

## WHAKATANE BOARD MILLS LIMITED SHIFT ENGINEERS – AGREEMENT UNDER THE LABOUR DISPUTES INVESTIGATION ACT 1913

This agreement made in pursuance of the Labour Disputes Investigation Act 1913, this 20th day of January 1972 between Whakatane Board Mills Limited (hereinafter referred to as “the employer”) of the one part and the New Zealand Institute of Marine and Power Engineers (hereinafter referred to as “the institute”) of the other part whereby it is mutually agreed by and between the employer and the institute as follows:

1. That the terms, conditions, stipulations and provisions contained and set out in the Schedule hereto shall be binding upon the institute and its members and upon the employer and they shall be deemed to be and are hereby incorporated in and declared to form part of this agreement.

2. The institute and its members and the employer shall respectively do, observe and perform every matter and thing by this agreement required to be done, observed and performed and shall not do anything in contravention of this agreement but shall in all respects abide by and perform the same.

### SCHEDULE

#### BRANCH OF WORK COVERED

1. (a) The agreement shall apply to shift engineers.

(b) The provisions of this agreement shall not apply to the employer's chief engineer, mechanical engineer, engineer in charge of power house or to any shift engineer employed for a temporary or probationary period not exceeding one month in each case.

2. No person shall be employed as a shift engineer under this agreement unless he has served an apprenticeship of not less than five years as a mechanical fitter and holds the necessary certificate and qualifications required by the Boilers, Lifts and Cranes Act 1950.

#### DUTIES

3. (a) The duties of shift engineers shall be to operate and supervise the employer's power plant No. 2 machine lineshaft turbine and condensate pump, water services, (including up river pump station, effluent station, and condensor station) air services and pass-out steam and to carry out any necessary repairs, maintenance and overhauls in connection therewith and to install machinery of any class used in such power plant. Each shift engineer shall also be responsible for the maintenance of such portions of the power plant equipment as may be allocated to his particular care.

(b) Between the hours of 5 p.m. and 8 a.m. the shift engineer if requested shall effect such repairs as may be reasonably necessary for the safety or running of the machinery in the employer's board mill, but not so as to interfere with the shift engineer's watch-keeping duties.

(c) When the mill is shut down otherwise than for normal overhauls it shall be the duty of the shift engineers if required to supervise the erection, installation, modification, maintenance, repair or overhaul of mechanical equipment in any part of the mill.

#### HOURS OF WORK

4. (a) Shift engineers employed under this agreement shall work an average of 42 hours a week calculated over each 8 weekly period of employment.

(b) The average of 42 hours' work a week shall be achieved by working on 42 days during each 8 weekly period and having 14 days off.

(c) The work shall be done in shifts of eight hours between midnight Sunday and midnight the following Sunday according to the roster which is provided for in subclause 5 (b) hereof.

(d) A shift engineer may be required to work in excess of a shift of eight hours on any day and in the event of a break-down may be recalled to work to effect repairs or meet the emergency.

### SHIFTS

5. (a) There shall be three shifts, viz. 12 midnight to 8 a.m., 8 a.m. to 4 p.m. and 4 p.m. to midnight.

(b) Shifts shall rotate in accordance with the under mentioned roster:

		12-8	8-4	4-12			12-8	8-4	4-12
1st week	Mon.	A	B	C	5th week	Mon.	A	C	D
	Tues.	A	B	C		Tues.	A	C	D
	Wed.	A	B	D		Wed.	B	C	D
	Thur.	A	B	D		Thur.	B	C	D
	Fri.	A	C	D		Fri.	B	C	A
	Sat.	A	C	D		Sat.	B	C	A
	Sun.	B	C	D		Sun.	B	D	A
2nd week	Mon.	B	C	D	6th week	Mon.	B	D	A
	Tues.	B	C	A		Tues.	C	D	A
	Wed.	B	C	A		Wed.	C	D	A
	Thur.	B	D	A		Thur.	C	D	B
	Fri.	B	D	A		Fri.	C	D	B
	Sat.	C	D	A		Sat.	C	A	B
	Sun.	C	D	A		Sun.	C	A	B
3rd week	Mon.	C	D	B	7th week	Mon.	D	A	B
	Tues.	C	D	B		Tues.	D	A	B
	Wed.	C	A	B		Wed.	D	A	C
	Thur.	C	A	B		Thur.	D	A	C
	Fri.	D	A	B		Fri.	D	B	C
	Sat.	D	A	B		Sat.	D	B	C
	Sun.	D	A	C		Sun.	A	B	C
4th week	Mon.	D	A	C	8th week	Mon.	A	B	C
	Tues.	D	B	C		Tues.	A	B	D
	Wed.	D	B	C		Wed.	A	B	D
	Thur.	A	B	C		Thur.	A	C	D
	Fri.	A	B	C		Fri.	A	C	D
	Sat.	A	B	D		Sat.	B	C	D
	Sun.	A	B	D		Sun.	B	C	D

NOTE— The roster sequence completes at the end of each twenty-four weeks.

