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**Waikato Carbonisation Limited
Auckland Engine Drivers — Collective
Agreement (Voluntary)**

Dated 27/5/80

NOTE: See Clause 18 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 Waikato Carbonisation Limited Auckland Engine Drivers dispute of interest between Waikato Carbonisation Limited and the New Zealand Engine Drivers, Firemen and Greasers and Assistants Industrial Union of Workers.

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 27th day of May 1980.

(L.S.)

D. S. Castle, Judge.

Form 5

Section 65 (66)

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 Stationary Engine Drivers employed at Waikato Carbonisation Ltd between Waikato Carbonisation Ltd and the N.Z. Engine Drivers', Firemen and Greasers' and Assistants' Industrial Union of Workers.

To the Registrar, Arbitration Court, Wellington:

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 Auckland this 14th day of April 1980.

Signed for and on behalf of Waikato Carbonisation Ltd:

G. L. Collins, Secretary.

Signed for and on behalf of The N.Z. Engine Drivers', Firemen and Greasers' and Assistants' Industrial Union of Workers:

??.

G. Hogarth.

STATIONARY ENGINE DRIVERS OF WAIKATO CARBONISATION
LTD
COLLECTIVE AGREEMENT

MATTERS NOT PROVIDED FOR

1. With the exception of the matters provided for specifically herein, the terms and conditions of the N.Z. Engine Drivers', Boiler Attendants, Firemen and Greasers' Award current at the date of negotiation (14 April 1980) of this agreement (hereinafter called "The N.Z. Engine Drivers', Boiler Attendants', Firemen and Greasers' Award") shall apply for the term of this Agreement.

WAGES

2. (a) Workers holding a First Class Engine Drivers Certificate — 414.1 cents per hour.

(b) Workers holding a Second Class Engine Drivers Certificate — 401.1 cents per hour.

(c) Any worker who holds a certificate from the N.Z. Trades Certification Board that he has passed an examination in boilerhouse practice shall be paid an additional \$3.11 per week.

SERVICE ALLOWANCES

3. (a) After one year's continuous service with the same employer an adult worker shall be paid an allowance of 13 cents per hour.

(b) After two years' continuous service with the same employer an adult worker shall be paid a further 3 cents per hour making a total allowance of 16 cents per hour.

(c) After three years' continuous service with the same employer an adult worker shall be paid a further 2 cents per hour making a total allowance of 18 cents per hour.

(d) After four years' continuous service with the same employer an adult worker shall be paid a further 4 cents per hour making a total allowance of 22 cents per hour.

(e) After five years' continuous service with the same employer an adult worker shall be paid a further 3 cents per hour making a total allowance of 25 cents per hour.

HOURS OF WORK

4. As provided in Clause 2 of the N.Z. Engine Drivers', Boiler Attendants', Firemen and Greasers' Award, except that the shift allowance shall be \$3.02 per shift and the change over allowance shall be \$3.12.

GENERAL CONDITIONS

5. As provided in Clause 11 of the N.Z. Engine Drivers', Boiler Attendants', Firemen and Greasers' Award, except that in Clause 11 (g) of that document the rate shall be 51 cents.

MEAL MONEY

6. As provided in Clause 13 of the N.Z. Engine Drivers', Boiler Attendants', Firemen and Greasers' Award, except that in Clause 13 (a), (b) and (c) of that document the rate shall be \$2.632.

DIRT MONEY

7. (a) As provided in Clause 14 of the N.Z. Engine Drivers', Boiler Attendants', Firemen and Greasers' Award, except that in clauses:

14 (b) of that document the rate shall be 21.3 cents;

- 14 (c) of that document the rate shall be 39 cents;
 - 14 (d) of that document the rate shall be 39 cents & 78 cents respectively;
 - 14 (g) of that document the rate shall be 9.9 cents;
 - 14 (h) of that document the rate shall be 9.9 cents;
 - 14 (i) of that document the rate shall be \$1.65 cents;
 - 14 (j) of that document the rate shall be 66 cents.
- (b) All workers shall be paid \$1.44 dirt money per shift worked.

