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

Dated 29/3/82

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

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 29th day of March 1982

(L.S.)

J. R. P. Horn, 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 Limited Blenheim, Engine Drivers, Boiler Attendants, Firemen and Greasers, Dispute of Interest between Dominion Salt Limited Blenheim and the New Zealand Engine Drivers, Firemen, Greasers and Assistants Industrial Union of Workers

To The Registrar of the 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 (Section 66) of the Industrial Relations Act 1973, for registration by the Arbitration Court as a collective agreement.

Dated at Blenheim this 9th day of March 1982

Signed for and on behalf of Dominion Salt Limited Blenheim

J. W. Eggers

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

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.

RATES OF PAY

2. The Agreed rates of pay incorporate all General Wage Orders up to the present date.

The Agreed rate of pay for Operators shall be 629 cents per hour.

The Agreed Service Pay shall be. After six months current continuous service 11 cents per hour. After one year current continuous service 19 cents per hour. After two years current continuous service 23 cents per hour. After three years current continuous service 28 cents per hour. After four years current continuous service 32 cents per hour. After five years current continuous service 37 cents per hour. After six years current continuous service 41 cents per hour.

ALLOWANCES

3. Shift Allowance \$4.33 per shift. Meal Allowance \$3.28 per meal. Change Over Payment \$5.12 per week. Crib Time payment \$3.145 cents per shift. Laundry Allowance \$1.20 per week.

TRAVELLING ALLOWANCE

4. A travelling expense allowance reimbursement (tax free) of \$6.29 per shift will be paid in lieu of the present travelling time payment of one hour per shift. This will apply to all Operators.

HARVEST BONUS

5. As an acknowledgement of the Union's statement that it agrees to attend meetings with other Unions to formulate an annual review of wages and allowances covering all staff at Lake Grassmere, the Company agrees to pay full harvest bonus to all Operators under this Agreement.

PROTECTIVE FOOTWEAR

6. Two pairs of protective footwear will be issued to all Operators and replaced as required.

ANNUAL HOLIDAYS

7. In addition to the provisions of the Award, it is agreed that upon completion of eight years' continuous service, each Operator shall be entitled to one extra weeks annual holiday, to be taken in conjunction with or separately to the three weeks provided under the Award.

8. 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.

9. 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.

10. 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.

11. The agreed rates of pay and allowances contained in this Agreement shall come into force on the 1st day of January 1982 and continue in force until the 31st of December 1982. Provided however, that if the Union becomes a party to the Agreement covering all staff at Lake Grassmere (review date 11th October 1982) then new rates of pay and allowances agreed upon will become effective from the earlier date.

12. This Agreement replaces all other Agreements that may be in force.

13. This Agreement shall be renewed by negotiations between all the respective parties.

Signed for and on behalf of Dominion Salt Ltd

J. W. Eggers

Signed for and on behalf of the New Zealand Engine Drivers, Firemen, Greasers and Assistants Industrial Union of Workers

G. Hogarth

Dated at Blenheim this 9th day of March 1982

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 document has been registered as presented, but the Court observes that Clause 1 of the agreement may be in breach of Section 98A(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.

Clause 11 must be read in the light of section 97(2) of the Industrial Relations Act 1973 and any relevant wage restraint in force from time to time.

(L.S.)

J. R. P. Horn, Judge