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

Dated 3/3/87

NOTE: See clause 6 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 British Cables Limited and Austral Standard Cable 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 Cable 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 hereto set his hand, this 3rd day of March 1987.

(L.S.)

D. D. FINNIGAN
JUDGE

Section 65

FORM 5

Reg 9(4)

Under the Industrial Relations Act 1973Submission of Voluntary Settlement for Registration.IN THE MATTER of the Industrial Relations Act 1973AND IN THE MATTER of the Associated British Cables Ltd and Austral Standard Cable Ltd, Engineers and Electrical Tradesmen Dispute of InterestBETWEEN the New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers.AND Associated British Cables Ltd and Austral Standard Cable 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 26TH DAY OF JANUARY 1987.

Signatures of the Parties :

(G.D. O'Connell)

Assistant DistrictSecretary.

Authorised Agent for the
Union.

(D.R. Smith)

Advocate

Authorised Agent for the
Employer.

**AUSTRAL STANDARD CABLES 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:

(i) Engineers (Wages)	Per Hour \$	
	11.10.86	10.04.87
(a) Toolmaker	9.123	9.397
(b) Fitter	8.890	9.157
(c) Fitter's mate	7.632	7.861
(d) Metalworkers assistant (engineering labourer)	7.431	7.654
(ii) Engineers (Qualification Payments)	Per Hour C	
(a) Indentureship	29.7	30.6
(b) Trade Certificate	31.8	32.8
(c) Advanced Trade Certificate	31.8	32.8
(iii) Electrical Workers (Wages)	Per Hour \$	
	11.10.86	10.04.87
A. A registered electrician who has obtained registration as an Electrical Technician.	10.010	10.310
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.	9.505	9.790
(iv) Electrical Workers (Qualification Payments)	Per Hour C	
(a) Advanced Trade Certificate and/or N.Z.C.E. (Electrical)	31.8	32.8
(b) Second Advanced Trade Certificate	31.8	32.8
(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 14.3 (14.7 from 10.4.87) cents per hour.
- (ii) After one years' current continuous service with the same employer, an adult worker shall be paid an allowance of 24.3 (25.0 from 10.4.87) cents per hour.
- (iii) After two years' current continuous service with the same employer, an adult worker shall be paid an allowance of 30.1 (31.0 from 10.4.87) cents per hour.
- (iv) After three years' current continuous service with the same employer, an adult worker shall be paid an allowance of 36.0 (37.1 from 10.4.87) cents per hour.
- (v) After four years' current continuous service with the same employer, an adult worker shall be paid an allowance of 41.9 (43.1 from 10.4.87) cents per hour.
- (vi) After five years' current continuous service with the same employer, an adult worker shall be paid an allowance of 47.9 (49.3 from 10.4.87) cents per hour.
- (vii) After six years' current continuous service with the same employer, an adult worker shall be paid an allowance of 53.7 (55.4 from 10.4.87) cents per hour.
- (viii) After seven years' current continuous service with the same employer, an adult worker shall be paid an allowance of 56.4 (58.1 from 10.4.87) 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 charge hand's rate of 36.8 (37.9 from 10.4.87) 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 24.5 (25.2 from 10.4.87) cents per hour to a total of 61.3 (63.1 from 10.4.87) 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. UNION MEMBERSHIP

See Court's memorandum.

6. 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 1986, and shall remain in force until the 10th day of October 1987.

For and on behalf of
Austral Standard Cables Pty Ltd

(P. Hill)
Personnel Manager

For and on behalf of
Associated British Cables Pty Ltd

(B. Mikaere)
Personnel 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

STATEMENT OF THE PARTIES

1. All wage rates and allowances will increase by 6% from the week commencing 10 October 1986 plus a "top up" of 3%. This "top up" will be effective from the week commencing 10 April 1987. This "top up" is in recognition of the possible increase in Cost of Living due to GST or similar reasons. In the event of a GWO during the term of this agreement to compensate for any COL increase the amount of the "top up" will be offset against the GWO or similar regulated adjustment.

(P. Hill), Personnel Manager

(B. Mikaere), Personnel Manager

(G. D. O'Connell), Assistant District 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 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.

Section 17 of the Industrial Relations Amendment Act 1985, Transitional Provision in Respect of Unqualified Preference Provisions, says that every collective agreement or award subject to section 17, shall be deemed to contain a union membership clause in the same form as set out in section 98 of the Industrial Relations Act 1973. The union membership clause reads as follows:

"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."

(L.S.)

D. D. FINNIGAN
JUDGE