

**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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**ASSOCIATED BRITISH CABLES  
LIMITED AND AUSTRAL STANDARD  
CABLES PROPRIETARY LIMITED  
ENGINEERS AND ELECTRICAL  
TRADESMEN—COLLECTIVE  
AGREEMENT (VOLUNTARY)**

**Dated 4/7/86**

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NOTE: See clause 5 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 Associated Cables Limited and Austral Standard Cables Proprietary Limited Engineers and Electrical Tradesmen Dispute of Interest

between the New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers and Associated British Cables Limited and Austral Standard Cables Proprietary 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 4th day of July 1986.

[L.S.]

D. D. Finnigan  
JUDGE

Section 65

Reg 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 Associated British Cables Ltd and Austral Standard Cables Pty. Ltd. Engineers and Electrical Tradesmen Dispute of Interest

BETWEEN the New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers.

AND Associated British Cables Ltd and Austral Standard Cables Proprietary Ltd.

TO: The Registrar,  
Arbitration Court.

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 CHRISTCHURCH THIS 30th DAY OF APRIL 1986.

Signatures of the Parties:

G. D. O'Connell  
 Assistant District Secretary  
 Authorised Agent for the  
 Union.

D. R. Smith  
 Advocate  
 Authorised Agent for the  
 Employer.

**AUSTRAL STANDARD CABLES PTY LIMITED AND  
 ASSOCIATED BRITISH CABLES LIMITED**

**Terms of Voluntary Collective Agreement Under Section 65**

It is agreed that except as provided herein the provisions of the Factory Engineers Award in force from time to time shall stand part of this Collective Agreement with respect to the engineering tradesmen and associated workers, and it is further agreed that except as provided herein the provisions of the Westland and Canterbury Electrical workers (other than electrical contractors employees) Award in force from time to time shall stand part of this Collective Agreement with respect to the electrical tradesmen and associated workers.

**1. INDUSTRY AND LOCALITY TO WHICH  
 AGREEMENT APPLIES**

This Agreement shall apply to engineering and electrical tradesmen and associated workers employed by Austral Standard Cables Limited and Associated British Cables Limited in the Canterbury and Northern Industrial Districts.

**2. WAGES**

The following shall be the rates of wages:

	<b>Per Hour</b>
	<b>\$</b>
<b>(i) Engineers (Wages)</b>	
(a) Toolmaker	8.607
(b) Fitter	8.387
(c) Fitter's mate	7.200
(d) Metalworker's assistant (engineering labourer)	7.010
	<b>Per Hour</b>
	<b>c</b>
<b>(ii) Engineers (Qualification Payments)</b>	
(a) Indentureship	28.0
(b) Trade Certificate	30.0
(c) Advanced Trade Certificate	30.0
	<b>Per Hour</b>
	<b>\$</b>
<b>(iii) Electrical Workers (Wages)</b>	
(a) A registered electrician who has obtained registration as an Electrical Technician	9.444
(b) An electrician who has completed an apprenticeship in the electrical industry and who has obtained Trade Certificate in electrical theory and practice or equivalent exams acceptable to the Electricians Registration Board.	8.967
	<b>Per Hour</b>
	<b>c</b>
<b>(iv) Electrical Workers (Qualification Payments)</b>	
(a) Advanced Trade Certificate and/or N.Z.C.E. (Electrical)	30.0
(b) Second Advanced Trade Certificate	30.0

(v) Engineering and electrical tradesmen and their associated workers covered by this agreement shall be paid 10 per cent of their ordinary hourly rate additional as a flat hourly bonus for all hours worked.

