

TASMAN PULP AND PAPER CO. LTD. FACTORY ENGINEERS—VARIATION OF INDUSTRIAL AGREEMENT

IN the matter of an industrial agreement dated the 1st day of October 1966, and made in pursuance of the Industrial Conciliation and Arbitration Act 1954 between the New Zealand Engineering, Coachbuilding, Aircraft and Related Trades Industrial Union of Workers and Tasman Pulp and Paper Co. Ltd.

It is hereby agreed between the parties that the Industrial Agreement dated 1st October 1966 shall be varied in manner following:

(1) "By deleting paragraph (d) of subclause (2) of clause 2 thereof and substituting the following new subclause 2 (2) (d):

Where day, afternoon and night shifts are worked, a shift allowance of 7s. 6d. (75.000 cents) per shift shall be paid to each shift worker but management shall have the right to fix its own allowances for the three shifts respectively provided that the total for a complete cycle of three shifts amounts to £1 2s. 6d. (2 dollars 25 cents).

When 12 hour shifts are worked the total shift allowance shall be divided between the two shifts. Where only two shifts day and night are worked, a shift allowance of 7s. 6d. (75.000 cents) a shift shall be paid to a shift worker on the night shift".

(2) "By deleting subclause (f) of clause 4 thereof and substituting the following new subclause 4 (f).

A worker after the fifth and subsequent years of continuous service with the employer party to this agreement shall be allowed a third week of annual holidays paid for on the same terms as provided in subclause (e) hereof."

(3) "By deleting subclauses (a) and (b) of clause 5 and substituting the following new subclauses 5 (a) and (b):

(a) Rates of Pay—It is acknowledged by the union and accordingly recorded by the parties:

Incorporated in the following rates of wages are industrial allowances to replace completely the range of special payments for dirty work, confined space, heat and cold, welding and gascutting, height, gas masks and all other allowances pertaining to working conditions.

Where a worker classified in a department or section, spends more than one hour in an area or on work carrying a higher industrial allowance, he shall be paid the appropriate rate for the time so spent. Workers

shown as having mill-wide duties will be paid the standard rate shown in which due industrial allowance for varying departmental conditions has been assessed and incorporated.

This provision is accepted by the parties as making proper allowance for the differing conditions of work in the mill sections and departments. No worker shall be entitled to refuse transfer from one section to another because of rate variation.

The following shall be the rates of pay—

Definition: “Tradesman” means a worker employed as such who has served an apprenticeship to any of the branches of the trade covered by this agreement, or who has undergone equivalent training in the branch or branches of the trade in which he is employed.

The term “Tradesman” includes:

Fitter and/or turner
First class machinist
Rollgrinderman
Sheetmetal worker
Blacksmith
Instrument mechanic (other than second class)
Motor mechanic
Belt fitter.

(i) *Day Workers—*

<i>Machine Shop</i>		Per Hour				Per Week				
		s.	d.	\$	c	£	s.	d.	\$	c
Tradesman	....	10	6	1	05.000	21	0	0	42	00.000
Patternmaker	....	10	8½	1	07.083	21	8	4	42	83.333
Second-class										
machinist	....	9	1½	0	91.250	18	5	0	36	50.000
Tradesman's mate	....	8	10½	0	88.750	17	15	0	35	50.000
Labourer/cleaner	....	8	3½	0	82.917	16	11	8	33	16.667
Fitter/welder	....	10	9	1	07.500	21	10	0	43	00.000
Sheetmetal worker/ welder	....	10	9	1	07.500	21	10	0	43	00.000
Fitter/welder assigned to prefab- rication shop	....	10	9½	1	07.917	21	11	8	43	16.667
Trainee rollgrinder- man	....	9	8½	0	97.083	19	8	4	38	83.333

Provided that a worker seconded for training to the rollgrinder shall during his initial period of training not exceeding 12 weeks be paid as second class machinist. Thereafter so long as his training continues he shall be classified and paid as trainee rollgrinderman, his progress in training to be reviewed each six months.

