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**Wilsons (N.Z.) Portland Cement Limited Staff
Association Agreement — Voluntary
Agreement**

Dated 7/5/82

Note: See Section C.3 herein for the date on which rates of wages come into force

WILSONS (NZ) PORTLAND CEMENT LIMITED STAFF ASSOCIATION AGREEMENT

This agreement shall govern the conditions of employment for members of the Wilsons Cement Staff Association Incorporated employed by Wilsons (NZ) Portland Cement Limited. Industry provisions referred to as applicable to this agreement shall be the appropriate provisions under the Wilsons (NZ) Portland Cement Limited Cement Workers Voluntary Collective Agreement.

SECTION A

FOREMEN AND SUPERVISORS

1. This section shall be applicable to those Foremen whose job categories are listed in clause 2 of this section and whose remuneration is calculated from their respective hourly wage rates established in accordance with the provisions of this agreement.

2. (a) The minimum hourly basic wage rates for Foremen listed in column 1 of the following schedule shall be related to the hourly basic wage rates for the appropriate benchmark worker as listed in column 2 and be maintained at the minimum percentage margins above such bench mark basis hourly rates as listed in column 3. The maximum % margin shown in column 4 is the upper level of the range within which the Company at its absolute discretion may grant merit recognition in the remuneration of individual Foremen as and when considered appropriate by the Company.

Column 1	Column 2	Column 3	Column 4
	Bench Mark	Minimum	Maximum
Job Category	Worker	% Margin	% Margin
	Cement Workers Award		
Shift Foreman	Kiln Burner Cl.8(a)(i)		12½% to 25%
Labour Foremen			
Portland Quarry Foreman	15ORB Cl.8(b)(i)		12½% to 25%
Mills & Kiln Foreman)			
Packhouse Foreman)			
Weighbridge Foreman)	Heavy Machine		
Wilsonville Quarry)	Operators		
Foreman)	Cl.8(b)(ii)		12½% to 25%
Yard Foreman)			
Transport Foreman)			
Trades Foremen	Tradesmen		
Fitting Shop	Trade cert. Fitter		12½% to 25%
Quarry Workshop			
Drawing Office			
Lubrication			
Carpenters	Cii Carpenters		12½% to 25%
Lines Foreman	Certified Linesmen		12½% to 25%
Electrical Foreman	Registered Electrician		12½% to 25%

(b) The hourly basic wage rates payable to respective Foremen which are within the appropriate minimum/maximum % margin range specified in subclause (a) of this clause shall be increased by the same percentage movement as basic hourly wage rate of the respective Benchmark worker with effect from the operative date for such Benchmark rate increase.

(c) Nothing in this agreement shall reduce the current hourly wage rate of any Foreman.

(d) Service Payments. Industry provisions to apply.

HOURS OF WORK

3. (a) Daywork Foremen: The ordinary time hours of work of daywork Foremen shall not exceed eight hours on five days of the week, Monday to Friday, both days inclusive, to be worked between the hours of 7.30 a.m. and 4 p.m. with half an hour being allowed for meals.

(b) Shift Foremen: The ordinary time hours of work of Shift Foremen shall not exceed five shifts of eight hours each, inclusive of crib time, in any one week, in accordance with Shift Foreman's roster.

OVERTIME

4. (a) Foremen required to work any hours outside of and additional to those specified in clause 2 (a) or (b) shall be paid at the appropriate overtime rate for the actual overtime hours so worked.

(b) The appropriate rate for payment of overtime up to the first 3 hours worked in excess of the daily ordinary time hours in clause 2 (a) or (b) of this agreement shall be one and a half times the respective Foremen's hourly wage rate specified under clause 1(b). For other overtime and appropriate rate shall be double time.

(c) Overtime worked after noon on Saturday or on a Sunday or Statutory Holiday shall be at double time rates.

(d) All overtime worked by Foremen must be justified to and approved by their immediate Superior.

SPECIAL PAYMENTS

5. (a) All Foremen for all hours worked shall be paid the dust and conditions allowance as per the Industry Provisions.

(b) Shift Foremen shall be paid a shift allowance for each shift worked as per the Industry Provisions.

(c) Foremen specifically exposed to the same conditions as the workers they are supervising may claim special payments applicable as per the industry agreements or provisions for the actual time so exposed.

(d) No special payment may be assumed, the Departmental Head of that section will investigate the conditions and, if warranted, will pass for payment the 'special' payment asked for.

CLOTHING

6. (a) All Foremen shall be paid a laundering allowance for all days worked as per the Industry provision.

(b) Each Foreman shall be supplied on request with an initial issue of two pairs of overalls, one pair of trousers, two shirts and one jacket. In addition each Foreman shall be entitled to one pair of steel capped safety boots or shoes.

All issued industrial clothing and safety footwear remain the property of the employer. Replacement shall be upon production of such clothing or footwear when worn out by fair wear and tear.

HOLIDAYS

7. All holiday entitlements for Annual Leave and Long Service Leave shall be as per the Industry Provisions.

GENERAL

8. Foremen shall be in all other respects be considered on the same terms as salaried staff members of the Association.

SECTION B

EXECUTIVE AND OTHER SALARIED STAFF

1. A minimum/maximum salary range applicable to each executive or salaried staff position will be advised individually to the incumbent of each position.

Each salary range will be increased annually from 1st January each year by the average percentage movement during the preceding year of company negotiated cement worker award or agreement basic hourly wage rates plus dust and conditions allowance (service or shift provisions not to be considered) applicable at the company's Portland and Tarakohe Works.

Individual salaries applicable to employees covered by this section of this agreement will be reviewed within the appropriate salary range, annually to be effective from 1st January each year, in accordance with company salary review policy and giving recognition of service no less favourably than the percentage relationship of cement workers award service provisions to a cement worker labourer hourly basic rate.

SPECIAL PAYMENTS

2. No special payments will be paid as they will be deemed to be part of the salary.

OVERTIME

3. Salaries paid from Head Office to executive salaried staff shall be deemed to be all inclusive recompense for hours and duties required of them. However some executive staff may be advised, for taxation identification purposes, of a portion of their salary designated as a 'roster' or 'on call' allowance.

CLOTHING

4. (a) All salaried staff shall be paid a Laundering Allowance as per the Industry Provisions based on a five day week only.

(b) Salaried staff will be supplied clothing on a need basis only.

HOLIDAYS

5. All holiday entitlements for Annual Leave and Long Service Leave shall be as per the Industry Provisions.

SECTION C

GENERAL PROVISIONS

1. The employer may make a rateable deduction from wages payable to employees covered by this agreement for any time lost through default.

For salaried staff rateable deduction shall be defined as 1/260th of the annual salary for each day on which default occurs.

Such deductions may be made from remuneration due for the next pay period following that in which the lost time occurs.

SCOPE OF AGREEMENT

2. This agreement shall apply to the parties named herein.

TERM OF AGREEMENT

3. This agreement shall come into force on the 1st January, 1982 and shall continue in force for a minimum term of 12 months.

For the Wilsons Cement Staff Association Incorporated

C. Moring
Date, 31 March 1982

For the Wilsons (NZ) Portland Cement Limited

A. G. Smith
Date, 31 March 1982

MEMORANDUM

This voluntary agreement has been filed with the Registrar in accordance with section 141 of the Industrial Relations Act 1973.

Dated at Wellington, this 7th day of May 1982.

(L.S.)

J. H. Hall, Registrar