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**Westport Borough Council Labourers,
Abattoir Workers etc. — Collective
Agreement (Voluntary)**

Dated 10/6/77

Note: See clause 31 herein for the date on which rates of wages come into force.

Sections 65, 66, 82

Form 6

Regulations 10, 21(2)

Under the Industrial Relations Act 1973
REGISTERED COLLECTIVE AGREEMENT

In the matter of the Industrial Relations Act 1973; and in the matter of The Westport Borough Council Labourers, Abattoir Workers etc. Dispute of Interest, 1977 between The New Zealand Labourers, General Workers and Related Trades Industrial Union of Workers and Westport Borough Council, Westport.

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 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 hereunto been affixed and the President of the Commission has hereunto set his hand this 10th day of June 1977.

(L.S.)

G. O. Whatnall, President.

Sections 65 and 66

Form 5

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 Westport Borough Council Labourers Abattoir Workers etc. Dispute of Interest, 1977 between The New Zealand Labourers, General Workers and Related Trades Industrial Union of Workers and Westport Borough Council, Westport.

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 Wellington this 19th day of May 1977.

For and on behalf of Westport Borough Council:

T. A. Ellis, Town Clerk.

For and on behalf of New Zealand Labourers, General Workers and Related Trades Industrial Union of Workers:

W. J. Anton, Secretary.

WESTPORT BOROUGH COUNCIL LABOURERS, ABATTOIR
WORKERS ETC. DISPUTE OF INTEREST 1977

TERMS OF VOLUNTARY SETTLEMENT UNDER SECTION 65 OF
THE INDUSTRIAL RELATIONS ACT 1973

Except as varied or modified by the provisions contained herein, the terms and conditions of the Westport Borough Council Labourers, Abattoir Workers etc. Collective Agreement dated 5th day of March, 1976 shall stand part of this agreement.

SCHEDULE

WAGES

3. The minimum rates of pay shall be as follows:

(a) (i) For all labourers and other workers not specifically mentioned hereunder 212.1 cents per hour, \$84.84 per week.

	Per Hour Cents	Per Week \$
Drainlayers	225.5	90.20
Assistant drainlayer	221.6	88.64
Gardener	—	101.77
Park caretaker	—	90.42

(ii) Abattoir Workers —

Slaughtermen

Assistant slaughtermen

Slaughtermen using dogs in conjunction with their duties shall be paid \$1.31 per week extra.

Youths may be employed at the abattoirs under the terms and conditions as arranged between the employer and the union.

(iii) A worker other than a foreman gardener required to work as a working ganger, working foreman or leading hand shall be paid 65 cents per day or part of a day additional to his usual rate.

(b) The following rates shall be paid to the undermentioned workers in addition to the rate mentioned in subclause (a) of this clause.

Scythe men and workers directing motor mowers on foot shall be paid 6.6 cents per hour additional with a minimum payment of 27 cents per day whilst actually engaged in mowing.

(c) Workers employed in sinking shafts, sumps, pier-holes, or working in trenches over 1.8 metres in depth shall be paid the following extra payments:

Over 1.8 metres and up to and inclusive of 3.7 metres — 5 cents per hour extra.

Over 3.7 metres and up to and inclusive of 6.1 metres — 6.6 cents per hour extra.

Over 6.1 metres the last mentioned rate plus 2.7 cents per hour additional for every 2.13 metres over 6.1 metres.

A worker (other than a ganger or tunnelman) required to act as a timberman on excavation work shall be paid 6.6 cents per hour additional for the time he is so employed.

Tunnelmen shall be paid 6.6 cents per hour additional. Men handling, mixing or spreading concrete or compo shall be paid 5 cents per hour additional.

Refuse collectors or loaders other than drivers shall be paid 8.4 cents per hour additional.

Certified quarrymen using explosives shall be paid 52 cents per day additional. Other quarrymen shall be paid 27 cents per day additional.

Kerb layers (men actually laying and fixing) shall be paid 6.6 cents per hour additional. Men on night soil work, cleaning, clearing or repairing the inside of septic tanks shall be paid \$1.16 per day or part of a day in addition to the ordinary rates. Men clearing blocked sewers or coming into contact with faecal matter shall be paid 65 cents per day extra. Sanitary drainlayers, men working on water mains 51 millimetres and over in diameter, and men laying service connections shall be paid 5 cents per hour additional.

Compressor men and workers using power vibrators and mechanical ramers, drills, borers, or breakers shall be paid 6.6 cents per hour additional and when used in tunnels or quarries 8.4 cents per hour additional.

Crusher feeders shall be paid 5 cents per hour additional.

Workers using gads, drills or borers by hand and workers using hammer in conjunction with same 5 cents per hour additional.

Workers other than quarrymen using explosives 6.6 cents per hour additional.

(d) Workers engaged in spraying operations with weedicides, pesticides, insecticides or fungicides shall be paid an allowance of 70 cents for each day on which such operations are carried out and shall be supplied with such protective clothing, footwear, masks and equipment as are recommended by the Department of Health.

(e) In lieu of the payments specified in subclause (b) of this clause and subclause (a) of Clause 7 of this agreement, the employer may elect to pay all workers the sum of \$2.51 per week.

SERVICE ALLOWANCE

4. (a) 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 \$1.40 per week.

(ii) For continuous service with the same employer exceeding two years, a further \$1.40 per week making \$2.80 in all.

