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**Dominion Salt Limited Blenheim Engine
Drivers, Boiler Attendants, Firemen and
Greasers — Collective Agreement
(Voluntary)**

Dated 19/12/80

NOTE: See clause 9 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 Dominion Salt Limited Blenheim Engine Drivers, Boiler Attendants, Firemen and Greasers dispute of interest between the Dominion Salt Limited, Blenheim and New Zealand 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 19th day of December 1980

(L.S.)

D.S. Castle, Judge.

Section 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 Dominion Salt Ltd Blenheim Engine Drivers, Boiler Attendants, Firemen and Greasers, Dispute of Interest between Dominion Salt Ltd Blenheim and the New Zealand Engine Drivers, Boiler Attendants, Firemen and Greasers Industrial Union of Workers.

To The Registrar of the Arbitration Court, Wellington

We hereby submit to you assigned 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 Relation Act 1973, for registration by the Arbitration Court as a collective agreement.

Dated at Blenheim this 21st day of November 1980

Signed for and on behalf of Dominion Salt Ltd Blenheim:

J. W. Eggars.

Signed for and on behalf of The New Zealand Engine Drivers, Boiler Attendants, Firemen, Greasers and Assistants, Industrial Union of Workers.

G. J. Green.

G. Hogarth.

AGREEMENT BETWEEN THE N.Z. ENGINE DRIVERS, FIREMEN, GREASERS AND ASSISTANTS INDUSTRIAL UNION OF WORKERS, AND DOMINION SALT LTD BLENHEIM, IN RESPECT TO MEMBERS OF THE UNION EMPLOYED AT THE COMPANY'S WORKS, LAKE GRASSMERE.

(1) Dominion Salt Limited shall employ permanent labour under the above union to operate its Vacuum Salt Refinery at Lake Grassmere, but may in cases of emergency only employ labour from other unions, with the permission of the N.Z. Engine Drivers Firemen, Greasers, and Assistants Union Representative on site, provided that the Representative is available.

(2) Rates of Pay: The Agreed rates of pay incorporate all General Wage Orders up to the present date.

The Agreed rate of pay for Operators shall be 544 cents per hour. The Agreed Service Pay shall be. After six months current continuous service 9.4 cents per hour. After one year current continuous service 15.3 cents per hour. After two years current continuous service 18.8 cents per hour. After three years of current continuous service 21.2 cents per hour. After four years current continuous service 26 cents per hour. After five years current continuous service 29.5 cents per hour.

(3) Allowances: Shift Allowance \$3.75 per shift. Meal Allowance \$2.84 per meal. Change Over Payment \$4.43 per week. Crib Time shall be paid for at ordinary rates in addition to the normal payment for the shift.

(4) Travelling Allowance: A travelling expense allowance reimbursement (tax free) of \$5.44 per shift will be paid in lieu of the present travelling time payment of one hour per shift.

(5) Protective Footwear: Two pairs of protective footwear will be issued to all operators and replaced as required.

(6) It is acknowledged and agreed that the payment of Certificate Money will be made in the event and from the date of a National Award Agreement on this matter between the Union and the N.Z. Employers Federation. Such an amount as agreed upon will become payable under this Agreement.

(7) With the exception of the matters specifically provided for in this Agreement, the terms and conditions of the current N.Z. Engine Drivers, Firemen, Greasers, and Assistants Award shall apply. It is agreed that an additional allowance for Brine Money is not applicable.

(8) The parties agree that it is their intention to promote and keep harmonious relations during this agreement and that the workers concerned will carry out their duties in a manner where maximum production is achieved.

(9) The agreed rates of pay and allowances contained in this Agreement shall come into force on the 12th September 1980 and continue in force until the 31st of December 1981.

(10) This Agreement replaces all other Agreements that may be in force.

(11) This Agreement shall be renewed by negotiations between all the respective parties.

Signed for and on behalf of Dominion Salt Ltd

J. W. Eggars.

Signed for and on behalf of the Union

G. J. Green.

Dated at Blenheim this 21st day of November 1980

G. 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 document has been registered as presented, but the Court observes that Clause 1 of the agreement may be in breach of s.98 A (1) of the Industrial Relations Act 1973. The attention of the parties is drawn to this matter and they are reminded that the application of Clause 1 shall be in the light of legislation in force from time to time.

(L.S.)

D. S. Castle Judge.