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**Wilsons (N.Z.) Portland Cement Limited  
Factory Engineers – Collective  
Agreement (Voluntary)**

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**Dated 3/12/76**

**Note: See clause 4 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 Wilsons (N.Z.) Portland Cement Limited Factory Engineers' Dispute of Interest between the New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers and Wilsons (N.Z.) Portland Cement Limited.

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 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 December 1976.

(L.S.)

G. O. Whatnall, President.

## Form 5

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 Factory Engineers at Portland Cement Works dispute of interest between N.Z. Engineers and Related Trades Union and Wilsons (N.Z.) Portland Cement Limited.

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 24th day of November 1976.

For the New Zealand Engineers and Related Trades Union:

E. W. J. Ball.

For Wilsons (N.Z.) Portland Cement Ltd.:

A. G. Smith.

**WILSONS (N.Z.) PORTLAND CEMENT LIMITED  
FACTORY ENGINEERS' AGREEMENT**

1. Members of the New Zealand Engineering and Related Trades Union, employed by Wilsons (N.Z.) Portland Cement Limited at the Portland Works shall be covered by the New Zealand Factory Engineers Award, provided that, where Industry provisions of the Portland Cement Workers Agreement exceed the provisions of the Factory Engineers Award, or are not provided for therein, the Industry provisions shall apply.

2. The basic hourly rates of pay shall be:

Tradesman Fitter	\$2.686
Fitter	\$2.635
Fitters Mate	\$2.227

3. Overtime Call-out Roster: (a) A call-out roster shall be established to provide for four (4) fitters to be available for any overtime work as and when required by the employer. A minimum of 16 fitters will be required on the roster.

From 4 p.m. Friday to 7.30 a.m. Monday of each week, a further 4 fitters shall be on call out availability additional to the 4 fitters rostered on call out availability for the week.

(b) A call out roster allowance of \$23.00 shall be paid to each fitter for each week he is rostered on call out availability.

During the period rostered on call out availability, when not at work, the rostered fitters are required to be readily available for any overtime work and to remain within reasonable call of telephone

For periods of rostered call out availability less than a full week, the roster allowance shall be apportioned as follows:

Monday, Tuesday, Wednesday and Thursday nights 4 p.m. to 7.30 a.m. the following morning — \$2.87 per night.

For the period 4 p.m. Friday to 7.30 a.m. Monday — \$11.50.

or From 4 p.m. Friday to midnight Saturday — \$5.75.

and From midnight Saturday to 7.30 a.m. Monday — \$5.75.

A fitter rostered on call out availability on a statutory holiday shall be paid an additional allowance of \$2.87 in addition to the daily or weekly roster allowance applicable.

Each Fitter on the weekly call out roster shall be reimbursed 25% of his basic telephone rental for so long as he remains actively participant in the call out roster system.

(c) The roster week will commence at 7.30 a.m. Thursday of each week.

(d) It shall be a condition of employment for fitters engaged after the commencement of this agreement to accept rostered call out duties.

(e) Fitters not rostered on call out availability for the week or week-end shall indicate to their foremen their availability for overtime work and such men who have indicated that they are prepared to accept overtime shall be given preference for any engineering work in overtime hours before outside contractors are engaged.

(f) This call out roster clause may be cancelled on two months' written notice by either party.

4. This agreement as far as rates of remuneration are concerned shall come into force on the 15th day of November 1976, and as far as all other conditions are concerned, from the day of the date hereof; and shall remain in force until 14 November 1977.

(NOTE: The Cost of Living Allowance effective from 25th June 1976 as provided for in Section 3 of the Wage Adjustment Regulations 1974 (Reprint) shall apply additional to the terms of this agreement until such time that it is superseded for cancelled by further amendment to the Wage Adjustment Regulations.)

For the New Zealand Engineering and Related Trades Union:

E. W. J. Ball.

For Wilsons (N.Z.) Portland Cement Limited:

A. G. Smith.

# MEMORANDUM

The parties have submitted for approval, pursuant to Regulation 7 of the Wage Adjustment Regulations 1974 (reprint 1976/198) renewal of an Agreement covering engineering workers at the Portland Works.

The agreement as renewed is based on a two-step adjustment in rates:

Step 1 — of 1% to equate with the Auckland ruling rate;

Step 2 — an increase of 3% to align in this respect with a movement in the New Zealand Metal Trades Award.

Although the "catch-up" produces a rate slightly towards the high end of the Commission's understanding of the Auckland ruling rate, its range of increment is not of such magnitude as to call for a modification of the new wage structure.

Other changes in the agreement as to call-out roster are approved to the extent that this approval is required for the purposes of the Regulations.

In the matter of the term of the agreement, however, the Commission is not satisfied that it should reduce the period of twelve months required by the Regulations, and would use its discretion under Regulation 4A (3) to modify the agreement in respect of clause 4 as follows:

"This agreement as far as rates of remuneration are concerned shall come into force on the 15th day of November 1976, and as far as all other conditions are concerned, from the day of the date hereof; and shall remain in force until 14 November 1977."

(L.S.)

G. O. Whatnall, President.