

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.”

**J WATTIE CANNERIES LIMITED
ENGINE DRIVERS, BOILER
ATTENDANTS, FIREMEN AND
GREASERS — COLLECTIVE
AGREEMENT
(VOLUNTARY)**

Dated 5/6/86

NOTE: See clause 16 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 J Wattie Canneries Limited Engine Drivers, Boiler Attendants, Firemen and Greasers dispute of interest between J Wattie Canneries Limited and the New Zealand Engine Drivers, Firemen, 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 5th day of June 1986.

(L.S.)

D. S. CASTLE
JUDGE

SECTION 65

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 J. Wattie Canneries Limited Engine Drivers, Boiler Attendants, Firemen and Greasers Dispute Of Interest.

Between J. Wattie Canneries Limited

And the New Zealand Engine Drivers, Firemen, Greasers and Assistants' 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 Hastings this 10th day of February 1986.

Signed For and on Behalf of
J. Wattie Canneries Limited

D. Schofield, Assistant Industrial Relations Manager.

Signed for and on behalf of The New Zealand Engine Drivers, Firemen, Greasers and Assistants Industrial Union Of Workers:

C. Devitt, Authorised Agent
K. Andersen
G. Hogarth

AGREEMENT BETWEEN THE NEW ZEALAND ENGINE DRIVERS, FIREMEN, GREASERS AND ASSISTANTS INDUSTRIAL UNION OF WORKERS AND J. WATTIE CANNERRIES LTD. SETTING OUT SPECIAL RATES AND CONDITIONS APPLICABLE TO ENGINE DRIVERS, FIREMEN, GREASERS AND ASSISTANTS EMPLOYED BY J. WATTIE CANNERRIES LIMITED IN THE NORTHERN, WEL-LINGTON AND CANTERBURY INDUSTRIAL DISTRICTS.

1. **WAGES**

The following shall be the rates of wages:

Workers holding first class certificates.....	\$8.52 per hour
Workers holding second class certificates.....	\$8.29 per hour
Workers holding Boiler Attendants Certificates.....	\$8.05 per hour

2. **QUALIFICATION PAYMENTS**

1st class certificate.....	59.5 cents per hour
2nd class certificate.....	55.6 cents per hour
Boiler Attendant Certificate.....	15.0 cents per hour

3. **ENGINE DRIVERS BOILERHOUSE ALLOWANCE**

In consideration of extra duties/responsibilities resulting from special circumstances associated with the operations of the companys boilerhouses, an allowance of 65 cents per hour will be paid.

4. **SERVICE PAYMENTS**

After six months.....	25.8 cents per hour
After one year.....	33.8 cents per hour
After two years.....	41.9 cents per hour
After three years.....	45.0 cents per hour
After four years.....	50.1 cents per hour
After five years.....	58.3 cents per hour
After six years.....	62.7 cents per hour
After seven years.....	67.3 cents per hour
After eight years.....	71.3 cents per hour
After nine years.....	75.3 cents per year
After ten years.....	79.3 cents per hour

(a) **Crib Time**

All workers coming under this agreement shall receive crib time paid at ordinary rates in addition to their normal pay rates.

5. **DUAL FUEL**

Engine Drivers and/or Boiler Attendants who are required to attend boilers which are fuelled with a minimum of two alternative fuels from any of the available fuel sources shall be paid 23.1 cents per hour, in recognition of the added skill, stress etc. associated with multi firing and new technology.

6. **ASH HANDLING**

Where a worker is required to remove ash from boilers from means other than automatic, he shall be paid 23.1 cents per hour extrtra.

7. **MEAL ALLOWANCE**

Meal Allowance.....	\$5.00 per meal
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8. **SHIFT ALLOWANCE**
 Shift Allowance..... \$5.35 per day

9. **CHANGEOVER PAYMENT**
 Changeover Payment..... \$5.26 per week

10. **WATER TREATMENT AND ANTI POLLUTION ALLOWANCE**
 Water Treatment and Anti Pollution Allowance..... \$4.23 per day

11. **DISABILITY ALLOWANCE**
 Disability Allowance..... 35 cents per day

12. **SERVICE HOLIDAY**
 Upon completion of six years continuous service with the Company, each worker shall for the sixth and subsequent years, be entitled to an annual holiday of four weeks instead of three weeks. The fourth weeks holiday may be taken in conjunction with or separately from the first three weeks holiday as the Company may decide in a manner agreed upon between the Company and the worker.

13. **RENEGOTIATION OF THE AGREEMENT**
 The parties to this agreement undertake that at renegotiations of this document the agreed percentage increase to the rates will apply across the board without variations from classifications to classification. Margins between the classifications shall not be subject to negotiations.

The Company agrees to receive and discuss any problem arising due to local conditions at its plants.

The parties agree that negotiations for the renewal of this document will be entered into and every endeavour made to reach settlement prior to the expiry of this document. In the event of settlement not being reached at that date negotiations will continue.

Future General Wage Increases shall be applied according to their tenor, to the rates set out in this agreement.

14. The parties to this agreement recognise that its success depends upon mutual cooperation and agree that any areas of disagreement which arise will be dealt with in accordance with the dispute procedure contained in the dispute clause of the current Engine Drivers, Boiler Attendants, Firemen and Greasers Award.

15. Except for the foregoing all other conditions of the current New Zealand Engine Drivers, Boiler Attendants, Firemen and Greasers Award shall apply.

16. **TERM OF AGREEMENT**

This Agreement shall be deemed to have come into force on the 11th day of December 1985 and shall continue in force until the 10th day of October 1986.

Signed for and on behalf of J. Wattie Canneries Limited.

D. Schofield, Asst. Industrial Relations Manager

Signed for and on behalf of the New Zealand Engine Drivers, Firemen,
Greasers and Assistants Industrial Union of Workers:

K. Andersen

C. Devitt, Authorised Agent.

G. Hogarth

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 parties' settlement for a shortened term has the Court's consent pursuant to section 92 (2) of the Industrial Relations Act 1973 and Regulation 6 (3) of the Wage Adjustment Regulations 1974.

(L.S.)

D. S. CASTLE
JUDGE