(iii) For continuous service with the same employer exceeding four years a further \$1.74 per week making \$4.54 in all.

(b) Service accrued at the date of this agreement coming into force shall qualify for the allowance.

(c) The allowance shall not count in the calculation of overtime rates.

(d) The allowance shall be paid or accrue when the worker is on annual holiday, but shall be excluded from the computation of ordinary pay and average weekly taxable earnings for the purpose of Clause 12 of this agreement.

(e) The employer shall be entitled to make a rateable deduction from the allowance for time lost by the worker through sickness, accident, or the worker's own default.

(f) Existing bonuses or above agreement payments may be replaced by the foregoing allowances. The allowance may be paid annually or at such other intervals as are customarily observed by the employer at the time this agreement comes into force: Provided that where payment is other than weekly or fortnightly, an employee shall, on termination of employment, be entitled to the service allowance in respect of his current year of service up to the date of ceasing employment.

(g) Any worker now in receipt of a higher service allowance shall not have that allowance reduced by virtue of the coming into force of this agreement.

TAR WORKERS

7. (a) Workers engaged in spreading, mixing or handling asphalt, tar or bituminous mixtures shall be paid 47 cents per day in addition to their usual rates; workers engaged in boiling and sprayers 58 cents per day additional; and metal spreaders working in conjunction with sprayers 31 cents per day additional to their usual rates. Workers working with free tar or bitumen on water pipes shall receive 31 cents per day extra.

(b) Workers employed in mixing, carrying or boiling free tar or bitumen, and sprayers and nozzlemen, shall be supplied with boots, overalls and cleansing agent approved by the Department of Health.

(c) "Free tar or bitumen" shall mean tar or bitumen which is not enclosed in barrels or drums.

OVERTIME

10. (a) Work performed outside of or in excess of the daily or weekly hours specified in Clause 2 of this agreement shall be paid for at the rate of time and a half for the first three hours and double time thereafter. Provided that double time rates shall be paid for all work performed after noon on Saturdays; provided that all time worked between 10 p.m. on one day and 7 a.m. on the succeeding day shall be paid for at double time rates.

(b) All time worked on any Sunday shall be paid for at double time rates. All time worked on any of the holidays named in subclause (a) of Clause 11 shall be paid for at double time rates in addition to the payment required by that subclause.

(c) When a worker is required to work on a Saturday, a Sunday or a holiday, he shall receive a minimum payment of three hours at overtime rates.

(d) Workers shall not be required to work longer than five hours without a break of at least 30 minutes for a meal. A meal allowance of \$1.50 shall be granted when workers are called upon to work overtime one hour after usual knock-off time on any day, provided that such workers cannot reasonably get home for their meals or have not been notified on the previous day that they should be required to work late.

(e) All overtime shall be calculated on a daily basis.

HOLIDAYS

11. (a) Workers shall receive and be paid for the following holidays: New Year's Day, 2nd January, Waitangi Day, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day and Boxing Day and one other day to be mutually agreed upon. The employer shall notify the union of the day agreed upon.

(b) In the event of any of the above holidays, other than Waitangi Day or Anzac Day falling on a Saturday or Sunday, such holiday shall be observed on the succeeding Monday, and in the event of another holiday falling on such Monday, such other holiday shall be observed on the succeeding Tuesday.

(c) Except as otherwise provided, any work done on any of the above holidays shall be paid for in accordance with the provisions of subclause (b) of Clause 10 of this agreement.

MATERNITY LEAVE

14.(A) Where a female employee seeks re-employment after a break of not more than six months for maternity purposes, and there is a suitable position

available for her, she shall retain the entitlements to sick leave, service pay, service towards the fourth week of annual holiday, and long service leave accrued before her service was broken.

CONTINUITY OF SERVICE

29.(A) For the purposes of Clause 12 (Annual Holidays), Clause 13 (Special Holidays for Long Service) and Clause 4 (Service Allowance) continuity of service shall not be deemed to be broken by reason of amalgamation of one local body with another which continues to employ such workers.

COST OF LIVING ALLOWANCE

30.(A) Regulation 3 of Part I of the Wage Adjustment Regulations 1974 (Reprint 1976/198) shall have effect according to its tenor in addition to the remuneration governed by this agreement.

TERM OF AGREEMENT

31. This agreement, insofar as the provisions relating to the rates of wages to be paid are concerned, shall be deemed to have come into force on the 14th day of March, 1977 and so far as all other provisions of the agreement are concerned, it shall come into force on the day of the date hereof; and this agreement shall continue in force until the 13th day of March, 1978.

For and on behalf of Westport Borough Council:

T. A. Ellis, Town Clerk.

For and on behalf of New Zealand Labourers, General Workers and Related Trades Industrial Union of Workers:

W. J. Anton, Secretary.

MEMORANDUM

The rates of remuneration specified herein are inclusive of the effect of the General Order dated 1st March, 1977 of the Wage Hearing Tribunal, which had effect from 14th March, 1977.

MEMORANDUM

Associated with the terms of settlement submitted for registration was an application pursuant to Regulation 7 of the Wage Adjustment Regulations 1974 (Reprint 1976/198). This application has been sustained.

The rates of remuneration specified in this agreement incorporate the effect of the order, dated 1 March 1977, of the Wage Hearing Tribunal, operative from 14 March 1977.

(L.S.)

G. O. Whatnall, President.