

TASMAN PULP AND PAPER COMPANY LIMITED
ELECTRICAL WORKERS - VARIATION OF INDUSTRIAL AGREEMENT

In the matter of an Industrial Agreement dated 24th day of December 1969, and made in pursuance of the Industrial Conciliation and Arbitration Act 1954 between the North Island Electrical and Related Trades Industrial Union of Workers and the Tasman Pulp and Paper Company Limited.

It is hereby agreed between the parties that the Industrial Agreement dated 24th December 1969 shall be varied in manner following:

1. By deleting Clause 4, sub-clause (f) and substituting the following:

A worker after the third and subsequent years of continuous service with the employer party to this Agreement shall be allowed a third week of annual holiday paid for on the same terms as provided in sub-clause (e) hereof.

2. By deleting sub-clause (a) and (b) of Clause 5 and substituting the following:

Clause 5 WAGES, SERVICE PAY, TOOL ALLOWANCE

(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 - viz:

Workshop	2.5 cents per hour
Woodroom, Sawmill and Timber yard area	5.7 cents per hour
Pulp Mill area	6.7 cents per hour
Construction gang	7.6 cents per hour
Paper Mill area	8.7 cents per hour
Electronic Technician	8.7 cents per hour

to replace completely the range of special payments for dirty work, battery work, work with transformer oil, confined space, heat and cold, welding and gas-cutting, height, gasmasks and all other allowances pertaining to working conditions.

The differentials between classifications have been assessed on the basis that due allowance has been built into the rates to cover day to day work assignments outside of the department or group in which substantive classification is made.

The only exception to this rule is where a worker spends more than one hour in a higher-rated department or classification when the appropriate rate shall apply for the time so employed.

All existing agreements, understandings and working arrangements in connection with allowances for working conditions are consequently superseded from the date of coming into force of this industrial agreement.

(i) Day Workers	Per Hour c	Per Week \$ c
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Registered Electrical
Journeymen

Workshop	138.1	55.24
Sawmill, Woodroom and Timber yard area	140.2	56.08
Pulp Mill area	142.3	56.92
Construction gang	143.2	57.28
Paper Mill area	144.3	57.72

Electrical Improver

An apprentice having served his time with the employer party to this agreement but who has not attained registration shall be paid the appropriate rate for registered journeymen provided herein less 4.6 cents an hour or the last period rate of his apprenticeship, whichever is the greater.

Electronic Technician

(qualified in industrial electronics
and heavy building services)
classified and employed as such

159.1	63.64
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(ii) Shift Workers

Registered Electrical
Journeymen

Sawmill, Woodroom and Timber yard area	142.3	56.92
Pulp Mill area	144.3	57.72
Paper Mill area	146.3	58.52
Head Shift Electrician	156.6	62.64

Electrical Switchboard and Control Room Operators	137.7	55.08
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No person shall be engaged as an operator unless he has such electrical or mechanical qualifications which in the opinion of the engineer in charge render him suitable for the position.

- (b) Journeymen who hold an Electricians' Advanced Trade Certificate shall be paid 7.4 cents per hour in addition to the rate provided herein for registered electrical journeymen. A further 3.7 cents per hour shall be paid to a journeyman who holds an additional Advanced Trade Certificate.

3. By deleting Clause 11 and substituting the following:

Clause 11 ENGINEERING STUDENTS

Any student of any recognised university engineering college in the Dominion who engages himself to any employer party to this agreement for the purpose of obtaining practical experience to supplement his theoretical training during the vacation period shall be subject to provisions of this agreement, except that his rate shall be 111.9 cents an hour, \$44.76 a week. This rate of pay shall not apply to Company bursars who are on a salaried basis of remuneration. Provided that this clause shall not entitle an employer to dismiss a worker in order to make room for a student.

This variation shall be deemed to come into effect on the 9th day March 1970.

Dated at Kawerau this 26th day of March 1970.

Signed on behalf of
TASMAN PULP AND PAPER
COMPANY LIMITED

F.A. CONLON.

Witness to above signature:

A. DARROCH.

Signed on behalf of
NORTH ISLAND ELECTRICAL AND
RELATED TRADES INDUSTRIAL
UNION OF WORKERS:

J.F. TAYLOR.

Witness to above signature:

B.E. CASTLETON.

TASMAN PULP AND PAPER COMPANY LIMITED ELECTRICAL WORKERS'—VARIATION OF INDUSTRIAL AGREEMENT

This Industrial Agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954 this 9th day of November 1970 between the North Island Electrical and Related Trades Industrial Union of Workers and the Tasman Pulp and Paper Company Limited.

