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**Waikato Sand Recovery Workers —
Collective Agreement (Voluntary)**

Dated 3/4/75

NOTE: See clause 5 herein for the date on which rates of wages come into force

LS36, Form 6

Form 6

Section 65

Regulation 10

UNDER THE INDUSTRIAL RELATIONS ACT 1973

In the matter of the Waikato Sand Recovery Workers Composite Agreement between Northern and Taranaki Labourers, General Workers and Related Trades Industrial Union of Workers, and the New Zealand Engine Drivers, Firemen, Greasers and Assistants Industrial Union of Workers, applicants, and Roose Industries and others, respondents.

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 66 of the Industrial Relations Act 1973, hereby registers as a collective agreement the terms, conditions, and provisions set out in the form of submission or notification attached 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 3rd day of April 1975.

(L.S.)

G.O. Whatnall, President

Form 5

Section 65

Regulation 9 (4)

Under the Industrial Relations Act 1973

In the matter of the Waikato Sand Recovery Workers Composite Agreement between Northern and Taranaki Labourers, General Workers and Related Trades Industrial Union of Workers, and the New Zealand Engine Drivers, Firemen, Greasers and Assistants Industrial Union of Workers, applicants, and Roose Industries and others, respondents.

SUBMISSION OF VOLUNTARY SETTLEMENT FOR REGISTRATION

To the Registrar
Industrial Commission

We hereby submit to you a signed copy of the terms of voluntary settlement of the abovementioned dispute of interest arrived at by the parties pursuant to Section 66 of the Industrial Relations Act 1973, for registration by the Industrial Commission as a Collective Agreement.

Dated at Auckland this 8th day of January 1975.

Signed on behalf of the applicants:

L. Smith, Authorised Agent.

Signed on behalf of the Respondents:

P. Tremmer, Authorised Agent.

WAIKATO SAND RECOVERY WORKERS' COMPOSITE AGREEMENT

This Composite Agreement made in pursuance of the Industrial Relations Act 1973, and its amendments, this 8th day of January 1974, between the Northern & Taranaki Labourers, General Workers & Related Trades' Industrial Union of Workers, & The New Zealand Engine-Drivers, Firemen, Greasers, and Assistants' Industrial Union of Workers (Auckland Branch), (hereinafter referred to as 'the Union') of the one part, and Roose Industries Ltd, Tuakau Sands Ltd, and Winstone Ltd, (hereinafter referred to as 'the employer') of the other part, whereby it is mutually agreed by and between the parties hereto as follows:

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

2. That the said parties hereto shall respectively do, observe and perform every matter and thing by this agreement and by the said terms, conditions, stipulations and provisions respectively required to be done, observed and performed and shall not do anything in contravention of this agreement or of the said terms, conditions, stipulations and provisions, but shall in all respects abide by and perform the same.

SCHEDULE

PERSONS TO WHOM AGREEMENT APPLIES

1. This agreement made under the Industrial Relations Act 1973, shall apply to Labourers and/or Deck Hands, Loader Drivers, Plant Operators, Crane Drivers, Dredge Operators, Ticketed Launchmen and Working Foremen, employed on sand recovery on the Waikato River by the employers, and is to be read in conjunction with the Awards and agreements governing the workers' employment.

WAGES

2. The basic rates of pay for workers covered by this Agreement shall be:

	Cents per Hour	After 12 months' continuous service with employer Cents per Hour
Labourer and/or Deck-hand	173.1	178.1
Loader Driver	186.6	191.6
Plant Operator/Processor	186.6	191.6
Crane Operator	190.9	195.9
Dredge Operator	195.3	200.3
Launch Operator	202.9	207.9
Working Foreman	206.1	211.1

Provided that any worker who has accrued continuous service of 12 months or more with the one employer at the date of commencement of this agreement shall be entitled to the higher rate of pay for his classification. The 'after 12 months' service rate is in lieu of service allowance specified in the Award.

CONDITIONS

3. (a) No worker covered by this agreement shall continue working during a meal break unless directed to by the employer.

(b) Meal breaks of not less than 30 minutes shall be observed at not greater than five hourly intervals, at times to be specified by the employer.

(c) The 'wet place' and 'over 10 h.p.' rates specified in the New Zealand Builders and General Labourers' Award, shall be paid in accordance with that Award.

(d) Wet Places – Each employer shall specify the jobs automatically accruing a wet place penal rate as provided in the New Zealand Builders and General Labourers' Award.

(e) Work shall continue in the rain where necessary, because of the nature of the operation.

(f) Transfer of Workers – Where a worker is required by the employer to under-take duties for which a higher rate of pay is specified in this agreement, the worker, if he is employed by the hour, shall be paid at the higher rate of pay for the time occupied in those duties and if he is a weekly worker he shall be paid for the week at the higher rate of pay.

(g) Underwater Recovery – Special arrangements shall be made for any worker engaged in underwater recovery, between the worker concerned and the employer.

(h) Workers engaged in greasing operations shall on request be supplied with overalls and shall receive a dirt money payment of 6.8 cents per hour while so employed.

SCOPE OF AGREEMENT

4. The operation of this agreement is limited to all sand recovery work performed by the employers on the Waikato River between Hamilton and the Elbow.

TERM OF AGREEMENT

5. This agreement shall come into force on the 15th October 1974, and shall continue in force until the 14 October, 1975.

Signed for and on behalf of Northern and Taranaki Labourers, General Workers and Related Trades' Industrial Union of Workers:

L. Smith.

Witness – D. Milner.

Signed for and on behalf of New Zealand Engine-Drivers, Firemen, Greasers and Assistants' Industrial Union of Workers (Auckland Branch):

J. Willis.

Witness – R. Stormont.

Signed for and on behalf of Roose Industries Ltd:

R. Russell.

Witness – R. Russell

Signed for and on behalf of Winstone Ltd.

B. A. Hardy

Witness D. H. Blair.

Signed for and on behalf of Tuakau Sands Ltd:

L. Leonard.

Witness – T. Leonard.

MEMORANDUM

The terms of voluntary settlement were accompanied by an application pursuant to Regulation 7 of the Wage Adjustment Regulations 1974. In registering the settlement the Commission sustains the application under Regulation 7.

The rates of remuneration prescribed by this collective agreement are to be increased by the application of the 4 per cent cost of living order that was effective from 15 January 1975 pursuant to the Wage Adjustment Regulations. This increase is excluded from such portion of the weekly remuneration of the workers affected as exceeds \$75.

(L.S.)

G. O. Whatnall, President.

NAMES OF REPRESENTATIVES AND WITNESSES

Labourers Union:

L. Smith.
D. Milner.

Engine-Drivers Union:

J. Willis.
R. Stormont

Roose Industries Ltd:

R. Russell.
J. Russell.

Winstone Ltd:

Winstone Ltd:

B. A. Hardy.
D. H. Blair.

Tuakau Sands:

317, L. Leonard.
T. Leonard.L. Leonard.
T. Leonard.