

Please post in a Conspicuous Place accessible to Workers

**Highways Transport Limited Shift –
Collective Agreement (Voluntary)**

Dated 21/4/82

Note: See clause 12 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 Highways Transport Limited Shift Dispute of Interest between Highways Transport Limited and Wellington Road Transport and Related Industries Motor and Horse Drivers and their Assistants 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 21st day of April 1982

(L.S.)

D. S. Castle, Judge

secs 65 and 66

Form 5

Reg 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 Highways Transport Limited Shift Agreement dispute of interest between Highways Transport Limited, P.O. Box 304, Palmerston North and The Wellington Road Transport And Related Industries Motor and Horse Drivers And Their Assistants 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 Palmerston North this 20th day of April 1982.

Signatures of Parties

G. Speirs, Highways Transport Ltd Manager
S. Kennedy, Drivers Union Organiser

HIGHWAYS TRANSPORT LIMITED SHIFT AGREEMENT

COLLECTIVE AGREEMENT – VOLUNTARY

APPLICATION

1. This Agreement shall apply to all drivers employed by Highways Transport Ltd., in the Wellington Industrial District, and who are employed on shift work.

This agreement is made in accordance with Clause 9 (f) of the New Zealand General Drivers Award and the conditions of Clause 4 (a) and (b) and Clause 9 (a).

WAGES

2. Up to 40 Tonnes	\$199.39 per week
Over 40 Tonnes	\$202.15 per week
Artics up to 40 tonnes	\$202.82 per week
Artics over 40 tonnes	\$205.59 per week

INDUSTRY ALLOWANCE

3. An industry allowance of \$13.54 is to be paid to all workers covered by this agreement. The Industry Allowance shall be incorporated into the hourly rate for the purposes of overtime calculation.

4. Only two shifts shall be worked in each day (24 hours).

5. A shift allowance of \$12.00 per shift per day shall be paid in lieu of the normal penal provision of the Award and in recognition of the disruption to private life.

DIRT MONEY

6. Dirt money payments for commodities covered by clause 6 (d) of the Award will be paid at a minimum rate of 25 cents per hour with a minimum payment of \$1.40 per day, provided that dirt money for commodities named in the Award where payment is greater shall not be affected.

TEN HOUR BREAK

7. Where the employer requires workers to commence work prior to the observance of a ten hour break between the cessation of work and the recommencement of work the following day, the employer shall pay workers at the rate of double time for all time worked until a ten hour break is observed.

HOLIDAYS

8. In addition to Award entitlements, Drivers regularly and continuously employed on a shift work shall be allowed one additional weeks holiday to be included in their annual entitlement. In the event that a Driver does not have continuity of shift work throughout the year he shall be entitled to one extra days holiday for each ten weeks or part thereof of shift work worked.

TRAVELLING PROVISIONS

9. All workers covered by this agreement who require transport to and from work shall receive an allowance of \$2.20 per day as a reimbursement towards arranging alternative transport as a result of starting and finishing outside the hours of public transport. Where the employer provides suitable transport this clause shall not apply.

SERVICE BONUS

10. In addition to clause 25 of the New Zealand General Drivers' Award 1981/82, workers covered under this agreement shall receive a service bonus as follows:

After 12 months service \$2.49 per week

After 2 years service \$3.52 per week

After 5 years service \$6.60 per week

These payments are not included in the hourly rate and are subject to rateable deductions for time lost by the workers own default or through sickness or accident.

EXCLUSION OF ECONOMIC STABILISATION (COST-OF-LIVING INCREASE) REGULATIONS 1980

11. The rates of remuneration determined by this agreement are not to be increased by the application of the 11th June 1981 Cost-of-Living Increase.

TERM

12. The term of this agreement shall be retrospective from the 1st day of November 1981 and shall continue in force for the currency of the N.Z. General Drivers Award which is to expire on the 10th day of September 1982.

Date: 20-4-82

Signed for and on behalf of Highways Transport Limited

G. A. Speirs

Signed for and on behalf of the Wellington Road Transport and Related Industries Motor and Horse Drivers' and Their Assistants' Industrial Union of Workers.

Stuart Kennedy

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 parties' settlement for a shortened term has the Court's consent pursuant to section 92(2) of the Industrial Relations Act 1973 and Regulation 6(3) of the Wage Adjustment Regulations 1974.

(L.S.)

D. S. Castle, Judge