

Please post in a conspicuous place accessible to workers

“The attention of all persons affected by this document is drawn to the transitional provisions concerning union membership set forth in section 17 Industrial Relations Amendment Act 1985.”

**PACIFIC STEEL LIMITED AND PACIFIC
METAL INDUSTRIES LIMITED
ELECTRICAL WORKERS—COLLECTIVE
AGREEMENT (VOLUNTARY)**

Dated 9/9/85

NOTE: See clause 9 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 Pacific Steel Limited and Pacific Metal Industries Limited Electrical Workers Dispute of Interest between the New Zealand (except Canterbury and Westland) Electrical, Electronics and Related Trades Industrial Union of Workers and Pacific Steel Limited and Pacific Metal Industries Limited

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 9th day of September 1985.

(L.S.)

J. R. P. HORN,
JUDGE.

Section 65

Regulation 9

Form 5

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 Pacific Steel Limited and Pacific Metal Industries Limited and the New Zealand (except Canterbury and Westland) Electrical, Electronics and Related Trades Industrial Union of Workers dispute of interest;

BETWEEN the New Zealand (except Canterbury and Westland) Electrical, Electronics and Related Trades Industrial Union of Workers

AND Pacific Steel Limited and Pacific Metal Industries Limited.

To: The Registrar of the Arbitration Court.

WE HEREBY submit to you a signed copy of the terms of the 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 renewal of a Wage agreement read in conjunction with the New Zealand (except Canterbury and Westland) Electrical, Electronics and Related Trades Industrial Union of Workers Award.

Dated at Auckland this 4th Day of March 1985.

Signed for and on behalf of:

PACIFIC STEEL LIMITED AND PACIFIC METAL INDUSTRIES LIMITED.

D. N. McNabb, Authorised Agent, Manager—Employee Relations.
Jan K. Rak, Witness.

Signed for and on behalf of:

THE NEW ZEALAND (EXCEPT CANTERBURY AND WESTLAND) ELECTRICAL, ELECTRONICS & RELATED TRADES INDUSTRIAL UNION OF WORKERS.

J. Taylor, Secretary, Authorised Agent.

PACIFIC STEEL LIMITED AND PACIFIC METAL INDUSTRIES LIMITED AND THE NEW ZEALAND (EXCEPT CANTERBURY & WESTLAND) ELECTRICAL, ELECTRONICS AND RELATED TRADES INDUSTRIAL UNION OF WORKERS

1. WAGE AGREEMENT

(a) An electrician who has completed an apprenticeship in the electrical industry and who has obtained his Trade Certificate in electrical theory and practice or equivalent examination acceptable to the Electricians' Registration Board, \$7.39.6 hourly rate.

(b) To fully cover all working conditions and operations as they apply in the National Award and those that may arise in the performance of the normal and expected duties of the electricians employed in the steelworks, yard and melting shop of the Employer, an amount of 14.9 cents per hour is added.

(c) The hourly rate in total \$7.54.5 per hour.

(d) Temperature money shall be paid on an individual basis in accordance with the Award current at this time.

(e) A registered Electrician who holds the Electricians' Advanced Trade Certificate shall be paid 23.8 cents per hour in addition to the rate prescribed in subclause (c) of this Clause. Where a Registered Electrician or an Electrical Technician holds a second Advanced Trade Certificate he shall be paid an additional 23.8 cents per hour.

(f) (i) A Registered Electrician who holds NZCE (Electrical or Related Trade) shall be paid 23.8 cents per hour in addition to the rates prescribed in subclause (e) and (c) of this Clause.

(ii) A Registered Electrician who holds NZCE (Electrical or Related Trade) and is not a holder of Trade Certificates as in subclause (e) of this Clause, shall be paid a premium rate of 71.4 cents per hour.

(g) A Registered Electrician who has obtained Registration as an Electrical Technician and covered by this Agreement shall be paid 33.6 cents per hour in addition to the rate prescribed in subclause (c) of this Clause.

2. Shift workers shall be paid a shift allowance of \$8.33 per shift.

3.

