

Please post in a Conspicuous Place accessible to Workers

**Tascor N.Z. Ltd., Kawerau
Workers—Collective Agreement
(Voluntary)**

Dated 24/2/75

NOTE: See clause 34 herein for the date on which rates of wages come into force

Under the Industrial Relations Act 1973

REGISTERED COLLECTIVE AGREEMENT

In the matter of the Industrial Relations Act 1973 and in the matter of the Tascor N.Z. Ltd., Kawerau Workers Dispute of Interest 1974 between the Printing and Related Trade Industrial Union and Tascor N.Z. 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 provision 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 24th day of February 1975.

(L.S.)

G. O. Whatnall, President.

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 Tascor N.Z. Ltd., Kawerau Workers Dispute of Interest 1974 between the Printing and Related Trade Industrial Union and Tascor N.Z. 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 Auckland this 25th day of November 1974.

For and on behalf of Tascor N.Z. Ltd.:

D. R. Pickering, Manager.

For and on behalf of the Printing and Related Trades Union:

C. Bethel, Secretary.

COLLECTIVE AGREEMENT BETWEEN THE PRINTING AND RELATED TRADES INDUSTRIAL UNION AND TASCOR N.Z. LTD. KAWERAU

SCHEDULE

INDUSTRY TO WHICH THIS COLLECTIVE AGREEMENT APPLIES

1. This agreement shall apply to all those persons employed at Tascor N.Z. Ltd. Kawerau who are engaged in the servicing and manufacturing of paper products, wooden products and adhesive normally required for the Pulp and Paper Industry.

HOURS OF WORK

2. As set out in the Packaging and Associated Printing Agreement Clause 2.

SHIFTS

3. As set out in the Packaging and Associated Printing Agreement Clause 3.

SHIFT ALLOWANCE

4. As set out in the Packaging and Associated Printing Agreement Clause 4.

PIECEWORK

5. As set out in the Packaging and Associated Printing Agreement Clause 5.

CLASSIFICATION OF WAGES

6. (i)	Spiral Tube Operator	115	}	Group 1	85.44	2.136
	Slitting Machine Operator	115				
	Wood Core Plug Operator	115				
	Digester	115				
	Cut Off Operator	110	}	Group 2	81.68	2.042
	Crimper Operator	105				
	Notcher Operator	105				
	Metal Tip Press	105				
	Spiral Machine Assistant	105				
	Slitting Machine Assistant	105				
	General Hands	100				
					74.24	1.856

SET MANUALLY

(ii) Service Allowance:

(a) For service exceeding 1 year 2c per hour.

(b) For service exceeding two years 2c per hour. Making a total of 4c per hour.

(c) For service exceeding three years 1c per hour. Making a total of 5c per hour.

(d) For service exceeding four years 1c per hour. Making a total of 6c per hour.

(e) For service exceeding five years 1c per hour. Making a total of 7c per hour.

(f) For service exceeding six years 1c per hour. Making a total of 8c per hour.

(g) For service exceeding seven years 5c per hour. Making a total of 8.5c per hour.

(h) For service exceeding eight years 5c per hour. Making a total of 9c per hour.

(i) For service exceeding nine years 5c per hour. Making a total of 9.5c per hour.

(j) For service exceeding ten years 5c per hour. Making a total of 10c per hour.

(iii) A worker (excepting those employed in the re-processing department), trained to operate more than one machine in Group 1, shall be paid a performance rate of 2 percent more than his highest classified rate, thereafter a performance rate of 2 percent more for each new skill or machine learnt.

A worker employed in the re-processing department who is capable of performing all duties in that area, i.e., can operate Cut off saw, Crimper, Notcher and Metal Tip Press, shall be paid a performance rate of 2 percent of the general hand rate, added to his highest classified rate.

(iv) A worker who is a charge hand and directs or, is responsible for the work of other employees, shall be paid 5 percent extra of the General Hands basic rate added to his ordinary rate.

A worker who is a Leading Hand with overall basic responsibilities shall have 10 percent of the General Hands basic rate added to his ordinary rate.

(v) Definitions:

“Spiral Tube Operator”, means a machinist who is substantially employed and is responsible for setting up and operating the machine and in addition, is capable of performing all those tasks described under Spiral Machine Assistant.

“Slitting Machine Operator”, means a machinist who is substantially employed to set up and operate a machine engaged in slitting and rewinding reel to reel and is capable of performing all those tasks described under “Slitting Machine Assistant”.

“Wood Core Plug Operator”, means a machinist who is substantially employed and is responsible for setting up and operating the machine within specified quality tolerances.

“Digester Operator”, means a machinist who is substantially employed and is responsible for the operation of a boiler, digester and all ancillary equipment to produce Sodium Silicate to the required specifications.

“Cut Off Operator”, means a machinist substantially employed to trim cores to a length and is capable of setting up and operating within the specified tolerances.

“Crimper Operator”, means a person who is substantially employed crimping cores, but is not required to set up the machine.

“Notcher Operator”, means a person who is substantially employed notching cores, but is not required to set up the machine.

“Metal Tip Press”, means a person who is substantially employed pressing metal tips, and is capable of adjusting the machine.

“Spiral Machine Assistant”, means a person who is substantially employed assisting the Spiral Tube Operator and who is capable of splicing reels and unloading finished cores from the saw into pallets, when directed by the Spiral Operator.

“Slitting Machine Assistant”, means a person who is substantially employed assisting the Slitter Operator, and is capable of loading and unloading reels, when directed by the Slitting Operator.

“General Hand”, means a person who is generally employed to assist in any operation, such as house cleaning, or is being trained to become an assistant to a machinist.

