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**New Zealand Aerospace Limited,
Hamilton—Collective Agreement
(Voluntary)**

Dated 14/11/75

NOTE: See clause 11 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 New Zealand Aerospace Limited, Hamilton, Dispute of Interest between New Zealand Aerospace Limited and the New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers.

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 14th day of November 1975.

(L.S.)

G. O. Whatnall, President.

Form 5

Sections 65 and 66

Regulation 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 New Zealand Aerospace Industries Limited, Hamilton, dispute of interest between New Zealand Aerospace Industries Limited and the New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers.

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 Hamilton this 19th day of September 1975.

Signed for and on behalf of New Zealand Aerospace Industries Limited:

J. Lynch, Company Secretary.

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

J. J. Crummey, Auckland District Secretary.

NEW ZEALAND AEROSPACE INDUSTRIES EMPLOYEES AGREEMENT

PARTIES

1. This Agreement shall apply to New Zealand Aerospace Industries Limited (hereinafter referred to as the "employer") and to its workers, members of the New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers.

SCOPE OF AGREEMENT

2. This Agreement shall apply to workers employed in or in connection with the construction, maintenance, repair or dispatch of aircraft.

STATUS OF AGREEMENT

3. Matters not provided for in this Agreement shall be those provisions prevailing in the New Zealand Aircraft Workers Award dated 15 October 1973 as updated from time to time by the Economic Stabilisation Regulations 1973 and the Wage Adjustment Regulations 1974.

DEFINITIONS

4. (a) "Licensed aircraft maintenance engineer" means a worker holding an aircraft maintenance engineer's licence and operating this licence.

(b) "Aircraft engineer Group II" is defined as for aircraft engineer Group I excepting that in lieu of a trade certificate in aircraft engineering he is required to hold an advanced trade certificate in aircraft engineering or is the holder of an aircraft maintenance engineer's licence of a points value of 70 or more and is not required by the employer to operate this licence or has a New Zealand Certificate in an applicable category, and experience in the aircraft industry.

(c) "Aircraft engineer Group I" means a worker who has concluded an apprenticeship within the aircraft industry and holds a trade certificate or equivalent external examination or company examination in aircraft engineering or is the holder of an aircraft maintenance engineer's licence of points value of less than 70 and is not required by the employer to operate this licence, and who has two years or more post-apprenticeship experience in the aircraft industry, or who has served an apprenticeship in an allied trade, has fulfilled the requirements to become an aircraft tradesman as listed below and who has further obtained an aircraft trade certificate.

(d) "Aircraft tradesman" means a worker who has concluded an aircraft shop apprenticeship or a worker who has concluded an allied trade apprenticeship and who in the opinion of his employer has the equivalent training and skill of an aircraft tradesman, and 18 months service in the section of the industry applicable to the employer concerned.

(e) "Allied tradesman" means a worker who has completed an apprenticeship in an allied trade or a worker who has served five years as a tradesman engaged on aircraft maintenance.

(f) "Tradesman" means a worker who by employing previous trade experience or with company training is performing such work as heat treatment of metals, metal polishing, lapping, viewing, fabric work or upholstery, plating shop duties, painting or spray painting, plant welding, aircraft maintenance, and general maintenance or repetitive jobs not being manufacturing or not requiring the skill or responsibility of an aircraft tradesman. Truck drivers of vehicles four tons and over and the drivers of refuelling vehicles with a combined weight of load and vehicle of 20 tons or over shall be deemed to be tradesmen.

(g) "Assembler" means a worker other than a tradesman performing assembling operations on aircraft and aircraft components who has undergone company training and who is designated as such by the employer provided that the worker

will be entitled to upgrading to "Tradesman" after the completion of twelve months as an assembler and during which time will have undergone further company training and examinations to the company's satisfaction.

(h) "Manufacture and/or manufacturing" means the making and assembling in quantities of interchangeable or standardised parts used in or in connection with aircraft and machinery and mechanical apparatus and of electrical machinery and apparatus and other articles of ferrous and non-ferrous metals.

(i) "Process worker" means a worker engaged:

- (i) On repetition work on any automatic, semi-automatic or single-purpose machine, or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connection with which he is not responsible for the setting up of the machine nor with the dimensions of the products other than by checking with gauges, which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or
- (ii) In connection with the assembling of parts of mechanical appliances or part-metallic articles so made in which no fitting or adjustment requiring skill is required; or
- (iii) In specialised processes not requiring the use of hand tools (except hand-operated pneumatic tools, files, or metal-cutting hand equipment); or
- (iv) In specialised processes using electric spot, butt, or similar welding machines.

