

**WELLINGTON AND CANTERBURY RUBBER
WORKERS – AMENDMENT OF AWARD**

In the Court of Arbitration of New Zealand – In the matter of the Industrial Conciliation and Arbitration Act 1954 and the Equal Pay Act 1972 and the Economic Stabilisation Regulations 1973; and in the matter of the Wellington and Canterbury Rubber Workers Award, dated the 4th day of December 1972, and recorded in 72 Book of Awards 3899.

In pursuance and exercise of the powers conferred on it by subsection (4A) of section 4 of the Equal Pay Act 1972: And upon application made in that behalf by the duly authorised agents of the parties to the industrial dispute that was settled by the Wellington and Canterbury Rubber Workers Award, dated the 4th day of December 1972: And upon being satisfied that the application is for the purpose of giving effect to provisions of that Act and is not inconsistent with the requirements of the Economic Stabilisation Regulations 1973: The Court doth hereby order as follows:

1. That the said award shall be amended in the manner following –

(1) By deleting subclause (a) of clause 5 (Wages) and substituting therefor the following subclause:

“(a) The following shall be the minimum rates of pay for adult workers as classified:

	Less Than 12 Months’ Continuous Service Per Week		After 12 Months’ Continuous Service With the Same Employer Per Week	
	Male	Female	Male	Female
	\$	\$	\$	\$
Group 1 . . .	63.02	52.94	64.03	53.79
Group 2 . . .	61.01	51.25	62.01	52.09
Group 3 . . .	59.40	49.90	60.40	50.74
Group 4 . . .	57.80	48.56	58.80	49.40

Group 1:

- Operator in charge of rubber or plastic calendering machine and in charge of assistants;
- Operator in charge of fabric pre-dipping machine who is also engaged in mixing dip for the machine;
- Extruder hand (rubber or plastic) operator in charge and in charge of assistants, if any;
- Operator in charge of profiling machine, profile calender, four-bowl calender, and in charge of assistants, if any;
- Operator in charge of rotocure machine and in charge of assistants;
- Operator in charge of two-roll plying calender and in charge of assistants;
- Compounder of latex for foam and in charge of assistants;
- Operator of truck and tractor cover assembly machine;
- Tyre moulding (other than cycle tyres) on individual or dual heaters;
- Operating fabric bias cutting machines, and in charge of assistants;
- Leading press hand;
- Leading mechanical hand in charge of three or more assistants;

Spreading table leading hand;
 Leading hand in latex dippings;
 Operator of undertread or side wall calender on tread extruder;
 Operator in charge of car covers assembling machine.

Group 2:

Balloon stripper operating balloon machine – after six months;
 Banbury operator;
 Assistant compounder of latex for foam;
 Operator of automatic latex mixer (e.g. Oakes);
 Compounder (worker who weighs out batches);
 Mill hand – after six months;
 Mechanical hand – after one year;
 Lathe hand;
 Roller and/or drum builder;
 Press hand – after one year;
 Assistant rotocure machine operator;
 Assistant calender operator (letting off and batching up material);
 Examiner of car and truck tyres during manufacture and final inspection of finished goods;
 Frother in latex;
 Full-time inspection of production;
 Spreading table operator (in charge of machine and in charge of assistants);
 Operator in charge of open steam vulcaniser and in charge of assistants, if any;
 Cement mixer (operator who mixes paints, solutions, etc., used in processing);
 Curing bag building (other than cycle);
 Operator in charge of bead insulating machine and in charge of assistants;
 Operator of white sidewall buffing machine;
 Operator in charge of fabric pre-dipping machine (not engaged in mixing dip);
 Worker engaged and in charge of shaping and re-rubbing and printing of industrial rollers;
 Operator of tread cutting machine – after six months;
 Operator in charge of cured chafer buffing machine;
 Operator of truck tyre washing and trimming machine;
 Worker regularly employed on truck tyre buffing;
 Operator feeding carpet underlay calender;
 Repairer of blemishes on new car and truck tyres – after six months;
 Tube moulding in individual curing units;
 Hand builders – Foam – working to specifications;
 Sewing machinists on assembly of quilted mattress covers after six months machining experience;
 P.V.C. Tile Tester (Marathon).

Group 3:

Press hand – after six months;
 Mechanical hand – after six months;
 Lathe hand;
 Roller and/or drum builder;
 Assistant on automatic latex mixer (e.g. Oakes);
 Fabric layer and cutter;
 Hose worker – after six months;
 Mixer for latex dipping;
 Operator in latex dipping;
 Stripper of foam latex;
 Mould conditioner in foam latex plant;
 Foam latex trimmer;

