

**OTAGO AND SOUTHLAND DAIRY FACTORY
MANAGERS – INDUSTRIAL AGREEMENT**

This industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954 and its amendments, this 8th day of June 1972 between the Otago and Southland Dairy Factory Managers' Industrial Union of Workers (hereinafter called "the Union") of the one part, and the Otago and Southland Dairy Factories' Industrial Union of Employers (hereinafter called "the employer") of the other part, whereby it is mutually agreed by and between the parties as follows:

DEFINITIONS

1. 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 butter and/or cheese, is duly registered as a factory-manager under the Dairy Factory Managers' Regulations and their amendments and is also the holder of a cream-graders and/or milk-graders certificate under the dairy regulations.

HOURS OF WORKS

2. The weekly period of employment shall be the time required to complete the manufacture of butter and/or cheese, having due regard to all the technicalities of the process relating thereto.

WAGES

3. (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 manager 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 managers engaged on a yearly salary shall be \$4964.00 per annum. In factories where more than 70 tons of cheese is manufactured during the year, an additional payment of \$2.36 per ton shall be paid for all tons in excess of 70 tons and up to 1200 tons, and on all tons in excess of 1200 tons an additional payment of \$1.15 per ton shall be paid.

(d) Where a manager of a cheese factory is required to manufacture loaf, and pack packaged cheese, involving additional responsibility because of local sales, the matter of remuneration shall be negotiated between the Factory Manager and the Board of Directors of the Company concerned.

BOWSER ALLOWANCE

4. Where a bowser is installed at a factory, and 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 \$14.00 per annum plus one cent for each four gallons on all petrol supplied from the bowser.

ACCOMMODATION AND PERQUISITES

5. (a) The manager shall be provided with a house of not less than four rooms for his own private use within reasonable distance of the factory, to be approved by the New Zealand Government Health Department

(b) Where a manager finds it necessary, after consultation with his chairman, to supply assistants with meals only, the company concerned shall pay a weekly compensation rate for such services as follows:

When providing meals for one assistant, \$2.35 per week.

When providing meals for two assistants, \$4.70 per week.

When providing meals for three or more assistants, \$7.05 per week.

(c) The manager shall be supplied free of charge for his own household requirements with cheese, milk and fuel and also with not more than 4lb of butter weekly. 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 \$21.00 per annum for the range and/or \$21.00 per annum for the water heater so installed.

RECEIVING MILK

6. The hours for receiving milk in a one-vat factory on any particular day shall be from 7.30 a.m. to 8.45 a.m. and in all other factories from 7.00 a.m. to 8.45 a.m.

CHANGE FROM CHEESE TO BUTTER MAKING

7. Where any factory shall, at any period of the manufacturing season, cease manufacturing cheese and be converted into a receiving and/or skimming station, creamery, or butter factory, or sends milk to other factories, for the purpose of computing the salary to be paid to the manager, it shall be recognised that every 10 lb of milk shall be equal to or represent 1 lb of cheese. Butter made from whey shall be considered as part of the cheese-making and shall not come under this clause.

PAYMENT OF SALARIES

8. The manager shall be paid his monthly salary on the usual pay-day of the factory, and the final adjustments within fourteen days after the close of the employers financial year.

ASSISTANTS

9. The manager shall have the full power to engage or discharge assistants, keep their time, and furnish a correct statement of such to the directors or the Secretary of the Company. Should any question arise between the manager and the employer as to the staffing of a factory, it shall be referred to and dealt with by the committee set up under clause 14 hereof.

WHEY IN MILK CANS

10. No supplier shall be permitted to use his milk cans for the purpose of carrying whey.

TERM OF ENGAGEMENT

11. (a) One month's notice in writing shall be given by 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.

HOLIDAYS

12. (a) Butter factory managers shall be allowed three weeks' holiday and cheese factory managers also three weeks' holiday, on full pay in each season at a time to be arranged between the employer and the manager.

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

MATTERS NOT PROVIDED FOR

13. 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 dispute 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 three representatives of the union and three representatives of the employer, 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 of appeal to the Court against any decision of such committee upon giving to the other side written notice of such appeal within fourteen days after such decision has been made known to the party desirous of appealing.

CERTIFICATES

14. Where the boilers require it, the manager shall be the holder of the necessary engine-driver's certificate.

UNQUALIFIED PREFERENCE

15. (a) Any adult person engaged or employed in any position or employment subject to this award by any employer bound by this award shall, if he is not already a member of a union of workers bound by this award, become a member of such union within 14 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 award so long as he continues in any position or employment subject to this award.

(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 award.

(d) Every employer bound by this award commits a breach of this award 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 award.

(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

16. This agreement shall apply to managers of cheese factories and butter factories.

SCOPE OF AGREEMENT

17. This agreement shall operate throughout the Otago and Southland Industrial District.

TERM OF AGREEMENT

18. 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 the other conditions of this agreement 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.

Signed on behalf of the Otago and Southland Dairy Factory Managers' Industrial Union of Workers, this 9th day of June 1972:

H. S. Goodson, President.
L. H. Dale Secretary

Witness – M. J. Rewcastle, Invercargill.

Signed on behalf of the Otago and Southland Dairy Factories' Industrial Union of Employers, this 12th day of June 1972.

R. J. Hall, President.
Alan S. Alsweiler, Secretary.

Witness – Joyce M. Hickman, Invercargill.