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**Debonaire Products Limited Clerical
Employees – Collective Agreement
(Voluntary)**

Dated 16/9/80

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 Debonaire Products Limited Clerical Employees dispute of interest between Canterbury Clerical Workers Industrial Union of Workers and Debonaire Products 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 16th day of September 1980

(L.S.)

J. R. P. Horn, Judge.

Sec. 65

Form 5

Reg. 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 clerical employees of Debonaire Products Limited, Leonard Street, Waimate, dispute of interest between the Canterbury Clerical Workers Industrial Union of Workers P.O. Box 13-366, Armagh, Christchurch and Debonaire Products Limited, Leonard Street, Waimate.

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 5th day of September 1980.

Signature of Parties

Authorised Agent of the Canterbury Clerical Workers Industrial Union of Workers

D. T. Shannon

Authorised Agent of Employer

M. Thorby, Debonaire Products Ltd

APPLICATION

1. This Agreement shall apply to the Canterbury Clerical Workers Industrial Union of Workers, the clerical workers employed at Deonaire Products Limited, Waimate and Debonaire Products Limited, Waimate.

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 1st day of May 1980 and shall continue in force until the 30th day of April 1983.

Name of Firm Debonaire Products Ltd.

Signature M. Thorby

Name of Union Canterbury Clerical Workers Industrial Union of Workers

Signature D. T. Shannon

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.

(L.S.)

J. R. P. Horn, Judge