Operator on splitting machine;
Assistant extruder operator;
Cycle tyre examiner;
Latex mixer;
Monoband operator;
Moulder in latex;
Truck pocket or band maker;
Compounder of dispersions or latex (other than foam);
Component part assembler;
Hookline operator;
Worker in charge of despatch room;
Worker engaged in salvaging, recording, and weighing of salvage – after six months;
Spreading table assistant;
Assistant on bias cutting machine;
Braiding machine operator;
Clicker;
Fabric drying machine operator;
Inflation hand;
Worker operating rubber bale splitting machine;
Mould cleaner;
Operator mechanical handling equipment;
Rubber washing machine operator;
Operator of liner winding machine;
Belt builder-repair hand;
Automotive tyre liner re-roll and repair hand – after six months;
Bead Assemblers' assistant on bead insulating machine, wrapping, fillering, and apexing;
Car and truck tube joining, sealing, and valve fitting;
Cement mixer (worker operating cement mixing machine);
Crumb grinding machine operator;
Curing bag buffing and repairing, other than cycle cover curing bags;
Curing bag moulding – other than cycle;
Flap preparation;
Worker operating debeader;
Worker operating drier;
Worker operating disintegrator;
Measurement and correction of tyre and tube balance;
Operator extracting curing bags from car and truck covers after cure;
Operator in charge of vacuum pressure shaping machine;
Car pocket-maker and operator fitting inner lining and insulating plies;
Green tyre serviceman;
Balloon stripper operating balloon machine – first six months;
Rubber straining machine operator;
Serviceman to tyre-assembly line;
Tube examining – car and truck tubes;
Tube repairing – car and truck tubes;
Tread stacker (at end of extruder);
Inside cover painting and stitching of green tyres;
Hand builders – Foam – combining foam components;
Sewing machinists;
Operator printing balloons – after six months;
Stripper of latex dipped goods;
Inflation hand trimmer;
Hot water bottle hand trimmer;

Hand or machine trimmers, buffers, grinders, washer or band cutters after six months;
 Person setting up packing or stamping machines;
 P.V.C. Tile sorter (Marathon);
 Elastrator conveyor hand;
 Extrusion coiler;
 Stock preparer using machines or tools – after six months;
 Operator taping inflatable air beds – after six months;
 General utility worker who may be called upon to relieve other workers coming within Group 3 and Group 4.

Group 4:

Mechanical hand – first six months;
 Lathe hand;
 Roller and/or drum builder;
 Mill hand – first six months;
 Press hand – first six months;
 Hose worker – first six months;
 Liftman in mill and check-weigher;
 Worker picking up tubes at end of extruder conveyor;
 Operator of tyre trimming machine;
 Tank tester (tubes);
 Banbury assistant (not engaged as millman);
 Operator of tread cutting machine – first six months;
 Extruder general hand;
 Rotocure machine general hand;
 Hand or machine trimmers, buffers, grinders, washer or band cutters – first six months;
 Stampers;
 Branders;
 Packers;
 Sorters;
 Operator taping inflatable air beds – first six months;
 Workers combining by hand or hand tools previously completed parts into finished product;
 Stock preparer using machines or tools – first six months;
 All other workers not elsewhere specified.”

(2) By deleting the word “Male” at the commencement of subclause (b) of clause 5 (Wages).

(3) By adding to clause 5 (Wages) the following subclauses:

“(k) Female workers operating power driven machines shall be paid 33 cents per week extra.

(l) Workers required to use artists’ materials in tinting or finishing products or novelties shall be paid \$1.65 per week in addition to the above rates.”

(4) By deleting clause 6 (Boys’ and Youths’ Wages) and substituting therefor the following clause:

“JUNIORS’ WAGES

6. (a) Subject to the provisions of the Factories Act 1946, juniors may be employed at not less than the following rates of weekly wages:

	Per Week
	\$
Under 17 years of age	26.57
17 to 18 years of age	35.17
18 to 19 years of age	43.63
And thereafter adult rates.	

(b) The permitted proportion of juniors to adult workers shall be one junior to three adults.”

(5) By deleting clause 7 (Females – Wages).

(6) By deleting subclause (a) of clause 13 (Basis of Holiday Pay Calculation) and substituting therefor the following subclause:

“(a) The holidays provided for in clauses 12 and 14 of this award shall be paid on the basis of the worker’s average weekly taxable earnings, provided that the holiday pay does not exceed the following maximum amounts per week:

	Adult Males	Adult Females
	\$	\$
Group 1	80.96	68.01
Group 2	79.23	66.56
Group 3	77.78	65.34
Group 4	76.34	64.13

Maximum payment for other than adult workers shall be proportionate, the proportion to be determined by reference to the maxima for adults Group 4, and the appropriate ordinary weekly rates.”

2. That this order shall be deemed to have come into force on the 1st day of October 1973.

Dated this 12th day of December 1973.

(L.S.)

A. P. BLAIR, Judge.

MEMORANDUM

The representatives of the parties advise that the provisions of this amendment as agreed upon on 9 October 1973 provide for the first step in the implementation of equal pay by increasing the percentage relationship of female rates to 84 percent of the adult male rates. Equal pay will be achieved by four further steps of 4 percent each. The first of these, i.e., to 88 percent relationship, is to become effective on date of operation for wages in the 1974 award but in any case not later than the 1st day of October 1974.

The rate in clause 5 (k) for females operating power driven machines has been reduced by one-fifth and will be further reduced as each subsequent step towards equal pay is implemented.

The amended rates of wages prescribed in this order include the effect of the August 1973 wage adjustment order under the Economic Stabilisation Regulations 1973.

A. P. BLAIR, Judge.