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“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.”

MOUNT ALBERT CITY COUNCIL LABOURERS — COLLECTIVE AGREEMENT (VOLUNTARY)

Dated 3/12/86

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 Mount Albert City Council Labourers dispute of interest; between Auckland and Suburban Local Bodies Labourers and Related Trades Industrial Union of Workers and Mount Albert City Council

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 3rd day of December 1986.

(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 Mount Albert City Council Labourers' Dispute of Interest
BETWEEN the Auckland and Suburban Local Bodies Labourers' and Related Trades Industrial Union of Workers
AND the Mount Albert City Council

TO THE REGISTRAR OF THE ARBITRATION COURT:
WE HEREBY SUBMIT to you a signed copy of the terms of voluntary settlement of the abovementioned 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 AUCKLAND THIS 7th DAY OF November 1986.

Signature of parties:

Signed for and on behalf of the Mount Albert City Council

F. Ryan
Mayor
E. B. Hay
Town Clerk

Signed for and on behalf of the Auckland and Suburban Local Bodies Labourers' and Related Trades Industrial Union of Workers.

J. J. Duke
President

R. M. Blumhardt
Secretary

MOUNT ALBERT CITY COUNCIL LABOURERS' COLLECTIVE AGREEMENT

Clause Number	Arrangement of Agreement
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5	Higher Grade Workers
6	Protective Clothing
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9	Maternity Leave
10	Special Holidays for Long Service
11	Scope of Agreement
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SCHEDULE

1. PERSONS TO WHOM AGREEMENT APPLIES

This Agreement shall apply to workers specified in Clause 2 of this Agreement who are employed by the Mount Albert City Council.

2. APPLICATION OF AGREEMENT

The provisions of the Auckland (Ten-Mile Radius) Local Bodies' Gardeners, Labourers and Related Trades Employees Award, for the time being in force, shall apply to all workers except as provided for in this Agreement.

3. HOLIDAYS

A worker on special leave without pay due to sickness shall be entitled to payments for such holidays as provided in Clause 16(a) of the Auckland (Ten-Mile Radius) Local Bodies' Gardeners, Labourers and Related Trades Employees Award, on supplying a medical certificate to the Council if so required.

4. WAGES

The following minimum weekly rates of wages shall be paid to men employed in the following branches of work:

(a)	Per Hour	Per Week
	\$ c	\$ c
(i) Refuse tipmen		
Refuse lifters		
Water serviceman or Assistant turncock..	8.093	323.72
(ii) Employee in charge of Refuse Lifting Gang		11.74 extra

- (iii) Head Ganger
Turncock or Head Water Serviceman
Head Drainer
Head Gardener
Head Groundsman
- } Or substitute title which the Council may use in place of any of those listed in this subclause.

Workers under this subclause shall be paid an In-Charge rate in accordance with the formula set out in Clause 9(d) of the Auckland (Ten-Mile Radius) Local Bodies' Gardeners, Labourers and Related Trades Employees Award, excepting that no worker will receive less than the rate provided for a third class ganger in addition to his classified job rate.

(b) The adjustment to wage rates provided for in this Agreement and any special payments or allowances, shall be in terms of Clause 8(s) and Clause 9(l) of the Auckland (Ten-Mile Radius) Local Bodies' Gardeners, Labourers and Related Trades Employees Award.

5. HIGHER GRADE WORKERS

Where a worker is required to relieve a worker receiving a higher rate and where the higher rate has been agreed to by resolution of the Council outside of this Agreement, the relieving workers shall receive that higher rate as agreed to by the Council while so employed.

6. PROTECTIVE CLOTHING

(a) **Refuse Lifters** — Two pairs of overalls or alternative suitable clothing shall be supplied twice yearly to refuse lifters. This provision to be effective after the worker has been in the employ of the Council for a period of four weeks.

(b) Where the Council requires a worker to purchase gumboots, overalls, hand protectors, boots, rainproof oilskins, skinbacks, leather boots, or gloves, the Council shall meet the full cost of same.

(c) Workers shall wear the protective clothing provided on all occasions where it is necessary.

(d) The Council shall, where overalls are supplied and worn, arrange for these to be laundered at the Council's expense.

(e) **Footwear** — Workers must not come onto the job unless wearing boots or other approved footwear suitable to the work on which they are engaged.

7. GRATUITY ON RETIREMENT OR DEATH

All workers covered by this Agreement shall be entitled to the provisions of Clause 19(a) — Retiring Leave or Equivalent Gratuity — provided for in the Auckland (Ten-Mile Radius) Local Bodies' Gardeners, Labourers and Related Trades Employees Award: Provided that employees over 10 years or more of qualifying service who are forced by ill health or other special circumstances to resign before they reach retiring age, shall be granted such gratuity (if any) as the Staffing Sub-Committee may decide in each case, but not exceeding the gratuity prescribed in the Auckland (Ten-Mile Radius) Local Bodies' Gardeners, Labourers and Related Trades Employees Award.

8. SUPERANNUATION

All employees covered by this Agreement may become a contributor to the employer's subsidised superannuation scheme.

9.

MATERNITY LEAVE

A worker with not less than 12 months' continuous service with the same Council who seeks leave of absence for reasons of maternity shall be assured of her former position or an equivalent position, provided that the applicant complies with the following conditions:

(a) The Council is notified of the pregnancy before the end of the fourth month, and given a certificate from a qualified medical practitioner, certifying that she is pregnant, giving the estimated date of birth, and stating whether she is fit to work.

(b) Except as provided in subclause (c), the worker shall begin her leave when she is six months' pregnant. When her leave begins she shall be given accrued holiday pay.

(c) If the worker wishes to begin leave earlier or work later than the period stipulated in subclause (b) she must furnish her Council with a supporting medical certificate.

(d) The worker shall notify her Council within one month of the birth of her child whether she intends to return to work.

Except by agreement, which shall not be unduly withheld, the total period of absence shall not exceed six months. Employment shall be deemed to be continuous for the purpose of all service entitlements except holidays and annual promotion.

10.

SPECIAL HOLIDAYS FOR LONG SERVICE

Where the provision of long service leave contained in the Council Resolutions — Staff are more advantageous than those provided for in Clause 24, Auckland (Ten-Mile Radius) Local Bodies' Gardeners, Labourers and Related Trades Employees Award, they shall be granted to employees.

Copies of the Council Resolutions will be made available to employees.

11.

SCOPE OF AGREEMENT

The operation of this Agreement is limited to all works performed by the Mount Albert City Council.

12.

TERM OF AGREEMENT

This Agreement shall be deemed to have come into force on the 10th day of November 1985 and shall continue in force until the 30th day of September 1987.

Signature of Parties:

Signed for and on behalf of the Mount Albert City Council.

F. Ryan, Mayor.

E. B. Hay, Town Clerk.

Signed for and on behalf of the Auckland and Suburban Local Bodies Labourers' and Related Trades Industrial Union of Workers.

J. J. Duke, President.

R. M. Blumhardt, 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.

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.)

J. R. P. HORN
JUDGE.