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**New Zealand Fertiliser Company  
Limited Aluminium Sulphate Plant  
Process Workers—Collective  
Agreement (Voluntary)**

**Dated 27/8/80**

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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 New Zealand Farmers Fertiliser Company Limited Aluminium Sulphate Plant Process Workers dispute of interest between New Zealand Farmers Fertiliser Company Limited and North island (except Hawkes Bay and Wairarapa) Chemical Fertiliser Workers 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 August 1980.

J. R. P. Horn, Judge.

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 Chemical Fertiliser Industry in Auckland dispute of interest between N.Z. Farmers Fertiliser Co. Ltd and N.I. (Except Hawkes Bay, Wairarapa) Chemical Fertiliser Workers Industrial Union of Workers.

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 Auckland this 28th day of July 1980.

Signature of Parties

J. Cunningham.

J. Franks.

H. Chitham.

## ALUMINIUM SULPHATE PROCESS WORKERS AGREEMENT

Made this 28th day of July 1980 between N.Z. Farmers Fertiliser Co. Ltd and the N.I. Fertiliser Workers Union covering members employed in the Operation of the Aluminium Sulphate plant.

### 1. Application of Agreement

The agreement shall apply to Process Workers in the Aluminium Sulphate Plant when working the roster detailed in appendix I.

### 2. Variation of Award

The purpose of this agreement is to vary sections of the North Island (Except Hawke's Bay & Wairarapa) Chemical Fertiliser Workers Award with regard to the hours of work, but will not be used in collective Agreement negotiations. It specifically removes the definition of the week in the Award. Any matter not covered by this Agreement will be determined by the Award.

### 3. Undertaking of Parties

As a basis for the operation of this roster, the Co. and the Union agree to the following:

(a) Total weekly taxable remuneration of the Process Workers for the roster shall remain the same as for taxable remuneration when working the same hours spread over a five day week.

### 4. Definition of Roster

The roster is to condense the normal five day working week into a four day working week, and provide a three day week end for the majority of the Alum plant workers.

### 5. Hours of Work

The hours of work shall be as outlined in appendix I and shall be altered by mutual agreement to suit the exigencies of the works.

That Alum plant workers required to work in the Annual Acid Plant shut will revert to the five day roster in appendix I for the period required.

### 6. Remuneration

Payment for part weeks shall be computed on the basis of a fraction of a week e.g. 6 hours in a 44 hour week  $\frac{6}{44} \times$  weekly average.

### 7. Overtime

Overtime is defined as time worked outside the rostered hours in appendix I. The first three hours shall be paid at rate and a half and double rate thereafter, on the basis of the appropriate hourly rate in the Award. Such time shall be computed on a daily basis.

### 8. Holidays

Holidays shall be taken in accordance with the Annual Holidays Act 1944, which defines a week as an ordinary working week of work. Five ordinary days, as defined in the Award shall be taken as one week.

Where less than one week is taken as holiday then the holiday entitlement shall be reduced by  $\frac{1}{5}$  of the holiday pay weekly entitlement.

### 9. Sick Pay

One days sickness shall be paid as  $\frac{1}{4}$  ordinary days (10 ordinary hours pay) and the entitlement be reduced by  $\frac{1}{4}$  ordinary days.

### 10. Raw Materials

Raw materials brought in on Friday will be brought in by the relief workers assisted by Alum plant operators where required. Manning and hours will be as required.

### 11. Term of Agreement

The agreement shall commence on 28th July 1980 and remain in force to October 1981 and shall continue in force until either party gives 14 days notice of intention to vary it.

The Union and the Company acknowledge that the extra production ability under this arrangement is limited and have undertaken to return to the five day working week — defined in the award — if extra production is required.

Authorised Agents:

J. W. Cunningham, N.Z. Farmers Fertiliser Co. Ltd.

J. Franks, Alum Plant Delegate Otahuhu.

H. Chitham, Secretary N.I. (Except East Coast & Wairarapa)  
C.F.I.U.O.W.

### Appendix I.

#### Past Roster

Mon.	Tue.	Wed.	Thurs.	Fri.	
7-7	7-3	7-3	7-3	7-3	..... 44 hr week
7-7	7-3	7-7	7-3	7-3	..... 48 hr week

#### Agreement Roster

1.	7-7	7-7	7-5	7-5	—	..... 44 hr week
2.	7-7	7-7	7-7	7-7	—	..... 48 hr week

#### Pay Calculation

44 hr week	40 × Ordinary rate	= 160-20
	3 × 1½	= 18-02
	1 × 2	= 8-01
	5 Shift Allowance	= 9-75
	1 Meal Money	= 2-30
Total weekly pay 44 hr week		= 198-28
48 hr week	40 × Ordinary rate	= 160-20
	6 × 1½	= 36-05
	2 × 2	= 16-02
	5 Shift Allowance	= 9-75
	2 meal monies	= 4-60
Total weekly pay 48 hr week		= 226-62

#### Statutory Holiday Occurring Monday or Friday

Mon.	Tue.	Wed.	Thurs.	Fri.
—	7-7	7-7	7-7	—

One Person to cover Alum Despatch. Rostered.

7-5	7-5	7-5	7-5	7-11	..... 44 hr.
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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.

J. R. P. Horn, Judge.