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**DOMINION SALT LIMITED, LAKE
GRASSMERE, ENGINE DRIVERS,
BOILER ATTENDANTS, FIREMEN
AND GREASERS—COLLECTIVE
AGREEMENT (VOLUNTARY)**

Dated 17/6/85

NOTE: See clause 10 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, Lake Grassmere, Engine Drivers, Boiler Attendants, Firemen and Greasers Dispute of Interest between Dominion Salt Limited, Lake Grassmere, and the New Zealand Engine Drivers, Firemen, Greasers and 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 17th day of June 1985.

[L.S.]

D. S. CASTLE,
JUDGE.

Section 65Form 5Reg. 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, Lake Grassmere Engine Drivers, Boiler Attendants, Firemen and Greasers Dispute of interest Between Dominion Salt Limited, Lake Grassmere 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 of the Industrial Relations Act 1973, for registration by the Arbitration Court as a collective agreement.

Dated at Blenheim this 29th day of April 1985.

Signed for and on behalf of Dominion Salt Ltd.

J. W. EGGERS, General Manager.

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

G. J. GREEN.
G. HOGARTH.

AGREEMENT BETWEEN THE N.Z. ENGINE DRIVERS, FIREMEN, GREASERS AND ASSISTANTS INDUSTRIAL UNION OF WORKERS, AND DOMINION SALT LIMITED, BLENHEIM, IN RESPECT TO MEMBERS OF THE UNION EMPLOYED AT THE COMPANY'S WORKS, LAKE GRASSMERE.

1. Dominion Salt Ltd shall employ Boiler Attendants as deemed necessary between the parties to operate its Vacuum Salt Refinery at Lake Grassmere.

2. **RATES OF PAY**

The Agreed rates of pay incorporate all General Wage Orders and Cost of Living Allowances up to the present date.

The Agreed rate of pay for Operators shall be 700 cents per hour.

The Agreed Service Pay shall be. After six months current continuous service 12 cents per hour. After one year current continuous service 21 cents per hour. After two years current continuous service 25 cents per hour. After three years current continuous service 31 cents per hour. After four years current continuous service 35 cents per hour. After five years current continuous service 41 cents per hour. After six years current continuous service 44 cents per hour.

3. **ALLOWANCES**

Shift Allowance 468 cents per shift. Meal Allowance 364 cents per meal. Change Over Payment 553 cents per week. Crib Time Payment 350 cents per shift. Laundry Allowance 130 cents per week. Coal Handling Allowance 19.5 cents per hour.

4. **TRAVELLING ALLOWANCE**

A travelling expense allowance reimbursement (tax free) of 700 cents per shift will be paid in lieu of the present travelling time payment of one hour per shift. This will apply to all Operators.

5. **HARVEST BONUS**

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.

6. **PROTECTIVE FOOTWEAR**

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

7. **ANNUAL HOLIDAYS**

It is agreed that upon completion of seven years' continuous service, each Operator shall be entitled to one extra week's annual holiday, to be taken in conjunction with or separately from the first three weeks' holiday as the Employer may decide, and in a manner agreed upon between the Employer and the Employee.

8. 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.

9. 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.

10. The agreed rates of pay and allowances contained in this Agreement shall be deemed to come into force on the 1st March 1985 and continue in force until the 31st December 1985.

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

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

Signed for and on behalf of Dominion Salt Limited

J. W. EGGERS, General Manager.

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

G. J. GREEN, President.
G. HOGARTH.

Dated at Blenheim this 29th day of April 1985.

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.]

D. S. CASTLE,
JUDGE.

NOTE: This instrument was previously known as the Dominion Salt Limited, Blenheim, Engine Drivers, Boiler Attendants, Firemen and Greasers Collective Agreement (Voluntary), Registered 29/3/82, B.A. 1982, page 4081.