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**Associated British Cables Limited and Austral  
Standard Cables Proprietary Limited  
Employees—Collective Agreement  
(Voluntary)**

**Dated 17/12/75**

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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 Cables Pty Limited Employees 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 Pty Limited.

The Industrial Commission, having before it the terms of a voluntary settlement arrived at in the above-mentioned dispute of interest and submitted or notified to the Commission 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 schedule 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 Industrial Commission has hereto been affixed and the President of the Commission has hereunto set his hand, this 17th day of December 1975.

(L.S.)

G. O. Whatnall, President.

## Form 5

Sections 65 and 66

Regulation 9 (4)

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, Austral Standard Cables Employees Dispute of Interest 1975 between the N.Z. Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers and the Associated British Cables, Austral Standard Cables Pty Ltd.

To the Registrar of the Industrial Commission:

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 Industrial Commission as a collective agreement.

Dated at Christchurch this 25th day of November 1975.

For and on behalf of Associated British Cables Limited:

J. Bull, General Manager.

For and on behalf of Austral Standard Cables Pty Limited:

K. I. Kirkpatrick, N.Z. Manager.

For and on behalf of N.Z. Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers:

R. J. Todd.

## TERMS OF VOLUNTARY SETTLEMENT

**ASSOCIATED BRITISH CABLES LIMITED, AUSTRAL STANDARD CABLES  
PTY. LIMITED, CHRISTCHURCH, EMPLOYEES VOLUNTARY COLLEC-  
TIVE AGREEMENT**

### SCHEDULE

#### INDUSTRY TO WHICH AGREEMENT APPLIES

1. The industry to which this agreement applies is the manufacture of telecommunications and electrical power cables and wires.

#### TERMS AND CONDITIONS

2. The terms and conditions of the New Zealand Metal Trades Employees' Collective Agreement in force from time to time shall apply with the following modifications:

- (i) Classifications and wages shall be in accordance with clauses 3 and 4 of this agreement.
- (ii) The periods shown in clause 4 of this agreement shall not be exceeded, but any operator may be up-graded to the full rate for the operation he is performing within those periods.
- (iii) Satisfactory provisions shall be made for overalls or an overall allowance to operators requiring protective clothing.
- (iv) The ten-minutes rest period stipulated in clause 5 of the New Zealand Metal Trades Employees Collective Agreement shall be taken at the machine without stoppage of the machines, where necessary.

#### CLASSIFICATIONS – MALES AND FEMALES

##### 3. Grade 4 –

- Operating heavy wire-drawing machine, including rod handling pickling, and attending acid-recovery plant;
- Operating one medium and one fine wire drawing machine simultaneously;
- Operating electric annealing furnace and and its ancillary atmospheric plant;
- Operating plastic extruding machine;
- Operating telephone cable laying up machine;
- Operating lead extrusion press;
- Operating composite armouring machine;
- Operators engaged on final testing of telephone cable.

##### Grade 3 –

- Operating medium tinning machine;
- Operating two medium or small stranding machines simultaneously;
- Operating one heavy stranding machine (14 x 15 in. bobbin machine only);
- Operating a group of laying up machines including twinners and paper insulating machinery;
- Operating paper slitting machine;
- Operating stripping cables;
- Operators engaged on process and preliminary testing of telephone cables;
- Operators engaged in assembly of telephone cords;
- Operating a group of braiding machines.

##### Grade 2 –

- Operating one medium wire-drawing machine;
- Operating one fine wire-drawing machine;
- Winding heavy wire;

- Finishing coil-winding;  
 Assistant on telephone cable laying up machine;  
 Assistant on lead extrusion press;  
 Assistant on composite armouring machine;  
 Operation of any of the following machines: Fine tinner, bunching, textile lapping, cotton winding, fine wire winding, finishing coiling.
- Grade 1 —  
 Workers not elsewhere specified, including labourers and yardmen.

#### WAGES — MALE WORKERS

4. (a)	On Starting Per Hour Cents	After One Month Per Hour Cents	After Six Months Per Hour Cents	After Twelve Months Per Hour Cents
Grade 4	173.3	182.9	190.7	195.6
3	173.3	182.9	190.7	190.7
2	173.3	173.3	182.9	182.9
1	173.3	173.3	182.9	182.9

(b) Adult Female Workers — From 1st October 1975 female rates are to be based on 45 percent of the appropriate male rates and thereafter in accordance with the Equal Pay Act 1972.

(c) Service Allowance — In addition to the wages detailed in subclauses (a) and (b) of this clause, a 5 cent per hour service allowance shall be paid on completion of one full year of continuous service with each individual employer.

#### PREMIUM BONUS SCHEME

5. Work carried out by the two companies parties to this agreement shall be subject to a premium bonus scheme. The bonus scheme shall secure to a worker a minimum of 20.0 cents per hour more than the minimum rates of wages specified in Clause 4. This amount (20.0 cents) will be compounded in overtime rates.

#### TERM OF AGREEMENT

6. This agreement, in so far as the provisions relating to rates of wages to be paid in Clause 4 are concerned, shall be deemed to come into force on the first day of the pay week in each establishment commencing on or after 9th July 1975 and so far as all other provisions of the agreement are concerned, it shall come into force on the date of registration by the Industrial Commission, and the agreement shall continue in force until the 8th day of July 1976.

Associated British Cables Ltd:

J. Bull, Authorised Agent.

Austral Standard Cables Pty. Ltd:

K. I. Kirkpatrick, Authorised Agent.

New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades, Industrial Union of Workers:

R. J. Todd, District Secretary.

## MEMORANDUM

The terms of voluntary settlement were accompanied by an application pursuant to Regulation 7 of the Wage Adjustment Regulations 1974. In registering the settlement the Commission sustains the application under Regulation 7.

Having regard to prevailing circumstances the Commission has, pursuant to Regulation 7 of the Wage Adjustment Regulations 1974 and section 92 (2) of the Industrial Relations Act 1973, consented to the specified period for which this agreement is to continue in force being less than one year from the date of registration.

The rates of remuneration prescribed by this collective agreement are NOT to be increased by the application of the second cost of living order made pursuant to Regulation 3 of the Wage Adjustment Regulations 1974, Amendment No. 4, dated 9 June 1975.

(L.S.)

G. O. Whatnall, President.