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**Classic Pennants Levin Screen
Printing — Collective Agreement
(Voluntary)**

Dated 20/5/75

NOTE: See clause 9 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 Classic Pennants Limited Screen Printing Workers' Dispute of Interest between the New Zealand Printing and Related Trades Industrial Union of Workers and Classic Pennants Ltd.

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 20th day of May, 1975.

(L.S.)

G. O. Whatnall, President.

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 Classic Pennants Ltd., Levin, dispute of interest between the New Zealand Printing and Related Trades Industrial Union of Workers, 101 Vivian Street, Wellington, and Classic Pennants Ltd., P.O. Box 5859, Levin.

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 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 Levin this 7th day of April 1975.

Classic Pennants Ltd.:

E. Collier.

New Zealand Printing & Related Trades Industrial Union of Workers:

G. C. Ditchfield.

CLASSIC PENNANTS SCREEN PRINTING WORKERS – COLLECTIVE AGREEMENT

This Collective Agreement made in pursuance of Section 65 – Voluntary Settlements – of the Industrial Relations Act 1973 this 7th day of April 1975 between the New Zealand Printing and Related Trades Industrial Union of Workers' (hereinafter referred to as the workers), of the one part, and Classic Pennants Ltd. (hereinafter referred to as the employer), of the other part whereby it is mutually agreed by and between the parties as follows:

APPLICATION

1. This agreement shall apply to workers employed at or in connection with printing by the screen printing process on cloth, fabrics, or textiles of any kind (synthetic or natural) and to such other operations which are part of their manufacture.

WAGES

2. The following shall be the minimum rates of wages:

(a) Journeymen Screen or screen press printers \$83.56 per week. Provided that on completion of one year's continuous employment as a journeyman with the same employer the rate shall be \$85.56.

A journeyman who holds a New Zealand Trade Certificate in Silk Screen Printing shall be paid \$2.88 per week in addition to the rate provided herein, on production of the certificate. A journeyman who holds the New Zealand Advanced Trade Certificate shall be paid \$5.76 per week in addition to the rate provided herein, on production of the certificate.

(b) Trainee Textile Printers may be employed under the supervision of qualified textile printers, at the following rates of pay:

	Per Week
	\$
First six months	41.78
Second six months	45.96
Third six months	50.14
Fourth six months	55.99
Fifth six months	61.84
Sixth six months	67.69
Seventh six months	73.54
Eighth six months	79.39

Thereafter payment at the rate of wages for a Journeyman screen or screen press printer.

(c) General hands may be employed on other than Journeyman's work, such as cleaning machines, moving stock, and assisting to keep the factory clean, or for not more than 10 hours per week as squeegee operations, at a rate of \$66.85 provided that on completion of one year's continuous employment with the same employer the rate shall be \$68.85 per week.

GENERAL ASSISTANTS

3. (a) A "General Assistant" means a worker engaged in operation of printing table squeegees, the cutting of materials, ironing, assembling, packing, parcelling, and any other work that is customarily part of the completion of goods for sale.

(b) The following shall be the minimum rate of wages payable to General Assistants.

Percent	Males		Females			
	Per Week	After One Year	Per Week	After One Year	Third Step equal pay payable on and from 13/11/74	After One Year
	\$	\$	\$	\$	\$	\$
104	69.54	71.54	57.50	59.50	61.52	63.52

(c) No worker covered by this agreement, now in receipt of a higher rate of wages, shall have his/her wages reduced by virtue of the coming into force of this agreement.

(d) No female shall be expected to lift weights exceeding 13 kilograms.

JUNIOR WORKERS

4. (a) The minimum weekly wages payable to junior general assistants shall be as follows:

	Males		Females	
	Per Week	Per Week	Per Week	Third Step equal pay payable on and from 13/11/74
	\$	\$	\$	\$
Under 17 years of age	32.70	32.70	32.70
17 to 18 years of age	35.86	35.86	35.86
18 to 19 years of age	41.24	39.70	40.22
19 to 20 years of age	56.21	46.38	49.66

Thereafter not less than the appropriate rate provided for in Clause 3 (b) of this Agreement.

(b) Any junior worker employed as a General Hand shall be paid not less than the rate provided in Clause 2 (c) of this agreement.

(c) Any junior worker with four (4) years' experience shall be paid the adult rate.

(d) No junior worker shall have his/her wages reduced by the coming into operation of this agreement.

5. The rates of remuneration prescribed by this Agreement are to be increased by the application of the 4 percent cost of living order that was effective from 15 January 1975 pursuant to the Wage Adjustment Regulations 1974. This increase is excluded from such portion of the weekly remuneration of the workers' affected as exceeds \$75.

OTHER PROVISIONS

6. (a) Notwithstanding the rates of wages provided for in this agreement, it is further agreed that in the event of any further movement occurring in the rates of wages provided for in the New Zealand Printing Trades Employees' Agreement the rates of wages provided for in this agreement shall be adjusted to equal those rates of wages provided for in the said Collective Agreement.

(b) In every other aspect pertaining to the employment of any worker covered by this agreement the terms, conditions, stipulations and provisions of the New Zealand Printing Trades Employees' Agreement shall apply.

SETTLEMENT OF DISPUTES

7. In the event of a dispute arising upon any matter, whether referred to in this agreement or not, the matter in dispute shall be settled in accord with the procedures provided for in Sections 115 and 116 (1) (a) and (b) of the Industrial Relations Act 1973.

PERSONAL GRIEVANCES

8. The standard clause for the settlement of personal grievances as provided in Section 117 (4) of the Industrial Relations Act 1973 shall be deemed to be included in this Agreement.

TERM OF AGREEMENT

9. This agreement insofar as the provisions relating to the rates of wages to be paid are concerned, shall be deemed to have come into force on the 1st day of July 1974 and so far as all other provisions of the agreement are concerned, they shall come into force on the 27th day of November 1974 and this agreement shall continue in force until the 30th day of June 1975.

Signed on behalf of the New Zealand Printing and Related Trades Industrial Union of Workers:

G. C. Ditchfield.

Signed on behalf of Classic Pennants Ltd. Levin:

E. Collier.

Dated at Levin this 7th day of April 1975.

MEMORANDUM

The parties to this agreement have the application of the New Zealand Printing Industry Apprenticeship Order to the employment of any apprentices.

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 as to the rates of pay.

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 making.

The rates of remuneration prescribed by this collective agreement are to be increased by the application of the 4 percent cost of living order that was effective from 15 January 1975 pursuant to the Wage Adjustment Regulations. This increase is excluded from such portion of the weekly remuneration of the workers affected as exceeds \$75.

(L.S.)

G. O. Whatnall, President.