(j) "Senior aircraft hand" means a worker performing semi-skilled work such as cleaning air-frames, aircraft engines and parts thereof, aircraft launchmen, traverser deck operator, truck drivers of vehicles under four tons, and includes drivers of refuelling vehicles except as provided in subclause (f) of this clause and refuellers of aircraft, and an aircraft hand with three continuous years practical experience with the same employer on aircraft loading duties.

(k) "Aircraft hand" means loaders, porters, and general hands not specified in the foregoing definitions and not otherwise provided for in this agreement.

(l) "Watchman" – the duties of a watchman shall be the guarding of the property of the employer and such other property as may be in the custody of the employer, and shall include buildings, aircraft and equipment, etc., and telephone duties when the telephone operator is off duty; (telephone work is to consist of the receiving and actioning of all messages received for all divisions in accordance with the instructions issued by the heads of divisions and/or their deputies); and receiving and caring for mail and freight when a traffic officer is not on duty. The watchman shall have no cleaning work to perform except that he shall keep his own room in clean and tidy condition.

In the case of a watchman agreeing with the employer to perform cleaning work during watching hours, he shall be paid not less than a senior aircraft hand's rate.

(m) "Senior storeman" means a storeman who is specially directed by his employer to take charge of a store or subsidiary store and any workers therein.

(n) "Aircraft storeman" means a storeman who has served three and a half years at stores work in a related industry, or five years in other stores work and has had 18 months experience at aircraft stores work, but nothing herein shall entitle a storeman to promotion to an "aircraft storeman" unless he has had a total of five years store experience.

(o) "Storeman" means an adult worker engaged as a storeman and who is employed in stores work.

WAGES

5. The following shall be the rates of wages for workers employed under this Agreement:

	Per Week \$
Licensed aircraft maintenance engineer (plus appropriate award licence allowance)	102.81
Aircraft engineer Group II	106.20
Aircraft engineer Group I	102.81
Aircraft tradesman	98.75
Allied tradesman (who has completed an apprenticeship to a branch of the trade covered by this Agreement and who is employed at the trade in which the apprenticeship is served)	96.04
Allied tradesman (without an apprenticeship qualification)	93.96
Tradesman	88.27
Assembler	84.24
Process worker – 1st six months	76.43
Thereafter	79.91
Senior aircraft hand	77.86
Aircraft hand or watchman	74.33
Senior storeman	88.27
Aircraft storeman	80.29
Storeman	76.43

TRADE CERTIFICATE

6. In addition to the weekly wage prescribed for an aircraft tradesman or allied tradesman above an employee who holds a trade certificate in automotive engineering, fitting, turning, sheet-metal working, electrical or machining, shall receive an additional remuneration of \$2.96 per week provided that this additional rate shall not be payable unless the worker is employed in the trade specified in the said certificate.

EQUAL PAY

7. As from 1st October 1975 female workers shall be paid 95 percent of the appropriate wage rate in clause 5 of this Agreement according to the class of work required to be performed.

SERVICE ALLOWANCE

8. Except as hereinafter provided, a service allowance on the following lines shall be paid:

- (i) For continuous service with the same employer exceeding one year – \$2.28 per week.
- (ii) The allowance shall not count in the calculation of overtime rates.
- (iii) The employer shall be entitled to make a rateable deduction from the allowance for time lost by a worker through sickness, accident, or the worker's own default.
- (iv) This provision shall not apply to boys, youths or junior females, provided that time served continuously with the same employer shall be counted for the foregoing payment on qualifying for adult rates of wages.

TRAVEL ALLOWANCE

9. A travelling allowance of \$1 per day shall be paid to all workers who attend work in recognition of the locality of the plant, the absence of public transport and the fact that such a payment has historically been paid.

SAVINGS

10. Workers who, on the coming into force of this Agreement, are receiving wages at a higher rate than is prescribed herein for the work on which they are engaged shall not have their wages reduced because of anything contained in this Agreement.

TERM

11. This Agreement shall be deemed to have come into force on the 31st day of July 1975 and shall continue in force until the 30th day of July 1976.

Signed for and on behalf of New Zealand Aerospace Industries Limited:

J. Linch, Company Secretary.

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

J. J. Crummey, Auckland District Secretary.

MEMORANDUM

Along with the submission of the voluntary settlement for registration was an application pursuant to Regulation 7 of the Wage Adjustment Regulations 1974. The application has been sustained.

(L.S.)

G. O. Whatnall, President.