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**Duckworth and Turner Ltd.
Christchurch Clerical Workers —
Collective Agreement (Voluntary)**

Dated 22/5/79

Note: See clause 6 herein for the date on which rates of wages come into force

Under the Industrial Relations Act 1973

REGISTERED COLLECTIVE AGREEMENT

In the matter of the Industrial Relations Act 1973; and in the matter of the Duckworth & Turner Limited, Christchurch Clerical Workers Dispute of Interest between the Canterbury Clerks, Cashiers and Office Employees Industrial Union of Workers and Duckworth & Turner 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 hereunto set his hand, this 22nd day of May 1979.

(L.S.)

J. R. P. Horn, Judge.

Section 65

Form 5

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 Employees of Duckworth & Turner Limited, Christchurch, Dispute of Interest between The Canterbury Clerks', Cashiers' and Office Employees' Industrial Union of Workers, P.O. Box 13-336, Armagh, Christchurch and Duckworth & Turner Limited, Christchurch.

To the Registrar of the 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 15th day of May 1979.

Signatures of Parties:

Authorised Agent of the Canterbury Clerks' Cashiers' and Office Employees' Industrial Union of Workers:

D. T. Shannon.

Authorised Agent of Employer:

A. Turner, Secretary, Duckworth & Turner & Co. Ltd.

APPLICATION OF AGREEMENT

1. This Agreement shall apply to all clerical workers employed at Duckworth & Turner Limited, Christchurch.

DEFINITIONS

2. For the purpose of the Agreement the term "clerical workers" shall have the same meaning as that prescribed by the New Zealand Clerical Workers Award in force from time to time.

DEDUCTION OF UNION SUBSCRIPTION

3. (a) In accordance with the unqualified preference clause contained in this Agreement the employer shall deduct the sum of the Union subscription from the wages of clerical workers in his employ on a weekly or fortnightly basis.

(b) Deductions shall commence from the first pay the worker receives after commencement of employment and shall continue until the worker ceases employment.

(c) The rate of the Union subscription shall be advised to the employer prior to the time of commencement of this agreement by the Union, and the Union shall advise the employer of any subsequent alteration to the rate. All such advice shall be in writing.

(d) The Union shall supply to the employer staff deduction lists duly completed with the names and residential addresses of the workers and the employer shall delete the names of workers no longer in his employ and add any new workers names and residential addresses for whom deductions are being made.

(e) The employer shall remit all monies collected and forward the staff deduction list by the 20th day of the month following the month for which the deduction was made.

(f) The Union shall supply a receipt to the employer for all monies received and forward this along with a new staff deduction list each month following receipt of the remittance from the employer.

UNQUALIFIED PREFERENCE

4. (a) Any adult person engaged or employed in any position of employment subject to this Agreement by the employer bound by this Agreement shall, if he is not already a member of the Union of workers bound by this Agreement, become a member of such Union on the first pay day after his commencement of employment, or after this clause comes into force, as the case may be.

(b) Subject to subclause (a) hereof, every adult person so engaged or employed shall remain a member of the Union of workers bound by this Agreement so long as he continues in any position of 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 an 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 of any age who for the time being is in receipt of not less than the minimum rate of wages payable to a person of the age of 18 years or upwards.

(NOTE: Attention is drawn to Section 104 of the Industrial Relations Act 1973 which gives to workers the right to join the Union.)

GENERAL

5. Except as herein modified the terms of employment of all workers bound by this Agreement shall be in accordance with the terms and conditions of the New Zealand Clerical Workers Award in force from time to time.

TERM OF AGREEMENT

6. This Agreement shall come into force on the 1st day of May, 1979 and shall continue in force until the 30th day of April, 1982.

Name of Firm Duckworth Turner & Co. Ltd.:

A. Turner, Secretary.

Name of Union Canterbury Clerks', Cashiers' and Office Employees' Industrial Union of Workers:

D. T. Shannon, Secretary.

MEMORANDUM

The terms of settlement submitted by the parties have been registered by the Court in terms of Section 65 of the Industrial Relations Act 1973.

In terms of section 99(c) the Court is satisfied that the unqualified preference provision contained in this collective agreement has been duly inserted.

(L.S.)

J. R. P. Horn, Judge.

Published and issued by the Arbitration Court of New Zealand

NEW ZEALAND AIRCRAFT ENGINEERING INDUSTRY — AMENDMENT OF APPRENTICESHIP ORDER

Dated 9/7/79

In the Arbitration Court of New Zealand — In the matter of the Apprentices Act 1948; and in the matter of the New Zealand Aircraft Engineering Industry Apprenticeship Order, dated the 12th day of March 1973 recorded in 73 Book of Awards 1394; as amended on the 10th day of December 1973 recorded in 73 Book of Awards 5586; as amended on the 8th day of November 1977 recorded in 77 Book of Awards 7623; as amended on the 7th day of August 1978 recorded in 78 Book of Awards 6185; and as amended on the 7th day of May 1979 recorded in 79 Book of Awards unpagged:

Whereas by section 13 (2) of the Apprentices Act 1948, the Arbitration Court is empowered to amend any apprenticeship order: and whereas application has been made to the Court by the New Zealand Aircraft Engineering Apprenticeship Committee for amendment of the New Zealand Aircraft Engineering Industry Apprenticeship Order dated the 12th day of March 1973, as amended on the 10th day of December 1973, the 8th day of November 1977, the 7th day of August 1978 and the 7th day of May 1979; and whereas the Court has considered the recommendations made to it by the said Committee: Now, Therefore, the Court in pursuance and exercise of the powers vested in it by the said Act, Doth Hereby Order as follows:

1. That the said apprenticeship order shall be amended in the following manner:

(1) By deleting the percentage wage rates in subclause (a) of clause 11 (Wages) and substituting therefor the following:

	Percent
First period of 1000 hours	42
Second period of 1000 hours	47
Third period of 1000 hours	52
Fourth period of 1000 hours	57
Fifth period of 1000 hours	62
Sixth period of 1000 hours	67
Seventh period of 1000 hours	72
Eighth period of 1000 hours	78
Ninth period of 1000 hours	84
Tenth period of 1000 hours	90

(2) By deleting subclause (b) (i) of clause 11.

(3) By renumbering present subclause (b) (ii) of clause 11 to read (b), and deleting the percentage wage rates and substituting therefor the following:

	Percent
First period of 1000 hours	47
Second period of 1000 hours	52
Third period of 1000 hours	57
Fourth period of 1000 hours	62
Fifth period of 1000 hours	67
Sixth period of 1000 hours	72
Seventh period of 1000 hours	78
Eighth period of 1000 hours	84
Ninth period of 1000 hours	90
Tenth period of 1000 hours	93

By deleting after the word "apprentices" (first line) the words "who commence their apprenticeship on or after the 12th day of March 1973 and".

2. That this order shall operate and take effect as from the day of the date hereof.

Dated this 9th day of July 1979.

(L. S.)

J. R. P. Horn, Judge.