SERVICE ALLOWANCE

- (i) For service exceeding 6 months—13.8 cents per hour
- (ii) For service exceeding 1 year—22.1 cents per hour
- (iii) For service exceeding 2 years—25.4 cents per hour
- (iv) For service exceeding 3 years—28.2 cents per hour
- (v) For service exceeding 4 years—31.0 cents per hour
- (vi) For service exceeding 5 years—33.7 cents per hour
- (vii) For service exceeding 6 years—37.6 cents per hour
- (viii) For service exceeding 7 years—40.4 cents per hour
- (ix) For service exceeding 8 years—43.1 cents per hour
- (x) For service exceeding 9 years—45.9 cents per hour
- (xi) For service exceeding 10 years—48.7 cents per hour
- (xii) For service exceeding 11 years—50.9 cents per hour
- (xiii) For service exceeding 12 years—53.1 cents per hour
- (xiv) For service exceeding 13 years—55.3 cents per hour
- (xv) For service exceeding 14 years—57.5 cents per hour
- (xvi) For service exceeding 15 years—58.6 cents per hour
- (xvii) For service exceeding 16 years—60.3 cents per hour
- (xviii) For service exceeding 17 years—62.0 cents per hour
- (xix) For service exceeding 18 years—63.6 cents per hour
- (xx) For service exceeding 19 years—65.3 cents per hour
- (xxi) For service exceeding 20 years—66.9 cents per hour

Making a total of 66.9 cents in all.

Continuous service now accrued qualifies for the allowance.

Service must be continuous so that if a worker leaves or is discharged and returns to the Employer, he commences afresh without service allowance and his qualification for the allowance runs from the date of return.

4.

MEAL ALLOWANCE

Will be \$3.78 per meal.

5.

CHARGE ALLOWANCE

Will be 50.0 cents per hour.

6.

TOOL ALLOWANCE

The following minimum list of tools shall be provided by each Tradesman to qualify for payment of tool allowance of 17.9 cents per hour.

Replacement of tools to meet the requirements of metrication, will be at the employee's expense. Tools lost or stolen shall be the replacement responsibility of the worker concerned.

Burglary of tools from a locked tool locker will be reported by the individual employee to the Police and insurance claim form completed and handed to the Employer for action.

Tool List:

- 1 x Side Cutter Pliers
- 1 x 6 Combination Pliers
- 1 x Circlip Pliers Inside and Outside
- 1 x 6" Long Nose Pliers
- 1 x 10" Tin Snips
- 1 x 2lb Ball Pein Hammer
- 1 x Hacksaw
- 1 x Small (Junior) Hacksaw
- 1 x Cold Chisel

Brace with $\frac{1}{2}$ "', $\frac{5}{8}$ "', $\frac{3}{4}$ "' and 1" woodbits
 6 x Screwdrivers (Various sizes)
 3 x Philips Screwdrivers (Various sizes)
 1 x Tap Wrench
 1 x 400 Volt Tester (Martindale or equivalent)
 1 x Pocket Knife
 1 x 6ft Steeltape or 3ft Wood Rule
 1 x 10" Multigrips or Footprints
 3 only Shifting Spanners (4", 6", 10")
 1 x Allen Head Keys
 1 x Ring Spanners $\frac{1}{4}$ "' to $\frac{3}{4}$ "' (or metric equivalent)
 1 x Open Ended Spanners $\frac{1}{4}$ "', to $\frac{3}{4}$ "' (or metric equivalent)
 1 x Soft Face Hammer
 1 x Centre Punch
 1 x Small Socket Set
 1 x BA Spanners (or metric equivalent)
 1 x Tool Box or Bag

7. **ANNUAL HOLIDAYS**

As per Award. Annual Holidays (15) with paragraph 15 (c) after 8 years to read 5 years in both places.

8. **REDUNDANCY**

Three months' notice will be given in order that discussion can take place between the Employer and Union.

TERM OF AGREEMENT

This Agreement in so far as the provisions relating to the rates of wages to be paid are concerned shall be deemed to have come into force on the first day of the pay week commencing on or after the 11th day of December 1984 and continues in force until the 10th day of February 1986.

Dated at Auckland this 4th day of March 1985.

Signed for and on behalf of:

PACIFIC STEEL LIMITED AND PACIFIC METAL INDUSTRIES LIMITED.

D. N. McNabb, Authorised Agent, Manager—Employee Relations.

Signed for and on behalf of:

THE NEW ZEALAND (EXCEPT CANTERBURY AND WESTLAND) ELECTRICAL, ELECTRONICS AND RELATED TRADES INDUSTRIAL UNION OF WORKERS.

J. Taylor, Secretary, Authorised Agent.

STATEMENT OF THE PARTIES

During the currency of this Voluntary Agreement, should legislation changes permit the inclusion/insertion of an unqualified preference clause or similar the parties agree to the insertion of a clause of this kind into this document.

STATEMENT OF THE PARTIES

This agreement shall apply to all electricians employed in the yard, rolling mills, and steel plant of Pacific Steel Limited and Pacific Metal Industries Limited, and shall not apply to foremen whose duties are substantially overseeing and not manual.

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, 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 nine months from the date of registration.

(L.S.)

J. R. P. HORN,
JUDGE.