### 3. SERVICE ALLOWANCE

An employee covered by this agreement shall be entitled to a service allowance as follows:

- (i) After six months' continuous service with the same employer, an adult worker shall be paid an allowance of 13.5 cents per hour.
- (ii) After one year's current continuous service with the same employer, an adult worker shall be paid an allowance of 22.9 cents per hour.
- (iii) After two years' current continuous service with the same employer, an adult worker shall be paid an allowance of 28.4 cents per hour.
- (iv) After three years' current continuous service with the same employer, an adult worker shall be paid an allowance of 34.0 cents per hour.
- (v) After four years' current continuous service with the same employer, an adult worker shall be paid an allowance of 39.5 cents per hour.
- (vi) After five years' current continuous service with the same employer, an adult worker shall be paid an allowance of 45.2 cents per hour.
- (vii) After six years' current continuous service with the same employer, an adult worker shall be paid an allowance of 50.7 cents per hour.
- (viii) After seven years' current continuous service with the same employer, an adult worker shall be paid an allowance of 53.2 cents per hour.

The above amounts shall not be cumulative.

### 4. IN CHARGE RATES

(i) A worker who has been specially directed to take charge of four or more workers shall be paid a chargehand's rate of 34.7 cents per hour.

(ii) Where a chargehand has been specially directed to assume the responsibilities of a Supervisor for one full shift or more, then the allowance in (i) above shall be increased by 23.1 cents per hour to a total of 57.8 cents per hour.

(iii) At the discretion of the employer, a worker may be appointed to the position of charge hand under paragraph (i) or (ii) of this clause, notwithstanding that such worker may not be in charge of the number of workers specified.

### 5. TERM OF AGREEMENT

This agreement shall be deemed to come into force on the first day of the pay week commencing on or after the 11th day of October 1985, and shall remain in force until the 10th day of October 1986.

FOR AND ON BEHALF OF

Austral Standard Cables Pty Ltd

B. G. Bennett, N.Z. Manager

FOR AND ON BEHALF OF

Associated British Cables Ltd

W. Logan, General Manager

## FOR AND ON BEHALF OF

N.Z. Engineering, Coachbuilding, Aircraft, Motor and Related Trades  
Industrial Union of Workers.

G. D. O'Connell, Assistant District Secretary

## ASSESSORS NOTE

	\$ Per Hour
(1) 1984/85 Engineers wages were	6.066
Interim payment (see Memorandum)	.033
	6.099

(2) Agreement between parties dated 22 August 1985 was that the August 1985 notional tradesmens hourly rate for all hours paid, is an amount equivalent to the ABC/ASC appropriate all inclusive hourly rate plus 14.5 per cent.

(3) Agreement between parties on 5 September 1985 that ABC/ASC engineers are \$10.00 per week behind the district ruling rate upper quartile point as revealed by a survey.

(4) 1985/86 award round increase is 15.5 per cent to be applied to the Fitters rates.

(5) Service allowance calculations were reviewed as follows:

	<b>1984/85 + 14.5% + 15%</b>	<b>Factory Engineers 85/86</b>	
After six months	11.7	15.5	13.5
1 year	19.2	25.4	22.9
2 years	24.5	32.4	28.4
3 years	28.8	38.1	34.0
4 years	33.0	43.6	39.5
5 years	37.3	49.3	45.2
6 years	40.5	53.6	50.7

The following points were agreed:

- (a) It would be desirable to apply the Factory Engineers Award service allowances to the ASC/ABC tradesmen.
- (b) That it would be necessary to shift 3.3 cents per hour from the service allowance calculation to the hourly rate to compensate for the lower service allowance paid under the Factory Engineers Award (3.3 cents per hour being the average difference between the two amounts).
- (c) That a seventh year step be introduced to retain parity in this regard with BOA 285.

(6) **Fitters Rate**

(a) Wages	
1984/85 Rate	6.099
Add 14.5% (See Note 2)	.884
Add 15.5% (See Note 4)	1.082
Add \$10 Catchup + 15.5% (See Note 3)	.289
Add Service Allowance adjustment (See Note 5 (b))	.033
	8.387
(b) Qualification Payments	
As per Factory Engineers Award	

**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 is a new agreement citing the parties hereto. The registration number has not been previously allocated.