

**MARLBOROUGH, NELSON, WESTLAND AND CANTERBURY DAIRY  
FACTORY MANAGERS – INDUSTRIAL AGREEMENT.**

This industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 21st day of April, 1972, between the South Island Dairy Factory Managers' Industrial Union of Workers (hereinafter called the "union") of the one part, and the Canterbury, Marlborough, Nelson and Westland Dairy Factories' Industrial Union of Employers (hereinafter called "the employer") of the other part, whereby it is mutually agreed by and between the parties hereto as follows, that is to say:

(1) That the terms, stipulations, conditions, and provisions contained and set out in the Schedule hereto shall be binding upon the said parties, and they shall be deemed to be and are hereby incorporated in and declared to form part of this agreement.

(2) The said parties hereto shall respectively do, observe and perform every matter and thing by this agreement and by the said terms conditions, stipulations and provisions respectively required to be done, observed and performed, and shall not do anything in contravention to this agreement or of the said terms, conditions, stipulations and provisions, but shall in all respects abide by and perform the same.

**SCHEDULE**

**WAGES**

1. (a) Butter Factories – The minimum yearly rates of wages shall be as follows:

	\$
Up to an output of 100 tons . . . . .	4964.00
From 101 tons to 300 tons . . . . .	1.38 for every ton
From 301 tons to 800 tons . . . . .	1.15 for every ton
From 801 tons to 1,000 tons . . . . .	0.90 for every ton
From 1,001 tons to 1,500 tons . . . . .	0.69 for every ton
From 1,501 tons to 2,000 tons . . . . .	0.23 for every ton
From 2,001 tons to 3,000 tons . . . . .	0.11 for every ton

(b) Butter factory managers shall receive an additional 48 cents per ton for all bulk butter reworked for local sales.

(c) Cheese Factories – The minimum salary to be paid to the managers engaged on a yearly salary shall be \$4,964.00 per annum. In factories where more than 40 tons of cheese is manufactured during the year, an additional payment shall be paid at the rate of \$2.36 for each additional ton up to 1,200 tons and thereafter \$1.15 per ton.

In factories where under 40 tons of cheese is manufactured during the year a weekly wage may be paid in lieu of the said yearly salary for the period worked at such rates as shall be fixed by the committee set up under this agreement.

Where a manager of a cheese factory is required to manufacture other than 40lbs. export and pack packaged cheese the matter of remuneration shall be negotiated between the factory manager and the board of directors of the company concerned.

(d) Milk Powder – Where the manager of a butter factory is required to undertake the manufacture of milk powder by the roller process he shall be paid in addition to the salary prescribed in subclause (a) hereof, a rate of \$1.98 per ton for the first 100 tons of powder, 40 cents per ton for the next 100 tons and thereafter 13 cents per ton excepting that where a company has two or more factories and employs a supervisor or a registered general manager the payment for the butter factory manager shall be 5 per cent in addition to the salary prescribed in subclause (a) hereof.

Where the manager is required to manufacture fat-fortified roller milk powder, he shall be paid an allowance in addition to his salary as a butter factory manager in accordance with the following scale:

	Per Ton
	\$
For the first 100 tons . . . . .	2.06
From 101 tons to 200 tons . . . . .	0.68
Over 200 tons . . . . .	0.13

Excepting that where a company has two or more factories and employs a supervisor or registered general manager the payment for the butter factory manager shall be 5 per cent in addition to the salary prescribed in subclause (a) hereof.

(e) Milk powder factory managers – Basic rate to 450 tons \$4,964.

451 to 600 @ \$1.20 per ton  
 601 to 1000 @ \$0.69 per ton  
 1001 to 2000 @ \$0.32 per ton  
 2001 to 3000 @ \$0.24 per ton  
 3001 to 4000 @ \$0.17 per ton  
 4001 & over @ \$0.11 per ton

(f) Casein factory managers – Basic to 150 tons \$4,964.00.

151 to 200 @ \$3.68 per ton  
 201 to 250 @ \$2.26 per ton  
 251 to 300 @ \$1.51 per ton  
 301 to 400 @ \$1.13 per ton  
 401 to 500 @ \$0.76 per ton  
 501 to 700 @ \$0.40 per ton  
 701 & over @ \$0.28 per ton

#### ACCOMMODATION, SUPPLIES AND CLOTHING

2. (a) Each manager shall be provided, rent free, with a suitable residence containing a washhouse fitted with a built in boiler and tubs, a bathroom, a hot-water service, and a patent W.C. or he shall be paid an allowance therefor.

(b) The manager of a cheese factory shall be supplied free of charge with cheese, milk and household fuel and butter.

(c) The manager of a butter, milk powder or casein factory shall be supplied with butter, milk, and household coal. The said supplies shall be for the manager's own household requirements.

(d) Where a company arranges at its own cost for the installation of an electric range and/or water heater in a manager's residence, the manager shall be paid a total power allowance of \$21 per annum for the range and/or \$21 per annum for a water heater so installed.

(e) In lieu of the said supplies the employer may make a monthly payment to the manager of the sum of \$13.00 which payment shall be sufficient compliance with the requirements of subclauses (b) and (c).

(f) Factory Managers shall be supplied free of charge and laundered by the employer overalls or smocks or other approved outer clothing (including headgear). A boot allowance of 26 cents per week shall be made.

#### CAR ALLOWANCE

3. A manager using his own car on the employer's business and at the employer's request shall be paid a car allowance of 12 cents per mile.

