

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.”

**ROTHMANS TOBACCO COMPANY
LIMITED (NAPIER) ENGINE DRIVERS,
BOILER ATTENDANTS, FIREMEN AND
GREASERS—COLLECTIVE
AGREEMENT (VOLUNTARY)**

Dated 23/6/86

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 Rothmans Tobacco Company Limited (Napier) Engine Drivers, Boiler Attendants Firemen and Greasers Dispute of Interest

between New Zealand Engine Drivers, Firemen, Greasers and Assistants Industrial Union of Workers; and Rothmans Tobacco Company 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 23rd day of June 1986.

[L.S.]

D. D. Finnigan
JUDGE

SECTIONS 65 AND 66

REGULATION 9 (4)

FORM 5
Under the Industrial Relations Act 1973
SUBMISSION OF VOLUNTARY AGREEMENT FOR
REGISTRATION

IN THE MATTER OF the Industrial Relations Act 1973

AND IN THE MATTER OF THE Rothmans Tobacco Company Limited Napier Engine Drivers, Boiler Attendants Firemen and Greasers Dispute of interest

BETWEEN Rothmans Tobacco Company Limited Napier

AND The New Zealand Engine Drivers, Firemen, Greasers 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 Napier this 2nd day of April 1986.

Signed for and on behalf of

Rothmans Tobacco Company Limited
 Private Bag,
 NAPIER

P.A. Skilton

PERSONNEL SERVICES MANAGER

Signed for and on behalf of

The New Zealand Engine Drivers, Firemen, Greasers and Assistants
Industrial Union of Workers

C. Devitt
G. Hogarth
SECRETARY

**VOLUNTARY AGREEMENT BETWEEN ROTHMANS TOBACCO
CO. LTD., NAPIER AND THE WELLINGTON BRANCH OF THE
NEW ZEALAND ENGINE DRIVERS, FIREMEN, GREASERS AND
ASSISTANTS INDUSTRIAL UNION OF WORKERS**

1. RELATIONSHIP OF CONCILIATED AWARD

The workers to be covered by this agreement shall continue to be bound by the terms of the Conciliated Award (The New Zealand Engine Drivers, Boiler Attendants, Firemen and Greasers Award, dated 25.2.86) governing their occupations except in the respect of the matters dealt with in the following clauses of this agreement.

2. WAGES

The basic rates of wages shall be:

- (a) Boiler Attendant (1st Class Certificate) = \$8.40/hr = \$336.00/wk
Boiler Attendant (2nd Class Certificate) = \$8.15/hr = \$326.00/wk

(b) Qualification Payments

The basic wage of a worker holding a first class engine drivers certificate shall be increased by 30c/hr.

The basic wage of a worker holding a second class engine drivers certificate shall be increased by 30c/hr. Payment shall be in accordance with Clause 12 of the conciliated award.

3. SERVICE PAYMENTS

After six months current continuous service with the same employer a worker shall be paid an allowance of: 13.5 cents/hour.

After one years current continuous service with the same employer a worker shall be paid a total of: 22.9 cents/hour.

After two years current continuous service with the same employer a worker shall be paid a total of: 28.5 cents/hour.

After three years current continuous service with the same employer a worker shall be paid a total of: 34.1 cents/hour.

After four years current continuous service with the same employer a worker shall be paid a total of: 39.6 cents/hour.

After five years current continuous service with the same employer a worker shall be paid a total of: 45.3 cents/hour.

After six years current continuous service with the same employer a worker shall be paid a total of: 50.9 cents/hour.

4. SPECIAL PAYMENTS

(a) Industry, Water Treatment and Anti Pollution Allowances

In addition to all other allowances a rate of \$4.24/day, shall be paid to Boiler Attendants employed by the Company in full satisfaction and discharge of all other special allowances previously payable for dirty work, confined space, height, tobacco dust, humidity or in respect of any other conditions whatsoever pertaining to this industry. This

allowance also recognises the requirement by Boiler Attendants to ensure that water used in steam generation is maintained at a level of purification compatible with optimum boiler operation, and further to ensure that boiler emissions are maintained at a level which will minimise pollutants escaping into the atmosphere, by continuously monitoring the equipment provided and maintaining the optimum balance of the fuel/air mixture.

5. **MEAL ALLOWANCE**

A meal allowance of \$5.00 shall be paid in accordance with provisions of Clause 9 of the New Zealand Engine Drivers, Boiler Attendants, Firemen and Greasers Award. (Dated 25 February 1986).

6. **CHANGEOVER ALLOWANCE**

As provided in Clause 5C of the New Zealand Engine Drivers, Boiler Attendants, Firemen and Greasers Award (Dated 25 February 1986) the changeover allowance shall be \$5.27 per week.

7. **LAUNDRY ALLOWANCE**

An allowance of \$1.55/week shall be paid in accordance with the provisions of Clause 29 (b) (ii) of the N.Z. Engine Drivers, Boiler Attendants, Firemen and Greasers Award (dated 25 February 1986).

8. **SAFETY SHOES**

An allowance of \$1.44/week shall be paid in accordance with the provisions of Clause 29 (e) of the N.Z. Engine Drivers, Boiler Attendants, Fireman and Greasers Award (dated 25 February 1986).

9. **ANNUAL SERVICE LEAVE**

Upon completion of 6 years continuous service with the Company each worker shall at the end of the 6th and subsequent years be entitled to an annual holiday of 4 weeks. The 4th weeks holiday may be taken in conjunction with or separately from the first 3 weeks holiday as the Company may decide and in a manner agreed upon between the Company and the worker.

10. **DUAL FUEL ALLOWANCE**

Engine Drivers who are required to attend to boilers which are fueled by a minimum of two alternative fuels, from any of the available fuel sources, shall be paid 13.92 cents/hour in recognition of the added skill, associated with multifiring and new technology.

11. **DISPUTES AND PERSONAL GRIEVANCES**

The Company and the Union will, in the event of a dispute or personal grievance occurring during the currency of this agreement, follow the procedure laid down in Clause 39 and Clause 40 of the N.Z. Engine Drivers, Boiler Attendants, Firemen and Greasers Award (dated 25 February 1986).

12. **TERM OF AGREEMENT**

The rates of remuneration in this agreement shall take effect from 12 October 1985 and this agreement shall remain in force until 11 October 1986.

Signed for and on behalf of
ROTHMANS TOBACCO COMPANY LIMITED

P. A. Skilton
PERSONNEL SERVICES MANAGER

Signed for and on behalf of
THE NEW ZEALAND ENGINE DRIVERS, FIREMEN, GREASERS
AND ASSISTANTS INDUSTRIAL UNION OF WORKERS

C. Devitt
Karl Andersen
G. Hogarth
SECRETARY

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 one year from the date of registration.

[L.S.]

D. D. Finnigan
JUDGE

NOTE: This agreement was previously known as Rothmans Tobacco Company Limited Engine Drivers Collective Agreement (Voluntary) (B.A. 1981, p.7429).

The document number remains unchanged.