

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.”

SOUTHLAND HARBOUR BOARD TUG MASTERS — COLLECTIVE AGREEMENT (VOLUNTARY)

Dated 11/10/85

NOTE: See clause 8 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 Southland Harbour Tug Masters Dispute of Interest between the New Zealand Merchant Service Guild Industrial Union of Workers and the New Zealand Harbour Boards' Industrial Union of Employers.

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 1985.

(L.S.)

J. R. P. HORN,
JUDGE.

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 the Southland Harbour Board Tugmasters' dispute of interest between the New Zealand Merchant Service Guild Industrial Union of Workers and the Southland Harbour Board.

To: The Registrar of the Arbitration Court.

We hereby submit to you a signed copy of the terms of a 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 Wellington this 29th day of August 1985.

SIGNATURE OF PARTIES:

Signed for and on behalf of:

The New Zealand Merchant Service Guild Industrial Union of Workers.
J. R. McLeod, Assistant Secretary.

Signed for and on behalf of:

The New Zealand Harbour Boards' Industrial Union of Employers.
J. Murray, Authorised Agent.

This is a Voluntary Agreement under Section 65 of the Industrial Relations Act 1973, on the revised conditions of work for the Southland Harbour Board Tugmasters coming under the control of the Harbourmaster at the Port of Bluff.

Parties to the Agreement:

Tugmasters — New Zealand Merchant Service Guild

Southland Harbour Board — New Zealand Harbour Boards' Industrial Union of Employers.

SHORT TITLE — TUGMASTERS' SALARY AGREEMENT

1. APPLICATION OF AGREEMENT

This agreement shall apply to the positions of Tugmasters appointed by the Southland Harbour Board.

2. HOURS AND GENERAL CONDITIONS

(a) The responsibilities of the Tugmasters in relation to their duties in general shall remain as at present between the Tugmasters and the Southland Harbour Board unless varied by mutual agreement between the Guild and the Employers' Union. The salaries specified in this agreement include an overtime component in acknowledgement that the majority of call-outs are performed outside normal working hours of 8 a.m. to 5 p.m., Monday to Friday inclusive. It is further acknowledged that this is an all inclusive salary and includes a component for all allowances and provisions presently covered under the Tug and Dredge Officers Award except for a travelling allowance payment.

(b) Number of Tugmasters — The Southland Harbour Board will employ:

(i) Not less than three Tugmasters for the operating of tugs "Monowai" and "Hauroko".

(ii) Where, because of the termination of employment of a Tugmaster, the number employed is less than three, the employers shall take all practical steps to fill the vacancy.

(c) Where in the event of altered working conditions brought about by National Agreements or changes to working or cargo handling patterns in the Port or a serious downturn in shipping, the parties to this agreement agree to review the conditions.

3. SALARY PAYMENTS

The salary payable for the position shall be as follows:

1st Year	\$29,267 per annum
2nd Year	\$30,548 per annum
3rd year and after	\$31,831 per annum

4. ANNUAL HOLIDAYS

Tugmasters shall after the completion of each year of service be entitled to 31 days' holiday on full pay, provided that after three years' current continuous service with the same Board 38 days' holiday shall be given on full pay. In addition a Master who has been engaged on Tug duties or has been required to attend to shipping, shall have an additional day added to his annual leave for each statutory holiday so worked.

5. ROSTER SYSTEM

In recognition of the fact that the roster system for regular time off is in operation, then a Master required to work on a rostered day off duty shall not be entitled to time off in lieu thereof.

6. **SCOPE OF AGREEMENT**

- (a) This agreement shall operate at the Port of Bluff.
 (b) Any circumstance which may arise and is not covered by this agreement, the provision of the Tug and Dredge Officers Award shall apply.
 (c) Where any conflict arises between the terms of this agreement and the Award, then this agreement shall take precedence.

7. **EXCLUSION OF ECONOMIC STABILISATION (COST OF LIVING ALLOWANCE) REGULATIONS 1984**

The rates of remuneration determined by this Voluntary Agreement are not to be increased by the application of the Economic Stabilisation (Cost of Living Allowance) Regulations 1984.

8. **TERM OF AGREEMENT**

This agreement insofar as the provisions relating to the rates of wages to be paid are concerned, shall be deemed to have come into force on the 1st day of March 1985, and so far as all other provisions of the agreement are concerned, it shall come into force on the day of the date hereof; and this agreement shall continue in force until the 31st day of December 1985.

Signed for and on behalf of:

The New Zealand Merchant Service Guild Industrial Union of Workers.
 J. R. McLeod, Union Assistant Secretary.

29 August 1985.

Signed for and on behalf of:

The New Zealand Harbour Boards' Industrial Union of Employers.
 J. Murray, Authorised Agent.

19 September 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.)

J. R. P. HORN,
JUDGE.