

**Please post in a Conspicuous Place accessible to Workers**

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**Fleming and Company Limited  
Stationary Engine Drivers — Collective  
Agreement (Voluntary)**

**Dated 1/7/80**

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NOTE: See Clause 12 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 Fleming and Company Ltd Stationary Engine Drivers dispute of interest between Fleming and Company Ltd and the N.Z. Engine Drivers, Firemen, 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 1st day of July, 1980.

(L.S.)

J. R. P. Horn, Judge.

## Form 5

Section 65 and 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 between Fleming and Company Ltd, Gore and the N.Z. Engine Drivers, Firemen, Greasers and Assistants Industrial Union of Workers, Canterbury and Otago and Southland Branch.

To the Registrar of the Arbitration Court of New Zealand:

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 Gore this 25th day of March, 1980.

Signed for and on behalf of Fleming & Company Ltd, Gore:

A. Adam, Manager.

Signed for and on behalf of Canterbury and Otago and Southland Branch of the N.Z. Engine Drivers, Firemen, Greasers and Assistants Industrial Union of Workers:

G. Hogarth, R. H. Caffell,

B. Kennedy, G. H. Andersen, 6/5/80

**STATIONARY ENGINE DRIVERS OF FLEMING & COMPANY LTD.,  
GORE  
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 dated 23 June 1978 shall apply for the term of this Agreement.

**WAGES**

|                                                                                                                                                                             |                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| 2. (a) Workers holding a First-Class Engine Drivers' Certificate .....                                                                                                      | 414.1c per hour |
| (b) Workers holding a Second-Class Engine Drivers' certificate .....                                                                                                        | 401.1c 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 .....                                        | 13c 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 .....   | 16c 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 ..... | 18c 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 .....  | 22c 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 .....  | 25c per hour |

**HOURS OF WORK**

|                                                                                                                                                                 |                  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| 4. As provided in Clause 2 of the N.Z. Engine Drivers, Boiler Attendants, Firemen and Greasers Award dated 23 June 1978 that the shift allowance shall be ..... | \$3.02 per shift |
| and changeover allowance shall be .....                                                                                                                         | \$3.12 per shift |

**GENERAL CONDITIONS**

|                                                                                                                                                                                                |               |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| 5. As provided in Clause 11 of the N.Z. Engine Drivers, Boiler Attendants, Firemen and Greasers Award dated 23 June 1978 except that in Clause 11 (g) of that document the rate shall be ..... | 51c per shift |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|

**MEAL MONEY**

|                                                                                                                                                                                                          |                  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| 6. As provided in Clause 13 of the N.Z. Engine Drivers, Boiler Attendants, Firemen and Greasers Award dated 23 June 1978 except that in Clauses 13 (a), (b) (c) of that document the rate shall be ..... | \$2.40 per shift |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|

## DIRT MONEY

7. As provided in Clause 14 of the N.Z. Engine Drivers, Boiler Attendants, Firemen and Greasers Award dated 23 June 1978 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 and 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                             |
| 14 (j) of that document the rate shall be ..... | 66 cents                           |

## CONFINED SPACE, HEAT AND COLD

8. As provided in Clause 22 of the N.Z. Engine Drivers, Boiler Attendants, Firemen and Greasers Award dated 23 June 1978 except that in Clauses

|                                                 |            |
|-------------------------------------------------|------------|
| 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 dated 23 June 1978 except that in Clause 23 (b) of that document the rate shall be .....

\$3.17

## CLOTHING

10. As provided in Clause 26 of the N.Z. Engine Drivers, Boiler Attendants, Firemen and Greasers Award dated 23 June 1978 except that in Clauses

|                                                       |                                    |
|-------------------------------------------------------|------------------------------------|
| 26 (b) (ii) of that document the rates shall be ..... | 89 cents                           |
| 26 (e) of that document the rate shall be .....       | 76 cents and 76 cents respectively |

## EXCLUSION OF REMUNERATION (GENERAL INCREASE 1979)

11. The rates of remuneration determined by this collective 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

12. This Agreement shall be deemed to have come into force on the 23rd day of March 1980 and shall remain in force until the 28th day of November 1980.

Signed for and on behalf of Fleming & Company Ltd, Gore:

A. Adam, Manager.

Signed for and on behalf of N.Z. Engine Drivers, Firemen, Greasers and Assistants Industrial Union of Workers (Canterbury, Otago-Southland Branch):

G. Hogarth, R. H. Caffell,  
B. Kennedy, G. H. Andersen.

## 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.)

J. R. P. Horn, Judge.