.....	190	0	0
“ Fourth year	.....	223	15	0
“ Fifth year	.....	245	0	0
“ Sixth year	.....	270	0	0
“ Seventh year	.....	285	0	0
“ Eighth year	.....	300	0	0
“ Ninth year	.....	315	0	0
“ Thereafter on merit.				

“ (b) No employee who is in receipt of a salary in excess of that provided by the foregoing scale shall have his or her salary reduced while continuing in his or her present employment.

“ (c) Females engaged substantially in operating ledger-posting machines shall be paid not less than 7s. 6d. per week more than the above rates.

“ (d) No deduction shall be made from salary save for time lost through the employee’s sickness, accident, or default or for absence from any cause over which the employer has no control.”

2. By deleting clause 3 (Board Allowance to Juniors Transferred) and substituting:—

“ *Board Allowance to Juniors Transferred*

“ 3. (a) Junior employees transferred from their home town during the first, second, third, fourth or fifth year of service shall be paid a boarding allowance, in addition to wages as provided by scale, as follows:—

	£	s.	d.
“ During the first or second year of service	.....	72	0 0
“ During the third year of service	.....	48	0 0
“ During the fourth year of service	.....	36	0 0
“ During the fifth year of service	.....	24	0 0

“ No employee who is in receipt of the minimum wage or a wage in excess of the minimum wage shall be entitled to receive boarding-allowance under this clause.

“ For the purpose of this clause a ‘ junior employee ’ shall be deemed to be any employee who has not attained his or her twenty-first birthday.

“ (b) ‘ Home town ’ is the town from time to time agreed upon as such between the employer and the employee subject to the approval of the junior’s guardian.”

3. By deleting clause 5 (b) and substituting:—

“ (b) Saturday morning work shall be paid for at the rate of time-and-a-half. Work performed on Saturday afternoon or on any other day referred to in subclause (a) shall be paid for at the rate of double time.”

4. By deleting clause 7 (Counting of Service) and substituting:—

“ *Counting of Service*

“ 7. (a) When an employer engages a worker such worker shall be paid a wage in accordance with his or her period of former clerical service served in the stock and station agents’ industry, and such worker shall have his or her wages increased at the proper time in accordance with clause 2 (a) hereof, and if no period of former service in the industry the starting salary paid shall be deemed to be the indication of service and shall count as service for the purpose of the annual holiday.

“(b) In the event of a worker being employed on a salary above that stated as the salary for his specific years of service such worker’s salary increments shall continue in the normal manner as if he had done the years of service to correspond with the rate of wages.

“(c) No worker at present employed in the industry shall be penalized in any way.

“(d) Clerical employees transferred to other duties within the industry who subsequently resume clerical work shall have such period of employment on such other duties taken into consideration in arriving at the appropriate salary under the provisions of clause 2 above as though such service had been wholly performed on clerical duties.

“(e) In the counting of clerical service it is agreed that the period or periods an employee is on holiday or absent on sick leave shall be counted up to a maximum of three months in any one calendar year.”

5. By deleting clause 8 (Payment of Salaries) and substituting:—

“ Payment of Wages

“ 8. The payment of wages shall be made twice monthly.”

6. By deleting clause 10 (Holidays) and substituting:—

“ Holidays

“ 10. (a) The following holidays shall be observed for permanent workers without deduction from pay: New Year’s Day, Anzac Day, Good Friday, Easter Monday, Labour Day, the birthday of the reigning Sovereign, Anniversary Day or a day in lieu thereof, Christmas Day and Boxing Day.

“(b) The conditions of the Public Holidays Act, 1910, and its amendment dealing with the transfer of holidays which fall on a Saturday or a Sunday shall apply to all permanent workers covered by this award.

“(c) Annual holidays shall be allowed in accordance with the Annual Holidays Act, 1944, provided however that after ten years’ continuous service with the same employer the period of annual leave shall be three weeks which may be divided into two periods.

“(d) Unless mutually agreed to the contrary, at least fourteen days’ notice shall be given by the employer to any employee going on leave.”

7. By deleting the word “fourteen” and the word “seven” in clause 15 (Travelling-expenses) and substituting the words “twenty-one” and “fourteen” respectively.

8. By adding the following new clause:—

“ Clothing and Equipment

“ 21 For those employees members of the union who are in receipt of a salary lower than the minimum wage, and who are substantially employed as stock clerks in the stock departments and whose attendance at stock sales is regularly required, the employers shall either:—

“(a) Supply such employees with the initial equipment only of leggings, boots, and oilskins; or

“(b) Make an allowance to such employees of £10 towards the cost of purchase of such equipment.”

9. By deleting clause 21 (Term of Agreement) and substituting:—

“ Term of Agreement

“ 22. This agreement shall be deemed to have come into force on the 1st day of September, 1950, and shall continue in force until the first day of October, 1951.”

10. All rates of remuneration, including time and piece wages and overtime and other special payments provided for in this industrial agreement, shall be increased to the extent and in the manner prescribed by the General Order of the Court of Arbitration dated the 10th June, 1950, and made under the Economic Stabilization Regulations, 1950.

In witness whereof the parties hereto have set their hands or seals the day and year first above written.

The common seal of the Taranaki Stock and Station Agents' Clerical Workers' Industrial Union of Workers was hereunto affixed pursuant to a resolution of the committee in the presence of—

R. J. McLEAN, President.
A. EDDLESTON, Secretary.

The common seal of Newton King Ltd. was hereunto affixed pursuant to a resolution of the director in the presence of—

D. DAVIS, Director.
J. H. ASHTON, Director.
R. C. M. SUNLEY, Secretary.

The common seal of the Farmers Co-operative Organisation Society of New Zealand Limited was hereunto affixed pursuant to a resolution of the Directors in the presence of—

C. R. HONEYFIELD, Director.
W. O. WILLIAMS, Director.
N. C. BLAKE, Secretary.

The common seal of Levin and Company Limited was hereunto affixed pursuant to a resolution of the Directors in the presence of—

J. D. G. DUNCAN, Director.
W. R. DAY, Director.
J. PEARCE, Secretary.