### BOWSER ALLOWANCE

4. Where a bowser is installed at a factory, and it is in use, and the manager is required to attend to same, he shall be paid in addition to his ordinary salary, the sum of \$13.75 per annum plus a quarter cent per gallon on all petrol supplied from the bowser.

### COMPUTATION OF OUTPUT

5. For the purpose of defining the output, the factory weights shall apply and the scale paid accordingly.

### HOLIDAYS

6. (a) Managers of cheese factories shall be allowed four weeks' holiday on full pay each year, and managers of butter factories shall be allowed three weeks' holiday on full pay each year, where possible a portion of the holiday will be allowed in the summer.

(b) If the employment is terminated before the close of the season a proportionate holiday or payment in lieu thereof shall be allowed.

### PAYMENT OF SALARIES

7. The manager shall receive his salary monthly at the close of each month, such to be based on the estimated current year's output and any final adjustment within 14 days after the close of the employer's financial year.

### TERM OF ENGAGEMENT

8. (a) One month's notice in writing shall be given on either side of the intention to terminate the engagement, but this shall not interfere with the right of any employer to dismiss a manager summarily for misconduct, insubordination or incompetency.

(b) When a manager's engagement terminates during the manufacturing season, the following basis of payment shall apply. The total season's output shall be estimated divided into twelve parts and paid proportionately according to number of months worked and at the conclusion of the season adjusted if necessary.

### ASSISTANTS

9. The manager shall engage and discharge assistants, and shall keep their time and furnish a correct statement of such time to the directors or secretary of the company. Should any question arise between the manager and the company as to the staffing of the factory it shall be referred to and dealt with by the committee set up for the purpose of such disputes as provided for in clause 10 hereof.

### MATTERS NOT PROVIDED FOR

10. The essence of this agreement being that the work of the employer shall not on any account whatsoever be impeded but shall always proceed as if no disputes had arisen, it is provided that if any dispute or difference shall arise between the parties bound by this agreement or any of them as to any matter whatsoever arising out of or connected therewith and not dealt with therein, every such dispute or difference shall be referred to a committee to be composed of two representatives of the union and two representatives of the employers together with an independent chairman to be mutually agreed upon. In the event of such committee being unable to settle the dispute it may refer the matter to the Court of Arbitration. Either side shall have the right to appeal to the Court against any decision of such committee upon giving the other side written notice of such appeal within 14 days after such decision shall have been made known to the party desirous of appealing.

## DEFINITIONS

11. For the purpose of this agreement a "manager" is the person appointed by a dairy company or owner of a dairy factory and who is held responsible for the manufacture of dairy produce, is duly registered as a factory manager under the Dairy Factory Managers' Regulations and their amendments, and is also the holder of a cream grader's and/or milk grader's certificate under the Dairy Regulations and their amendments.

## ENGAGEMENTS OF MANAGERS

12. (a) All testimonials, references and application papers submitted to an employer by a person who is the holder of dairy factory manager's qualifications and who is answering an advertisement for a position as manager shall be dealt with in confidence by the employer and shall not be published to any person other than a supplier or shareholder of the company.

(b) If the employer requests an interview with the applicant he shall reimburse the applicant for expenses reasonably incurred.

## UNQUALIFIED PREFERENCE

13. (a) Any adult person engaged or employed in any position or employment subject to this agreement by any employer bound by this agreement shall, if he is not already a member of a union of workers bound by this agreement, become a member of such union within fourteen days after his engagement, or after this clause comes into force, as the case may require.

(b) Subject to subclause (a) hereof, every adult person so engaged or employed shall remain a member of a union of workers bound by this agreement so long as he continues in any position or employment subject to this agreement.

(c) Every worker obliged under subclause (a) hereof to become a member of a union who fails to become a member, as required by that subclause, after being requested to do so by an officer or authorised representative of the union, and every worker who fails to remain a member of a union in accordance with subclause (b) hereof commits a breach of this agreement.

(d) Every employer bound by this agreement commits a breach of this agreement if he continues to employ any worker to whom subclauses (a) and (b) apply, after having been notified by any officer or authorised representative of the union that the worker has been requested to become a member of the union and has failed to do so, or that the worker having become a member of the union has failed to remain a member.

(e) For the purposes of this clause "adult person" means a person of the age of 18 years or upwards, or a person who for the time being is in receipt of not less than the minimum rate of wages prescribed for adult workers by this agreement.

(NOTE — Attention is drawn to Section 174H of the Industrial Conciliation and Arbitration Act, 1954, which gives to workers the right to join the union.)

## APPLICATION OF AGREEMENT

14. This agreement shall apply to the original parties named herein, and shall extend to and bind as subsequent party hereto every trade union, industrial union, industrial association, or employer who not being an original party hereto, is, when this agreement comes into force, connected with or engaged in the industry to which this agreement applies within the industrial district to which this agreement relates.

## SCOPE OF AGREEMENT

15. This agreement shall operate throughout the Marlborough, Nelson, Westland and Canterbury Industrial Districts.

TERM OF AGREEMENT

16. This agreement in so far as it relates to wages, shall be deemed to have come into force on the 1st day of August, 1971, and so far as all other provisions are concerned it shall come into force on the day of the date hereof; and this agreement shall continue in force until the 31st day of July, 1973.

For and on behalf of the South Island Dairy Factory Managers' Industrial Union of Workers:

G. E. Maxwell, President.

For and on behalf of the Canterbury, Marlborough, Nelson and Westland Dairy Factories Industrial Union of Employers:

J. G. Dunstan, President.