CONFINED SPACE, HEAT AND COLD

8. As provided in Clause 22 of the N.Z. Engine Drivers', Boiler Attendants', Firemen and Greasers' Award, except that in Clause:
- 22 (a) of that document the rate shall be 11.4 cents;
 - 22 (c) of that document the rate shall be 10.5 cents.

ACCIDENTS

9. As provided in Clause 23 of the N.Z. Engine Drivers', Boiler Attendants', Firemen and Greasers' Award, except that in Clause 23 (b) of that document the rate shall be \$3.17 cents.

SICK PAY

10. As provided in Clause 12 of the N.Z. Engine Drivers', Boiler Attendants', Firemen and Greasers' Award, except that Clause 12 (e) of that document shall not apply and shall be replaced by the following provision:
 "A claim for sick pay for periods in excess of two days shall be supported by a medical certificate".

ATTENDANCE ALLOWANCE

11. (1) In addition to the day wage rate an attendance allowance will be paid at the rate of \$1.968 per day. Payable for attendance on production days only i.e. Monday to Saturday for day-workers and rostered days for shift-workers.
- (2) Applicable only when an employee fulfils the following conditions:
- (a) Attends work on every available working day in a week. Monday to Friday for day-workers and all rostered shifts for shift-workers.
 - (b) Works a full shift on each working day.
 - (c) Absence of any kind automatically forfeits any rights for payment apart from the following:
 - (i) Union officials on local Union business.
 - (ii) Bereavement leave as per Clause 18 of the N.Z. Engine Drivers', Boiler Attendants', Firemen and Greasers' Award dated 23 June 1978.
 - (iii) Sick Leave.
 - (iv) Compensation.
- Days off for the above reasons do not qualify for the allowance, but do not affect allowance for other days worked in the week.

SUPERANNUATION

12. The Company shall operate a subsidised superannuation scheme through the National Provident Fund available to all workers under this agreement. Workers contributions to be calculated up to a maximum of 2.5 percent of gross ordinary pay as defined by the Holidays Act 1944, subsidised equally by the Company up to a maximum of 2.5 percent on the said basis.

CARBONETTES

13. Carbonettes shall be supplied to workers who are householders and to retired workers, under the same conditions as are provided for workers under the Waikato Carbonisation Ltd Employees' Collective Agreement.

SAFETY CLAUSE

14. Notwithstanding the nature of the dispute, all workers upon whom the safety of the plant depends shall remain at work and carry out their duties so as to ensure the shutting down of the plant which would include that amount of cleaning of carbonisers and pre-dryers necessary to ensure the safety of the plant.

15. Where, at the Company's request, a worker works a 16 hour shift to cover the absence of another employee, then the worker shall be paid a full shift allowance and attendance allowance in respect of the additional shift so worked. If at the Company's request two workers each work a 12 hour shift to cover the absence of another employee then those two workers shall each receive half a shift allowance and half an attendance allowance in respect of the half shift extra so worked.

CLOTHING

16. As provided in Clause 26 of the N.Z. Engine Drivers', Boiler Attendants', Firemen and Greasers' Award, except that in Clauses

26 (b) (ii) of that document the rate shall be 89 cents;

26 (e) of that document the rate shall be 76 cents and 76 cents respectively.

EXCLUSION OF COST OF LIVING ORDERS

17. The General Wage Order of the Court of Arbitration dated 3 July 1978, and all previous General Wage Orders, Cost of Living Orders and Cost of Living Allowances, have been incorporated into the rates and payments set out in this Agreement, and shall not be added to the payment shown.

The rates of remuneration determined by this agreement are not to be increased by the application of the provisions of the General Increase provided by the Remuneration (General Increase) Regulations 1979.

TERM OF AGREEMENT

18. This Agreement shall be deemed to have come into force on the 9th day of March 1980 and shall remain in force until the 9th day of November 1980.

Signed for and on behalf of Waikato Carbonisation Ltd.:

G. L. Collins, Secretary.

Signed for and on behalf of The N.Z. Engine Drivers', Firemen and Greasers' and Assistants' Industrial Union of Workers:

C. Hogarth.

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.

(L.S.)

D. S. Castle, Judge.