

Please post in a conspicuous place accessible to workers

**PACIFIC STEEL LIMITED AND PACIFIC
METAL INDUSTRIES LIMITED
ELECTRICAL WORKERS —
COLLECTIVE AGREEMENT
(VOLUNTARY)**

Dated 27/3/87

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 Pacific Steel Limited and Pacific Metal Industries Limited Electrical Workers Dispute of Interest between Pacific Steel Limited and Pacific Metal Industries Limited and the New Zealand (except Canterbury and Westland) Electrical, Electronics and Related Trades 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 27th day of March 1987.

(L.S.)

J. R. P. HORN
JUDGE

SECTION 65

FORM 5

REGULATION 9

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 Pacific Steel Limited and Pacific Metal Industries Limited and the New Zealand Electrical Workers Dispute of Interest.

BETWEEN the New Zealand (except Canterbury and Westland) Electrical, Electronics and Related Trades Industrial Union of Workers.

AND

Pacific Steel Limited and Pacific Metal Industries Limited.

TO THE REGISTRAR OF THE ARBITRATION COURT:

We hereby submit to you a signed copy of the terms of the 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 Auckland this 27th day of January 1987.

SIGNED FOR AN ON BEHALF OF
PACIFIC STEEL LIMITED AND
PACIFIC METAL INDUSTRIES LTD

Jan K. Rak, Personnel Manager

Witness

Laurie B. King

SIGNED FOR AND ON BEHALF OF THE NEW ZEALAND
(EXCEPT CANTERBURY AND WESTLAND) ELECTRICAL,
ELECTRONICS & RELATED TRADES INDUSTRIAL UNION OF
WORKERS

J. P. Fisher, Authorised Agent

**PACIFIC STEEL LIMITED AND PACIFIC METAL INDUSTRIES
LIMITED, AND THE NEW ZEALAND (EXCEPT CANTERBURY AND
WESTLAND) ELECTRICAL, ELECTRONICS AND RELATED
TRADES INDUSTRIAL UNION OF WORKERS (AUCKLAND
BRANCH).**

1. **WAGE AGREEMENT**

(a) An electrician who has completed an apprenticeship in the electrical industry and who has obtained his Trade Certificate in electrical theory and practice or equivalent examination acceptable to the Electricians' Registration Board, \$9.293 hourly rate.

(b) To fully cover all working conditions and operations as they apply in the National Award and those that may arise in the performance of the normal and expected duties of the electricians employed in the steel works, yard and steel plant of the Employer, an amount of 18.6 cents per hour is added.

(c) The hourly rate in total \$9.479 per hour.

(d) Temperature money shall be paid on an individual basis in accordance with the Award current at this time.

(e) A registered Electrician who holds the Electricians' Advanced Trade Certificate shall be paid 32.1 cents per hour in addition to the rate prescribed in subclause (c) of this Clause. Where a Registered Electrician or an Electrical Technician holds a second Advanced Trade Certificate he shall be paid an additional 32.1 cents per hour.

(f)(i) A Registered Electrician who holds NZCE (Electrical or Related Trade) shall be paid 32.1 cents per hour in addition to the rates prescribed in subclause (e) and (c) of this Clause.

(ii) A Registered Electrician who holds NZCE (Electrical or Related Trade) and is not a holder of Trade Certificates as in subclause (e) of this Clause, shall be paid a premium rate of 96.3 cents per hour.

(g) A Registered Electrician who has obtained Registration as an Electrical Technician and covered by this Agreement shall be paid 47.0 cents per hour in addition to the rate prescribed in subclause (c) of this Clause.

(h) As per Award. Wages 3 (j) with 26.7 cents per hour to read 28.6 cents per hour.

2.

Shift workers shall be paid a shift allowance of \$10.33 per shift.

3. **SERVICE ALLOWANCE**

(i) For service exceeding 6 months — 17.1 cents per hour

(ii) For service exceeding 1 year — 27.4 cents per hour

(iii) For service exceeding 2 years	— 31.5 cents per hour
(iv) For service exceeding 3 years	— 35.0 cents per hour
(v) For service exceeding 4 years	— 38.5 cents per hour
(vi) For service exceeding 5 years	— 41.8 cents per hour
(vii) For service exceeding 6 years	— 46.7 cents per hour
(viii) For service exceeding 7 years	— 50.0 cents per hour
(ix) For service exceeding 8 years	— 53.3 cents per hour
(x) For service exceeding 9 years	— 56.9 cents per hour
(xi) For service exceeding 10 years	— 60.3 cents per hour
(xii) For service exceeding 11 years	— 63.1 cents per hour
(xiii) For service exceeding 12 years	— 65.8 cents per hour
(xiv) For service exceeding 13 years	— 68.6 cents per hour
(xv) For service exceeding 14 years	— 71.3 cents per hour
(xvi) For service exceeding 15 years	— 72.7 cents per hour
(xvii) For service exceeding 16 years	— 74.8 cents per hour
(xviii) For service exceeding 17 years	— 76.9 cents per hour
(xix) For service exceeding 18 years	— 78.9 cents per hour
(xx) For service exceeding 19 years	— 81.0 cents per hour
(xxi) For service exceeding 20 years	— 82.9 cents per hour
(xxii) For service exceeding 21 years	— 85.1 cents per hour
(xxiii) For service exceeding 22 years	— 87.2 cents per hour
(xxiv) For service exceeding 23 years	— 89.2 cents per hour
(xxv) For service exceeding 24 years	— 91.4 cents per hour
(xxvi) For service exceeding 25 years	— 93.5 cents per hour

