

**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.”

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

**Dated 23/6/86**

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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 and Assistants Dispute of Interest between Dominion Salt Limited and the New Zealand Engine Drivers, Boiler Attendants, 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 23rd day of June 1986.

(L.S.)

D. D. FINNIGAN  
JUDGE

SECTIONS 65 AND 66REGULATION 9 (4)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 Dominion Salt Limited Lake Grassmere Engine Drivers, Boiler Attendants, Firemen and Greasers Dispute of Interest Between Dominion Salt Limited Blenheim and The New Zealand Engine Drivers, Boiler Attendants, Greasers Industrial Union of Workers. (Wellington Branch)

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 (66) of the Industrial Relations Act 1973, for registration by the Arbitration Court as a collective agreement.

Dated at Blenheim this 9th day of April 1986

SIGNED for and on behalf of  
 Dominion Salt Limited Blenheim

J.W. Eggers

SIGNED for and on behalf of

the WELLINGTON BRANCH OF THE NEW ZEALAND ENGINE DRIVERS, FIREMEN, GREASERS AND ASSISTANTS INDUSTRIAL UNION OF WORKERS Branch)

C. Devitt

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

1. This agreement shall apply to Boiler Attendants employed by Dominion Salt Ltd at its Lake Grassmere Vacuum Salt Refinery.

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 **809 cents per hour**.

The Agreed Service Pay shall be as follows. After six months current continuous service 14 cents per hour, after one years current continuous service 24 cents per hour, after two years current continuous service 29 cents per hour, after three years current continuous service 36 cents per hour, after four years current continuous service 40 cents per hour, after five years current continuous service 47 cents per hour, after six years current continuous service 51 cents per hour.

**Qualification Payment**

Members of the union holding Certificates issued pursuant to the Boiler, Lifts, and Cranes Act shall receive 30 cents per hour, this shall be included in the hourly rate for the purposes of overtime payments.

3. **ALLOWANCES**

Shift Allowance **541 cents** per shift. Meal Allowance **\$5.00**. Change Over Payment **693 cents** per week. Crib Time Payment **404 cents** per shift. Laundry Allowance **150 cents** per week. Coal Handling Allowance **22.5 cents** per hour.

4. **TRAVELLING REIMBURSEMENT ALLOWANCE**

A travelling reimbursement allowance of 809 cents (tax free) per shift will be paid to all operators in lieu of travelling time payment of one hour per shift.

5. **HARVEST BONUS**

As an acknowledgement of the Unions 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 all operators coming under this agreement full harvest bonus.

6. **PROTECTIVE FOOTWEAR**

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

7. **ANNUAL HOLIDAYS**

It is agreed that upon completion of six years current continuous service, each Operator shall be entitled to one weeks extra annual holiday, the holiday may 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.

9. **INTENTION OF PARTIES**

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. **TERM OF AGREEMENT**

The agreed rates of pay and allowances contained in this Agreement shall be deemed to come into force on the 1 January 1986 and shall continue in force until 31 December 1986.

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

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  
(Wellington Branch)

C. Devitt

DATED at Blenheim this 9th day of April 1986

**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