It is hereby agreed between the parties that the Variation dated 9 March 1970 is revoked and that the Industrial Agreement dated 24 December 1969 shall be varied in the manner following:

1. By deleting Clause 4, sub-clause (f) and substituting the following: A worker after the third and subsequent years of continuous service with the employer party to this Agreement shall be allowed a third week of annual holiday paid for on the same terms as provided in sub-clause (e) hereof.

2. By deleting sub-clause (a), (b) and (c) of Clause 5 and substituting the following:

Clause 5—WAGES, SERVICE PAY, TOOL ALLOWANCE

(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—viz:

Workshop	2.8 cents per hour
Woodroom, Sawmill and Timber yard area	6.3 cents per hour
Pulp Mill area	7.4 cents per hour
Construction gang	8.4 cents per hour
Paper Mill area	9.6 cents per hour
Electronic Technician	9.6 cents per hour

to replace completely the range of special payments for dirty work, battery work, work with transformer oil, confined space, heat and cold, welding and gas-cutting, height, gasmasks and all other allowances pertaining to working conditions.

The differentials between classifications have been assessed on the basis that due allowance has been built into the rates to cover day to day work assignments outside of the department or group in which substantive classification is made.

The only exception to this rule is where a worker spends more than one hour in a higher-rated department or classification when the appropriate rate shall apply for the time so employed.

All existing agreements, understandings and working arrangements in connection with allowances for working conditions are consequently superseded from the date of coming into force of this industrial agreement.

(i) Day Workers—

	Per Hour	Per Week
Registered Electrical Journeymen:	c	\$ c
Workshop	152.0	60.80
Sawmill, Woodroom and Timber yard area	155.5	62.20
Pulp Mill area	156.6	62.64
Construction gang	157.6	63.04
Paper Mill area	158.8	63.52

	Per Hour c	Per Week \$ c
Electrical Improver: An apprentice having served his time with the employer party to this agreement but who has not attained registration shall be paid the appropriate rate for registered journeymen provided herein less 4.6 cents an hour or the last period rate of his apprenticeship, whichever is the greater.		
Electronic Technician (qualified in industrial electronics and heavy building services) classified and employed as such	173.6	69.44
(ii) Shift Workers—		
Registered Electrical Journeymen:		
Sawmill, Woodroom and Timber yard area	157.8	63.12
Pulp Mill area	158.9	63.56
Paper Mill area	161.1	64.44
Head Shift Electrician	171.1	68.44
Electrical Switchboard and Control Room Operators	151.5	60.60
No person shall be engaged as an operator unless he has such electrical or mechanical qualifications which in the opinion of the engineer in charge render him suitable for the position.		

(b) Journeymen who hold an Electricians' Advanced Trade Certificate shall be paid 7.4 cents per hour in addition to the rate provided herein for registered electrical journeymen. A further 3.7 cents per hour shall be paid to a journeyman who holds an additional Advanced Trade Certificate.

(c) Leading Hand—The journeyman, other than head shift electrician, who is actually placed in charge on a job on which two or more other men other than apprentices are employed shall be considered the leading hand, and shall be paid 8.9 cents per hour in addition to the journeyman's rates.

Workers employed under this agreement who are in charge of a job on which not less than two outside tradesmen who are not covered by any Tasman Pulp and Paper Company Limited Industrial Agreement shall be paid a further 6.7 cents per hour.

3. By deleting Clause 11 and substituting the following:

Clause 11—ENGINEERING STUDENTS

Any student of any recognised university engineering college in the Dominion who engages himself to any employer party to this agreement for the purpose of obtaining practical experience to supplement his theoretical training during the vacation period shall be subject to provisions of this agreement, except that his rate shall be 123.7 cents an hour, \$49.48 a week. This rate of pay shall not apply to Company bursars who are on a salaried basis of remuneration. Provided that this clause shall not entitle an employer to dismiss a worker in order to make room for a student.

This variation shall be deemed to come into effect on the 21st day of October 1970.

Dated at Kawerau this 9th day of November 1970.

Signed on behalf of Tasman Pulp and Paper Company Limited:

F. A. Conlon.

Witness to above signature:

R. G. Sutherland.

Signed on behalf of: North Island Electrical and Related Trades Industrial Union
of Workers:

J. F. Taylor.

Witness to above signature:

B. E. Castleton.