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**ROTORUA WASTE WATER TREATMENT PLANT
LABOURER'S—COLLECTIVE AGREEMENT
(VOLUNTARY)**

Dated 11/10/82

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 Rotorua Waste Water Treatment Plant Labourers Dispute of Interest between New Zealand Labourers, General Workers and Related Trades Industrial Union of Workers (Northern Branch) and the Rotorua District Council.

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 11th day of October 1982.

(L.S.)

N. P. Williamson, Judge

Section 65

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 a Voluntary Settlement relating to Labourers at the Rotorua Waste Water Treatment Plant between New Zealand Labourers, General Workers and Related Trades Industrial Union of Workers (Northern Branch) and Rotorua District Council, a duly incorporated local body, Private Bag, Rotorua.

To the Registrar, 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 of the Industrial Relations Act 1973, for registration by the Arbitration Court as a collective agreement.

Dated at Rotorua this 2nd day of June 1982.

Signatures of parties:

J. E. Keaney, Mayor, Authorised Agent
 H. C. Childs, District Manager
 L. Smith, Union Secretary, Authorised Agent
 S. O'Reilly

ARRANGEMENT

Clause
Number Title

- 1—Persons to whom this Agreement applies
- 2—Scope of Agreement
- 3—Hours of Work
- 4—Roster of Work
- 5—Wages
- 6—Overtime
- 7—Plant Allowance
- 8—Clothing
- 9—Annual Holidays
- 10—Matters not Provided For
- 11—Term of Agreement

SCHEDULE

1. PERSONS TO WHOM AGREEMENT APPLIES

This agreement shall apply to all workers employed in the operating and maintaining of the Rotorua District Council Waste Water Treatment Plant and sewerage pump stations. This agreement was made on 3rd July 1981.

2. SCOPE OF AGREEMENT

Whereas on the one hand the Council agrees to apply the provisions specified below to the workers normally employed under the N.Z. (with exceptions) Local Bodies' Labourers Award (hereinafter referred to as "the Award"), the Union agrees that this agreement shall run concurrently with the aforementioned award for the said period of that award and providing there are no alterations to the present operating procedure at the plant then this agreement shall be upgraded in line with any future award movements or General Wage orders which may apply.

3. HOURS OF WORK

Except for workers rostered under clause 4, the hours of work shall be: 40 hours per week, 8 hours per day, between the hours of 7.30 a.m. and 5.00 p.m. Monday to Friday inclusive.

4. ROSTER OF WORK

4.1 In accordance with subclause (d) of clause 2 of "the Award", the hours of work for all workers employed at the Waste Water Treatment Plant of the Rotorua District Council may be fixed by roster, as may be agreed between the Council and the Union from time to time.

4.2 It is hereby agreed that all rostered workers employed at the Wastewater Treatment Plant shall have their hours fixed by the following roster:

	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday
First week ...	on	off	off	on	on	on	on
Second week...	on	on	on	on	off	off	on
Third week ...	on	on	on	on	off	off	on

The above roster represents any number of workers whose hours of work are spread over any period of five days in any one week Tuesday to Monday.

4.3 All workers who are employed in accordance with the above roster shall be paid a plant allowance as prescribed by clause 7 hereof.

4.4 Clause 3 hereof shall not apply to workers who are employed on a roster in accordance with this clause. All time worked outside the hours and days set out in clause 3 shall be paid at penal rates in accordance with clause 6.

4.5 Where a statutory holiday (other than Anzac Day or Waitangi Day) falls on a worker's rostered day off, the worker concerned shall receive eight (8) hours ordinary pay

5 WAGES

Except as otherwise provided by this agreement, all wages and allowances shall be paid in accordance with "the Award" as amended from time to time.

6. OVERTIME

6.1 Subject to subclauses 6.2 and 6.3 hereof, all time worked outside the hours and days set out in clause 3 (Hours of Work) shall be deemed to be overtime and shall be paid at the rate of time and a half for the first three consecutive hours on any one day and double time thereafter.

6.2 All time worked after noon on Saturday or any time worked on Sunday shall be paid for at double time.

6.3 All time worked on a statutory holiday shall be paid for at double time, in addition to the weekly wage.

7. PLANT ALLOWANCE

An allowance of \$1.74c per hour as at 11.6.81 shall be paid to each worker for each hour worked. This allowance shall be in full satisfaction of all other award payments (including gumboot money, but excluding standby payment). This allowance is paid in recognition by both parties for the nature of the work, for the existence of a roster and for workers to perform daily certain duties in the plant, regardless of weather conditions.

8. CLOTHING

Overalls, gumboots and gloves plus wet weather gear shall be supplied to all workers. Also Swandris and Balaclavas in winter. Such clothing to be replaced on production of worn out clothing.

9. ANNUAL HOLIDAYS

All workers employed regularly and continuously in accordance, with the roster prescribed in clause 4 shall be entitled to one extra week's annual holiday in addition to the annual holidays entitlement prescribed by clause 9 of "the Award". The extra week's holiday is in consideration for workers having to work by roster on weekends and statutory holidays from time to time. The extra week shall be calculated and paid pursuant to the Holidays Act 1981 and may be taken in one or more periods and at such time as may be agreed by the employer and the worker. Where the employer and the worker are unable to agree as to the time of taking the extra annual leave, the employer may fix the time of taking the extra annual leave by giving the worker seven (7) days' notice in writing.

10. MATTERS NOT PROVIDED FOR

All matters not specifically and clearly provided for in this Agreement shall be subject to the appropriate provisions of the New Zealand (with exceptions) Local Bodies' Gardeners, Labourers and General Workers Award dated 25th May 1981.

11 TERMS OF AGREEMENT

This Agreement which came into force on the 3rd of July 1981 shall expire on the 2nd day of July 1984

Signed for and on behalf of the Rotorua District Council as Authorised Agents:

J. E. Keaney (Mayor), Authorised Agent
H. C. Childs (District Manager)

Signed for and on behalf of the N.Z. Labourers, General Workers and Related Trades Industrial Union of Workers (Northern Branch) As Authorised Agents:

L. Smith (Union Secretary), Authorised Agent
S. O'Reilly

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 Court has registered the instrument after being satisfied that a complete settlement was arrived at by the parties before the commencement of the Wage Freeze Regulations 1982.

(L.S.)

N. P. Williamson, Judge