Making a total of 93.5 cents in all.

Continuous service now accrued qualifies for the allowance.

Service must be continuous so that if a worker leaves or is discharged and returns to the employer, he commences afresh without service allowance and his qualification for the allowance runs from the date of return.

4. MEAL ALLOWANCE

Will be \$5.35 per meal.

5. CHARGE ALLOWANCE

Workers delegated by Management responsible for workers under their control shall receive in addition to the rate Clause 1.(c)

- (i) Central Maintenance Services 80.3 cents per hour as Chargehand.
- (ii) All others 62.0 cents per hour as Chargehand.

6. TOOL ALLOWANCE

The following minimum list of tools shall be provided by each Tradesman to qualify for payment of tool allowance of 22.1 cents per hour.

Replacement of tools to meet the requirements of metrication, will be at the employee's expense. Tools lost or stolen shall be the replacement responsibility of the worker concerned.

Burglary of tools from a locked tool locker will be reported by the individual employee to the Police and insurance claim form completed and handed to the Employer for action.

Tool List:

- 1 x Side Cutter Pliers
- 1 x 6" Combination Pliers
- 1 x Circlip Pliers Inside and Outside
- 1 x 6" Long nose Pliers

1 x 10" Tin Snips
 1 x 2lb Ball Pein Hammer
 1 x Hacksaw
 1 x Small (Junior) Hacksaw
 1 x Cold Chisel
 Brace with 1/2", 5/8", 3/4" and 1" woodbits
 6 x Screwdrivers (Various sizes)
 3 x Phillips Screwdrivers (Various sizes)
 1 x Tap Wrench
 1 x 400 volt tester (Martindale or equivalent)
 1 x Pocket Knife
 1 x 6ft steeltape or 3ft wood rule
 1 x 10" Multigrips or Footprints
 3 only Shifting Spanners (4", 6", 10")
 1 x Allen Head Keys
 1 x Ring Spanners 1/4" to 3/4" or metric equivalent
 1 x Open Ended Spanners 1/4" to 3/4" or metric equivalent
 1 x Soft Face Hammer
 1 x Centre Punch
 1 x Small Socket Set
 1 x BA Spanners (or metric equivalent)
 1 x Tool Box or Bag

7. **ANNUAL HOLIDAYS**

As per Award. Annual Holidays (15) with paragraph 15 (b) after 6 years to read 5 years in both places.

8. **REDUNDANCY**

Three months notice will be given in order that discussion can take place between the Employer and Union.

9. **UNION MEMBERSHIP**

If any adult person (other than a person who holds a certificate of exemption from union membership issued under section 112o of the Industrial Relations Act 1973) who is not a member of a union of workers bound by this agreement is engaged or employed by any employer bound by this agreement, in any position or employment that is subject to the agreement, the person shall become a member of the union within 14 days after that person's engagement or, as the case may require, after this clause comes into force, and shall remain a member of the union so long as that person continues in the position or employment.

(EXPLANATORY NOTE IN RELATION TO EXPIRY OF UNION MEMBERSHIP CLAUSE: This clause will expire on 15 September 1989 unless it is extended pursuant to section 101A of the Industrial Relations Act 1973.)

10. **TERM OF AGREEMENT**

This Agreement in as far as the provisions relating to the Agreement are concerned shall be deemed to have come into force on the first day of the payweek commencing on or after the 11th day of February 1987 and continue in force until the 10th day of February 1988.

DATED AT AUCKLAND THIS 24TH DAY OF JANUARY 1987.

SIGNED FOR AND ON BEHALF OF PACIFIC STEEL LIMITED AND
PACIFIC METAL INDUSTRIES LTD

Jan Rak, Personnel Manager.

SIGNED FOR AND ON BEHALF OF THE NEW ZEALAND (EXCEPT
CANTERBURY AND WESTLAND) ELECTRICAL, ELECTRONICS
& RELATED TRADES INDUSTRIAL UNION OF WORKERS
(AUCKLAND BRANCH)

J. P. Fisher, Authorised Agent.

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.)

J. R. P. HORN
JUDGE