

Please post in a Conspicuous Place accessible to Workers

**Associated British Cables Ltd., and
Austral Standard Cables Pty. Ltd.
Collective Agreement (Voluntary)**

Dated 19/12/74

NOTE: See clause 6 herein for the date on which rates of wages come into force.

Form 6

UNDER THE INDUSTRIAL RELATIONS ACT 1973

REGISTERED COLLECTIVE AGREEMENT

In the matter of the Industrial Relations Act 1973; and in the matter of the Associated British Cables Pty. Ltd., Dispute of Interest, between the New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers, and Associated British Cables Limited, and Austral Standard Cables Pty. Ltd.

The Industrial Commission, having before it the terms of a voluntary settlement arrived at in the above-mentioned dispute of interest and submitted or notified to the Commission pursuant to the provisions of section 65 of the Industrial Relations Act 1973, hereby registers as a collective agreement the terms, conditions, and provisions set out in the schedule hereto and orders:

1. That the said terms, conditions, and provisions shall be binding on the parties hereto; and

2. That the said parties shall respectively do, observe, and perform every matter and thing by this collective agreement required to be done, observed, and performed, and shall not do anything in contravention of this collective agreement but shall in all respects abide by and perform it.

In witness of the registration of this collective agreement the seal of the Industrial Commission has hereto been affixed and the President of the Commission has hereunto set his hand, this 19th day of December 1974.

(L.S.)

G. O. Whatnall, President.

Section 65 and 66

Reg. 9(4)

UNDER THE INDUSTRIAL RELATIONS ACT 1973

SUBMISSION OF VOLUNTARY SETTLEMENT FOR
REGISTRATION

In the matter of the Industrial Relations Act 1973; and in the matter of the Associated British Cables Ltd., and Austral Standard Cables Pty. Ltd., Employees Dispute of Interest, between the New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers, and Associated British Cables Ltd., and Austral Standard Cables Pty. Ltd.

To the Registrar of the Industrial Commission

We hereby submit to you a signed copy of the terms of voluntary settlement of the above-mentioned dispute of interest arrived at by the parties pursuant to section 65 of the Industrial Relations Act 1973, for registration by the Industrial Commission as a collective agreement.

Dated at Christchurch this 27th day of September 1974.

Signature of Parties:

L. Fortune, Authorised Agent for the Union.

C. M. Wishart, Authorised Agent for the Employers.

TERMS OF VOLUNTARY SETTLEMENT

ASSOCIATED BRITISH CABLES LIMITED, AUSTRAL STANDARD CABLES
PTY. LIMITED, CHRISTCHURCH, EMPLOYEES VOLUNTARY COLLEC-
TIVE AGREEMENT

SCHEDULE

INDUSTRY TO WHICH AGREEMENT APPLIES

1. The industry to which this agreement applies is the manufacture of telecommunications and electrical power cables and wires.

TERMS AND CONDITIONS

2. The terms and conditions of the New Zealand Metal Trades Employees' Collective Agreement in force from time to time shall apply with the following modifications:

- (i) Classifications and wages shall be in accordance with clauses 3 and 4 of this agreement.
- (ii) The periods shown in clause 4 of this agreement shall not be exceeded, but any operator may be up-graded to the full rate for the operation he is performing within those periods.
- (iii) Satisfactory provisions shall be made for overalls or an overall allowance to operators requiring protective clothing.
- (iv) The ten-minutes rest period stipulated in Clause 5 of the New Zealand Metal Trades Employees Collective Agreement shall be taken at the machine without stoppage of the machines, where necessary.

CLASSIFICATIONS – MALES AND FEMALES

3. Grade 4 –

- Operating heavy wire-drawing machine, including rod handling, pickling, and attending acid-recovery plant;
- Operating one medium and one fine wire-drawing machine simultaneously;
- Operating electric annealing furnace and its ancillary atmospheric plant;
- Operating plastic extruding machine;
- Operating telephone cable laying machine;
- Operating lead extrusion press;
- Operating composite armouring machine;
- Operators engaged on final testing of telephone cable.

Grade 3 –

- Operating medium tinning machine;
- Operating two medium or small stranding machines simultaneously;
- Operating one heavy stranding machine (14 x 15 in. bobbin machine only);
- Operating a group of laying up machines including twinners and paper insulating machinery;
- Operating paper slitting machine;
- Operating stripping machine;
- Operators engaged on process and preliminary testing of telephone cables;
- Operators engaged in assembly of telephone cords.

Grade 2 –

- Operating one medium wire-drawing machine;
- Operating one fine wire-drawing machine;
- Winding heavy-wire;
- Finished coil-winding;
- Assistant on telephone cable laying up machine;
- Assistant on lead extrusion press;
- Assistant on composite armouring machine;
- Operation of any of the following machines: Fine tinner, bunching, group of braiders, textile lapping, cotton winding, fine wire winding, finished coiling, die polishing.

Grade 1 –

- Workers not elsewhere specified, including labourers and yardmen.

WAGES – MALE WORKERS

4. (a)

Grade –	On Starting Per Hour Cents	After one month Per Hour Cents	After six months Per Hour Cents	After twelve months Per Hour Cents
4	154.7	163.9	171.3	176.0
3	154.7	163.9	171.3	171.3
2	154.7	154.7	163.9	163.9
1	154.7	154.7	163.9	163.9

(b) Adult Female Workers – From 1 July 1974 female rates are to be based on 84% of the appropriate male rates and thereafter in accordance with the Equal Pay Act 1972.

(c) Service Allowance – In addition to the wages detailed in subclause (a) and (b) of this clause, a 5 cent per hour service allowance shall be paid on completion of one full year of continuous service with each individual employer.

PREMIUM BONUS SCHEME

5. Work carried out by the two companies parties to this agreement shall be subject to a premium bonus scheme. The bonus scheme shall secure to a worker a minimum of 19.5 cents per hour more than the minimum rates of wages specified in Clause 4. This amount (19.5 cents) will be compounded in overtime rates.

TERM OF AWARD

6. This agreement, in so far as the provisions relating to rates of wages to be paid in Clause 4 are concerned, shall be deemed to come into force on the first day of the pay week in each establishment commencing on or after 1 July 1974, and so far as all other provisions of the agreement are concerned, it shall come into force on the date of registration by the Industrial Commission, and the agreement shall continue in force until the 30th day of June 1975.

Associated British Cables Ltd.:

J. D. Bull, Authorised Agent.

Austral Standard Cables Pty. Ltd.:

K. I. Kirkpatrick, Authorised Agent.

New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades, Industrial Union of Workers:

L. Fortune, District Secretary.