“Charge Hand”, means a person who is given the responsibility to look after part of the total work force for a period not less than one month.

“Leading Hand”, means a person who is given the responsibility to take complete charge at any time.

MANNING OF MACHINE

7. As set out in the Packaging and Associated Printing Agreement Clause 8.

CALL MONEY

8. Any worker who, after having completed his day's work and left the place of employment is called back to work shall be paid an attendance allowance of \$1.36 with a minimum of three (3) hours at the appropriate rate. When an interval between finishing ordinary hours and starting overtime on that day exceeds three (3) hours, the overtime shall be paid for at double rates for the first eight (8) hours at treble rates thereafter.

TRANSPORT

9. A travelling allowance of 57c per calendar day worked to cover costs to get to and from work where no public transport is provided.

OVERTIME

10. As set out in the Packaging and Associated Printing Agreement Clause 11.

STATUTORY HOLIDAYS

11. As set out in the Packaging and Associated Printing Agreement Clause 12 and add the following Clause.

A worker employed on a Statutory Holiday, shall be guaranteed a minimum of eight (8) hours work and receive in addition to the appropriate penalty payment of double time, additional to ordinary rates, a day in lieu to be taken in conjunction with the annual holiday, or at a time to be mutually agreed between the employer and employee.

In the event of the worker not completing eight (8) hours work, when requested, he shall not qualify for the additional day, but receive the appropriate penalty payment for the hours worked. Should the employer not provide a minimum of eight (8) hours work the worker shall receive the appropriate penalty for eight (8) hours and a day in lieu.

ANNUAL HOLIDAYS

12. As set out in the Packaging and Associated Printing Agreement Clause 13.

SPECIAL HOLIDAYS FOR LONG SERVICE

13. As set out in the Packaging and Associated Printing Agreement Clause 14.

CONTINUITY OF SERVICE

14. As set out in the Packaging and Associated Printing Agreement Clause 15.

PAYMENT OF WAGES

15. As set out in the Packaging and Associated Printing Agreement Clause 16.

CASUAL WORKERS

16. As set out in the Packaging and Associated Printing Agreement Clause 17.

PART TIME WORKERS

17. As set out in the Packaging and Associated Printing Agreement Clause 18.

PROTECTIVE CLOTHING

18. As set out in the Packaging and Associated Printing Agreement Clause 19.

SPECIAL PAYMENTS

19. (a) Workers engaged in cleaning work inside a digester, shall be paid in addition to the rates of wages which he is entitled for the time at which the work is performed a special rate computed at half time ordinary rate for the time he is employed.

(b) A process allowance of 24.6c per hour is to be paid for every hour worked. This allowance does not qualify for penalty rates. It is not paid during sickness or statutory holidays, but qualifies to determine the minimum wage rate for annual holidays.

MEAL ALLOWANCE

20. As set out in the Packaging and Associated Printing Agreement Clause 21.

REFRESHMENTS

21. As set out in the Packaging and Associated Printing Agreement Clause 22.

GENERAL CONDITIONS

22. As set out in the Packaging and Associated Printing Agreement Clause 23.

GUILLOTINE CUTTING

23. As set out in the Packaging and Associated Printing Agreement Clause 24.

TERMINATION OF EMPLOYMENT

24. As set out in the Packaging and Associated Printing Agreement Clause 25.

SICK PAY

25. After three (3) months continuous service, a worker shall be entitled to, and in each subsequent six months of service, sick pay for up to five days calculated at the rate of his ordinary pay. Sick pay shall accumulate to 50 days by carrying forward from each period of six months to another any unused sick pay.

BEREAVEMENT LEAVE

26. As set out in the Packaging and Associated Printing Agreement Clause 27.

DISPUTES OF RIGHTS

27. As set out in the Packaging and Associated Printing Agreement Clause 28.

SETTLEMENT OF PERSONAL GRIEVANCES

28. As set out in the Packaging and Associated Printing Agreement Clause 29.

RIGHT OF ENTRY

29. As set out in the Packaging and Associated Printing Agreement Clause 30.

UNDER RATE WORKERS

30. As set out in the Packaging and Associated Printing Agreement Clause 31.

UNQUALIFIED PREFERENCE

31. As set out in the Packaging and Associated Printing Agreement Clause 32.

DEDUCTION OF SUBSCRIPTIONS

32. As set out in the Packaging and Associated Printing Agreement Clause 33.

NOTIFICATION

33. As set out in the Packaging and Associated Printing Agreement Clause 34.

TERM OF AGREEMENT

34. This agreement in so far as the provisions relating to the rates of wages to be paid are concerned, shall be deemed to have come into force on the 1st July, 1974 and so far as all other provisions of the agreement are concerned, they shall come into force on the date of its making by the Industrial Commission and shall continue in force until the 31st July, 1975.

MEMORANDUM

The wages quoted in this Agreement are those settled by both the Packaging and Associated Printing Agreement and the Pulp and Paper Workers Agreement and include the General Wage Order of 9 percent.

It is the intention of the parties to align any new wage or condition changes to follow the Pulp and Paper Workers Agreements and date of settlement. Any changes to the Printing and Related Trades Agreement will occur only on the date of the one settlement, referred to in the terms of this Agreement.

For and on behalf of Tascor N.Z. Ltd., Kawerau:

D. R. Pickering.

For and on behalf of the Printing and Related Trades Union:

C. Bethel.

MEMORANDUM

Associated with the submission of this voluntary settlement was an application pursuant to Regulation 7 of the Wage Adjustment Regulations 1974. This application is sustained and the document registered accordingly.

(L.S.)

G. O. Whatnall, President.