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**Rothmans Tobacco Company Limited  
Engine Drivers — Collective Agreement  
Voluntary**

**Dated 26/9/80**

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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 Rothmans Tobacco Company Limited Engine Drivers dispute of interest between the New Zealand Engine Drivers, Firemen, Greasers and Assistants Industrial Union of Workers and Rothmans Tobacco Company Limited.

The Arbitration Court, having before it the terms of a voluntary settlement arrived at in the above-mentioned dispute of interest and submitted or notified to the Court 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 Arbitration Court has hereto been affixed and a Judge of the Court has hereunto set his hand, this 26th day of September 1980.

(L.S.)

D. S. Castle, Judge.

Under the Industrial Relations Act 1973

## SUBMISSION OF VOLUNTARY AGREEMENT

In the matter of the Industrial Relations Act 1973; and in the matter of the Rothmans Tobacco Company Ltd Engine Drivers Voluntary Agreement dispute of interest between the Wellington Branch of the New Zealand Engine Drivers, Firemen, Greasers and Assistants Industrial Union of Workers and Rothmans Tobacco Company Ltd, Ahuriri, Napier.

To the Registrar of the Arbitration Court:

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 Arbitration Court as a collective agreement.

Dated at Napier this 25th day of August 1980.

Authorised Agent for Rothmans Tobacco Company Ltd:

P. A. Skilton, Personnel Manager.

Whose address for service is: Private Bag, Napier.

Authorised Agent for the New Zealand Engine Drivers, Firemen, Greasers and Assistants Industrial Union of Workers (Wellington Branch):

C. Devitt, Secretary.

Whose address for service is: P.O. Box 11123, Wellington.

VOLUNTARY COLLECTIVE AGREEMENT BETWEEN ROTHMANS  
TOBACCO CO. LTD AND THE WELLINGTON BRANCH OF  
THE NEW ZEALAND ENGINE DRIVERS FIREMEN, GREASERS  
AND ASSISTANTS INDUSTRIAL UNION OF WORKERS

RELATIONSHIP TO CONCILIATED AWARD

1. The workers to be covered by this agreement shall continue to be bound by the terms of the Conciliated Award governing their individual occupations except in the respect of the matters dealt with in the following clauses of this agreement.

WAGES

2. The basic rates of wages shall be:

(a) Boiler Attendant (1st Class Certificate) = 469.0 cents per hour.

Boiler Attendant (2nd Class Certificate) = 454.0 cents per hour.

N.B. The 4 percent G.W.O. of August 1980 is not included in these wage rates and allowances and is therefore additional to the wages and allowances described herein.

SERVICE PAYMENTS

3. After one year's continuous service with the same employer, a worker shall be paid an allowance of 13 cents per hour. After two years' continuous service a total of 16 cents per hour. After three years' continuous service a total of 18 cents per hour. After four years' continuous service a total of 22 cents per hour. After five years' continuous service a total of 25 cents per hour.

SPECIAL PAYMENTS

4. Industry Allowance — In addition to other allowances, a rate of 13 cents per hour shall be payable to Boiler Attendants employed by the Company in full satisfaction and discharge of all other special allowances previously payable for dirty work, confined space, height, tobacco dust, humidity, or in respect of any other conditions whatsoever pertaining in this industry.

MEAL ALLOWANCE

5. A meal allowance of \$2.40 shall be paid in accordance with provisions of clause 13 of the New Zealand Engine Drivers, Boiler Attendants, Firemen and Greasers Award (dated 23 June 1978).

CHANGEOVER ALLOWANCE

6. As provided in clause 2C of the New Zealand Engine Drivers, Boiler Attendants, Firemen and Greasers Award (dated 23 June 1978) the changeover allowance shall be \$3.13 per week.

LAUNDRY ALLOWANCE

7. An allowance of 90 cents per week shall be paid in accordance with the provisions of clause 26 of the New Zealand Engine Drivers Boiler Attendants, Firemen and Greasers Award (dated 23 June 1978).

SAFETY SHOES

8. An allowance of 83 cents per week shall be paid in accordance with the provisions of clause 26 of the New Zealand Engine Drivers, Boiler Attendants, Firemen and Greasers Award (dated 23 June 1978).

### ANNUAL SERVICE LEAVE

9. Upon completion of 8 years continuous service with the Company each worker shall at the end of the 8th and subsequent years be entitled to an annual holiday of 4 weeks. The 4th weeks holiday may be taken in conjunction with or separately from the first 3 weeks holiday as the company may decide and in a manner agreed upon between the company and the worker.

### 10. SHIFT ALLOWANCE

All workers regularly employed on shifts shall be paid a shift allowance of \$6.90 per shift worked.

### 11. TERM OF AGREEMENT

The rates of remuneration in this agreement shall take effect from 26 February 1980 and this agreement shall remain in force until 11 November 1980.

Signed for and on behalf of Rothmans Tobacco Co. Ltd:

P. A. Skilton, Personnel Manager.

Dated 25th August, 1980.

Signed for and on behalf of the New Zealand Engine Driver, Firemen, Greasers and Assistants Industrial Union of Workers (Wellington Branch):

C. Devitt, Secretary.

### MEMORANDUM

This collective agreement incorporates the terms of voluntary settlement arrived at by the parties and forwarded to the Court for registration pursuant to section 65 of the Industrial Relations Act 1973.

The parties' settlement for a shortened term has the Court's consent pursuant to section 92(2) of the Industrial Relations Act 1973 and Regulation 6(3) of the Wage Adjustment Regulations 1974.

The rates of remuneration determined by this collective agreement shall be increased to the extent and in the manner prescribed by the general increase provided by the Remuneration (General Increase) Regulations 1980.

(Explanatory Note — The Remuneration (General Increase) Regulations 1980 increased rates of remuneration determined by awards and collective agreement by 4 percent with effect on and from 1st August 1980. For the purposes of the general increase the term "remuneration" means salary or wages and all other payments of any kind whatsoever prescribed in awards and collective agreements.)

(L.S.)

D. S. Castle, Judge.