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**Rothmans Tobacco Company Limited
Engine Drivers – Collective Agreement
(Voluntary)**

Dated 25/6/81

Note: See clause 11 herein for the date on which rates of wages come into force

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 (Wellington Branch) and Rothmans Tobacco Company Limited Napier

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 25th day of June 1981.

(L.S.)

N. P. Williamson, 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 Limited 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 Limited, 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 4th day of June 1981.

Authorised Agent for Rothmans Tobacco Company Limited

P. A. Skilton, Personnel Services 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) = 554.0 c.p.hr.

Boiler Attendant (2nd Class Certificate) = 536.4 c.p.hr.

N.B. The 5% G.W.O. of June 11th 1981 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: 15.3 cents per hour. After two year's continuous service a total of: 18.9 cents per hour. After three year's continuous service a total of: 21.2 cents per hour. After four year's continuous service a total of: 26 cents per hour. After five year's continuous service a total of: 29.5 cents per hour.

SPECIAL PAYMENTS

4. Industrial Allowance –

In addition to other allowances, a rate of 17 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 to this industry.

MEAL ALLOWANCE

5. A meal allowance of \$2.85c. shall be paid in accordance with the provisions of Clause 9 of the New Zealand Engine Drivers, Boiler Attendants, Foremen and Greasers Award, (dated 4th March 1981).

CHANGEOVER ALLOWANCE

6. As provided in Clause 5C of the New Zealand Engine Drivers, Boiler Attendants, Firemen and Greasers Award (dated 4 March 1981) the changeover allowance shall be \$3.70c. per week.

LAUNDRY ALLOWANCE

7. An allowance of \$1.06c. per week shall be paid in accordance with the provisions of Clause 28 of the N.Z. Engine Drivers Boiler Attendants, Firemen and Greasers Award (dated 4 March 1981).

SAFETY SHOES

8. An allowance of 98 cents per week shall be paid in accordance with the provisions of Clause 28 of the N.Z. Engine Drivers, Boiler Attendants, Firemen and Greasers Award (dated 4 March 1981).

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.

SHIFT ALLOWANCE

10. All workers regularly employed on shifts shall be paid a shift allowance of \$8.17c. per shift worked.

TERM OF AGREEMENT

11. The rates of remuneration in this agreement shall take effect from 12 November 1980 and this agreement shall remain in force until 11 November 1981.

Signed for and on behalf of Rothmans Tobacco Co. Ltd

P. A. Skilton, Personnel Services Manager

Signed for and on behalf of the New Zealand Engine Drivers, 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.

Having regard to prevailing circumstances the Court has, pursuant to section 92(2) of the Industrial Relations Act 1973, consented to the specified period for which this collective agreement is to continue in force being less than one year from the date of registration.

The rates of remuneration determined by this collective agreement shall be increased to the extent and in the manner prescribed by the general order of the Arbitration Court made under the Economic Stabilisation (Cost-of-Living Increase) Regulations 1980.

(Explanatory Note — The general order increased rates of remuneration determined by awards and collective agreements by 5% with effect on and from the 11th June 1981. For the purposes of the general order, the term "remuneration" means salary or wages and all other payments of any kind whatsoever prescribed in awards and collective agreements.)

(L.S.)

N. P. Williamson, Judge