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**Danish Mineral Research Ltd
Christchurch Clerical Employees —
Collective Agreement (Voluntary)**

Dated 27/5/80

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 Danish Mineral Research Limited, Christchurch Clerical Employees. dispute of interest between the Canterbury Clerical Workers Industrial union of Workers and Danish Mineral Research Limited, Christchurch.

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 27th day of May 1980

D.S. Castle, Judge
Regulation 9 (4)

Section 65

Form 5

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 Clerical Employees of Danish Mineral Research Ltd., Tuam Street, Christchurch, dispute of interest between The Canterbury Clerical Workers Industrial Union of Workers P.O. Box 13-366, Armagh, Christchurch and Danish Mineral Research Ltd P.O. Box 1432 Christchurch 8000.

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 Section 65 of the Industrial Relations Act 1973 for registration by the Arbitration Court as a Collective Agreement.

Dated at Christchurch this 29 day of April 1980.

D. T. Shannon Authorised Agent of the Canterbury Clerical Workers Industrial Union of Workers.

T. C. Sampson Authorised Agent of Employer

APPLICATION OF AGREEMENT

1. This Agreement shall apply to the Canterbury Clerical Workers Industrial Union of Workers, the clerical workers employed at Danish Mineral Research Limited, Christchurch and Danish Mineral Research 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 received 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 or 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 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.

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 1 May 1980 and shall continue in force until the 1 May 1983.

T.C. Sampson Danish Mineral Research Ltd

D.T. Shannon Canterbury Clerical Workers Industrial Union of Workers

MEMORANDUM

This collective agreement incorporates the terms of voluntary settlement arrived at by the parties and forwarded to the Court for registration pursuant to section 65 of the Industrial Relations Act 1973.

D.S. Castle, Judge

Published and Issued by the Arbitration Court of New Zealand

NEW ZEALAND LICENSED HOTEL CLERICAL WORKERS—
AMENDMENT

Dated 3/7/80

In the Arbitration Court of New Zealand — In the matter of the Industrial Relations Act 1973: and in the matter of the N.Z. Licensed Hotel Clerical Workers Award dated the 24th day of June 1980;

In pursuance and exercise of the powers conferred on it by section 97(1) (a) of the Industrial Relations Act 1973 and for the purpose of remedying a defect in the New Zealand Licensed Hotel Clerical Workers Award, dated the 24th day of June 1980, the Court doth hereby order as follows:

1. That the said award shall be and it is hereby amended in the manner following:

By deleting the symbols and figures "\$122.08" from the third row of the first column of figures in clause 2(a) (ii) and substituting therefor the symbols and figures \$122.04."

2. That this order shall be deemed to have come into force on the 26th day of May 1980.

Dated at Wellington, this 3rd day of July 1980.

(L.S.)

R. D. Jamieson, Judge