<i>Paper Mill</i>	Per Hour			
	s.	d.	\$	c
Tradesman	10	11½	1	09.583
Tradesman's mate	9	3½	0	92.917

Sawmill, Woodroom, Pulp Mill, Groundwood, Mill and Steam Plant

	Per Hour			
	s.	d.	\$	c
Tradesman	10	8½	1	07.083
Tradesman's mate	9	1	0	90.833

Garage	Per Hour				Per Week				
	s.	d.	\$	c	£	s.	d.	\$	c
Tradesman	10	7	1	05.833					
Vehicle serviceman ..	9	0½	0	90.417	18	1	8	36	16.667
Tradesman's mate	8	11½	0	89.583	17	18	4	35	83.333
Car attendant	8	10½	0	88.750	17	15	0	35	50.000

<i>Salvage</i>									
Salvage man	9	8½	0	97.083	19	8	4	38	83.333
Salvage assistant	8	11	0	89.167	17	16	8	35	66.667

<i>Instrument Men</i>									
Tradesman	10	6	1	05.000	21	0	0	42	00.000
2nd class instrument mechanic	9	4½	0	93.750	18	15	0	37	50.000

After 18 months as second class instrument mechanic, a worker shall be reclassified to instrument mechanic.

<i>Instrument</i>									
mechanic's helper	s.	d.	\$	c	£	s.	d.	\$	c
	8	10½	0	88.750	17	15	0	35	50.000

<i>Other Workers</i>									
Rope splicer - rigger (millwide)	10	4	1	03.333	20	13	4	41	33.333
Rope splicer holder of scaffolding certi- ficate	10	5	1	04.167	20	16	8	41	66.667
Lagger (millwide)	10	1½	1	01.250	20	5	0	40	50.000
Trainee rollgrinder- man (when em- ployed as such out- side machine shop)	9	11½	0	99.583					
Second class mach- inist (when em- ployed as such out- side machine shop)	9	4½	0	93.750					

Tradesmen employed for one hour or more continuously on welding or metal spraying incidental to their work will be paid 3d. (2.500 cents) an hour extra for the time involved.

(ii) *Shift Workers—*

<i>Tradesmen</i>									
Standard shift rate applicable to mach- ine shop	s.	d.	\$	c	£	s.	d.	\$	c
	10	8	1	06.667	21	6	8	42	66.667
When employed in garage, sawmill, woodroom, ground- wood, steam-plant and pulp mill	10	11½	1	09.583					
When employed as instrument mech- anic	11	0½	1	10.417					
When employed in paper mill	11	2½	1	12.083					

A shift tradesman who undertakes welding work continuously for one hour or more during his shift assignment will be paid for the time involved an extra 3d. (2.500 cents) per hour.

Trainee Rollgrinderman

When on shift 2d. (1.667 cents) extra an hour on rates quoted for the day section in subclause (i) hereof.

		Per Hour				Per Week				
		s.	d.	\$	c	£	s.	d.	\$	c
Tradesman's	mate									
(millwide)	....	9	2½	0	92.083	18	8	4	36	83.333

(b) *Leading Hands*

Where a worker has been specially directed by his employer to take charge of any job and has under this control not less than four men such worker shall be paid 7½d. (6.250 cents) an hour extra for the time involved. Where a worker is substantively classified as a leading hand his regular rate shall be the rate for the appropriate classification increased by 7½d. (6.250 cents) an hour. Workers employed under this agreement who are in charge of a job on which the majority of men are not covered by this agreement shall be paid a further 4d. (3.333 cents) an hour."

This variation in so far as it relates to rates of remuneration provided under subclause 2 (2) (d) and clause 5 (a) shall be deemed to have come into effect on the 1st day of October 1966 and in so far as it relates to 5 (b) from the 1st day of December 1966.

Dated at Kawerau this 20th day of February 1967.

Signed on behalf of Tasman Pulp and Paper Co. Ltd.:

G. O. WHATNALL.

Witness to above signature—T. G. A. Kiely.

Signed on behalf of The New Zealand Engineering, Coachbuilding, Aircraft and Related Trades Industrial Union of Workers:

J. J. CRUMMEY.

Witness to above signature—G. Wallace.