### SALARY

6. (a) Each shift engineer shall be paid a salary at the following rates —

from 1st July 1971 to 30th September 1971 .. \$5,820 per annum

from 1st October 1971 .. .. \$5,904 per annum

which shall be deemed to include full payment for overtime and for work done on Saturdays, Sundays and statutory holidays provided however that any shift engineer in

his first year at the employer's plant shall be paid at the following rates in the first year

from 1st July 1971 to 30th September 1971	\$5,700 per annum
from 1st October 1971 .. .. .	\$5,784 per annum

(b) The rates of remuneration prescribed in this agreement include the effect of the Cost of Living Order dated 8th July 1971 issued pursuant to the provisions of the Stabilisation of Remuneration Act 1971.

### ANNUAL HOLIDAYS

7. Shift engineers covered by this agreement shall observe and be entitled to the provision of sub-clauses (d), (e), (f), (g) and (i) of clause 14 of the N.Z. Forest Products Limited, Fibre Products New Zealand Limited and Whakatane Board Mills Limited Pulp and Paper Workers Industrial Agreement in so far as the said provisions relate to the working of statutory holidays and the period of holiday entitlement.

### CLOTHING

8. (a) Every shift engineer covered by this agreement shall be supplied, on request, with two suits of overalls to be replaced when worn out, and one pair of leather steel-capped working boots or shoes to be replaced when worn out with a maximum issue of two pairs per annum.

(b) Each worker who is issued with a personal issue of overalls by the employer shall be entitled to have one pair laundered by the employer each week provided that the employer may at his option elect to issue in lieu of a personal issue one pair of clean overalls each week on a loan basis upon the return of a soiled pair and in which event the employer may require the worker to return any personal overall issue previously made. This entitlement shall become effective as soon as practicable after the coming into force of this agreement.

### ACCOMMODATION

9. The employer shall provide suitable accommodation for the shift engineers including all conveniences and a room to enable them to partake of their meals in reasonable comfort also suitable lockers in which clothes may be hung.

### TERMINATION OF EMPLOYMENT

10. The employer may summarily dismiss a shift engineer for misconduct but otherwise the employment of a shift engineer shall be terminable by one calendar month's written notice on either side. The termination of any shift engineer's employment shall not prejudice the validity of this agreement in respect of any other shift engineers employed under it.

11. In the event of a dispute arising upon any matter whether referred to in this agreement or not affecting a shift engineer covered by this agreement, the point of dispute shall be referred to two representatives of the employer and two representatives of the institute for settlement. Should these fail to agree the matter shall be referred to the arbitration of an umpire to be mutually agreed upon by the said representatives and failing agreement to be nominated by the Conciliation Commissioner at Auckland. The decision of the disputes committee or umpire as the case may be shall be final and conclusive.

### PREFERENCE

12. If the employer shall hereafter engage an engineer coming within the scope of this agreement who shall not be a member of the institute within seven days after his engagement, and remain such a member, the employer shall dismiss such worker from his service if requested so to do by the institute, provided there is then a member of the institute equally qualified to perform the particular work required to be done and ready and willing to undertake the same.

### CARRYING OUT OF AGREEMENT

13. This agreement shall be honourably carried out in its entirety by both parties notwithstanding any difference which may arise on matters not already provided for in this agreement and no dispute shall be allowed to cause any cessation in the relationship of employer and employee contemplated by this agreement.

14. This agreement in so far as the provisions relating to the rates of remuneration are concerned shall come in to force on the 1st day of July 1971, and so far as all other provisions are concerned it shall come in to force on the day of the date hereof and shall continue in force until the 11th day of November 1972.

Signed on behalf of Whakatane Board Mills Limited:

T. N. Hetherington, Personnel Manager.  
D. Kiely, Witness.

Occupation: Personnel Administration Officer.  
Address: 448 Massey Road, Mangere East.

Signed on behalf of the New Zealand Institute of Marine and power engineers Inc., Auckland Branch:

J. O'Reilly, President.  
C. S. Harnett, Secretary.  
C. M. Sweetman, Witness.

Occupation: Typist.  
Address: 20 Velma Road, Auckland.

(This agreement, made under the Labour Disputes Investigation Act 1913, was filed with the Clerk of Awards at Auckland pursuant to section 8 (1) of the said Act, on the 24th day of January 1972.)