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**Rangitaiki Plains Dairy Company  
Limited Edgecumbe Electricians  
Collective Agreement (Voluntary)**

Dated 22/12/77

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## 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 Rangitaiki Plains Dairy Company Limited Edgcumbe Electricians Dispute of Interest between the Rangitaiki Plains Dairy Company Limited and the North Island Electrical 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 22nd day of December 1977.

(L.S.)

G. O. Whatnall, President.

Secs 65

Form 5

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 Dairy Company Edgcumbe dispute of interest between the Rangitaiki Plains Dairy Company Limited and the North Island Electrical Trades Union.

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 Commission as a collective agreement.

Dated at Edgcumbe this 4th day of October 1977

For Rangitaiki Plains Dairy Company Limited  
A. R. McKeown

Dated at Auckland this 10th day of October 1977

For North Island Electrical Trades Union  
J. F. Taylor

## SUBMISSION OF VOLUNTARY SETTLEMENT FOR REGISTRATION

Parties – North Island Electrical Trades Union representing Salaried Electricians employed by the Rangitaiki Plains Dairy Company Limited.  
– Rangitaiki Plains Dairy Company Limited as employer.

## BASIS OF AGREEMENT

(a) Annual Salary \$9,213.25

- (i) This covers a roster system for 42 weeks of the year, four weeks Monday to Saturday and the remaining six weeks per annum being worked Monday to Friday. The 42 weeks may be staggered to cope with seasonal differences or winter production requirements and up to 100 hours of overtime.
- (ii) Salary includes payment for any Statutory Holiday worked on normal roster and also includes up to 100 hours overtime and up to 70 call-outs.
- (iii) Salary includes all payments for dirt money, welding, height, etc and overtime payments except those referred to in (c) and (d) below. Long Service bonus, tool allowance, heat allowance, meal and travel allowances are paid separately.

(b) Excess Call-outs – Maintenance electricians are rostered to provide continued after hour call out facility and payment for up to 70 calls is included in Salary. Excess calls over 70 will be paid at the agreed rate of \$3.58 per hour on the basis of a minimum of 2 hours double time per call or actual hours worked whichever is the greater. Note – more than one call completed within two consecutive hours will be deemed one call.

(c) Overtime – A productivity incentive has been incorporated in the salary structure by allowing for up to 100 hours overtime in the base salary. Should any overtime be worked in excess of this 100 hours it will be paid at the agreed rate of \$3.58 per hour.

(d) Allowances – in addition to basic salary.

- (i) Service Allowance, will be paid as award on hours paid.
- (ii) Tool Allowance, will be paid as award on hours worked.
- (iii) Qualification Allowance, will be paid as award on hours paid.
- (iv) Meal Allowance, paid as per award.
- (v) Travel Allowance, paid as per award.
- (vi) Heat Allowance where applicable to award will be paid at the rate of \$3.58 per hour.

(vii) Call-out Allowance, will be paid at \$2 per night when rostered on call plus \$4 per day for Saturday, Sunday, or Public Holiday.

(e) Award Movements and Cost of Living Adjustments – Parity will be maintained by passing on all appropriate adjustments as authorised.

Special Points – (i) Formula for calculating salary is as attached (appendix (a)) and the hourly rate used is as per the current award at October 3rd 1977.

(ii) The previous 7% (or \$7 maximum) Cost of Living Allowance has been included at 7% of total base salary.

(iii) Rate used for all excess call-outs, excess overtime, absence is \$3.58 per hour and includes the full 7%, this replacing the previous Cost of Living Allowance.

(iv) In each case where "Award" is mentioned this means "The Northern, Taranaki, Wellington and Otago and Southland Electrical Workers Award".

(v) Annual holidays shall be 4 weeks per annum and taken at times arranged with the Chief Electrician.

(vi) This Agreement shall operate from October 4 1977 and be reviewable annually if requested by the Electricians or the Company.

Yours faithfully,

Employer: Rangitaiki Plains Dairy Company Limited

A. R. McKeown, Assistant to the Managing Director.

Union: North Island Electrical Trades Union

J. F. Taylor.

#### APPENDIX A

##### SALARY FORMULA – MAINTENANCE ELECTRICIANS

(1) Award: Northern, Taranaki, Wellington and Otago and Southland Electrical workers – dated 16/2/77

- (2) Base Classification – Registered Electrician  
 (3) Payment Formulae  
 (a) Base Salary

	\$
52 weeks and 117.1088 . . . . .	6089.66
Roster Premium . . . . .	304.95
Statutory Holidays . . . . .	445.36
4 Saturdays $\times 14 \times 2.93$ . . . . .	164.08
100 hours overtime $\times 1.75 \times 2.93$ . . . . .	<u>512.35</u>
	7516.40
7% Cost of Living. . . . .	<u>526.15</u>
	8042.55

(b) Hourly rate for extra work above salary requirements =  $\frac{8042.55 - (445.36 + 7\%)}{2112}$   
 =  $\frac{7566.01}{2112}$   
 = \$3.58

(c) Call-outs – 70 calls  $\times 4$  hrs  $\times 3.58$  = \$1002.40

(d) Allowances as per (a) iii = \$ 168.30

Final Salary (a) + (c) + (d) = 8042.55  
 1002.40  
168.30  
\$9213.25

Note – 7% Cost of Living has been fully intergrated.