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**New Zealand Co-operative Dairy Company  
Limited (Waitoa Branch) Small Packs  
Department Employees — Collective  
Agreement (Voluntary)**

**Dated 5/12/80**

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Note: See clause 7 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 New Zealand Co-operative Dairy Company Limited (Waitoa Branch) Small Packs Department Employees dispute of interest between the New Zealand Co-operative Dairy Company Limited and New Zealand Dairy Factories and Related Trades Employees Industrial Union of Workers

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 5th day of December 1980.

(L.S.)

N. P. Williamson, Judge

Sections 65 and 66

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 the dispute of interest between The New Zealand Dairy Factories & Related Trades Employees Industrial Union of Workers and The New Zealand Co-operative Dairy Company Limited

To: The Registrar of the Arbitration Court.

We hereby submit to you a signed copy of the terms of voluntary settlement of the abovementioned dispute of interest arrived at by the parties pursuant to Section 65 and 66 of the Industrial Relations Act 1973 for registration by the Arbitration Court as a Collective Agreement.

Dated at Hamilton this 6th day of November 1980.

Signature of Parties:

N.Z. Dairy Factories & Related Trades Employees Industrial Union of Workers

R. McMillan

New Zealand Co-operative Dairy Company Limited

K. Smith

To: The Arbitration Court Private Bag Wellington

In the matter of the Industrial Relations Act 1973 and in the matter of the dispute of interest between The New Zealand Co-operative Dairy Company Limited and the New Zealand Dairy Factories and Related Trades Employees Industrial Union of Workers

This agreement covers members of the New Zealand Dairy Factories and Related Trades Employees Industrial Union of Workers who are employed by the New Zealand Co-operative Dairy Company Limited to work in the Small Packs Department at the Waitoa Branch.

1. It is accepted that the following clauses as set out in the New Zealand Dairy Factories Employees Award shall not apply:

Clause 2: Hours of work and roster provisions with the exception of 2(f) and 2 (g).

Clause 5: Saturdays and Sundays within the 40 hour five day week.

Clause 10: Overtime.

Clause 11: Wages and Classifications except 11(r), 11(s), 11(u) and 11(v). 11(t).

Clause 12: Salaried Employment.

In place of the above the following provisions shall apply.

### HOURS OF WORK

2. (i) The hours of work shall be in accordance with the following table:

Week	Sun	Mon	Tue	Wed	Thurs	Fri	Sat	Paid Hrs
1	off	8	8	8	8	8	off	40
2	off	8	8	8	8	8	off	40
3	off	8	8	8	8	8	off	40
4	off	8	8	8	8	8	8	54
5	off	8	8	8	8	8	off	40
6	off	8	8	8	8	8	off	40
7	off	8	8	8	8	8	off	40
8	off	8	8	8	8	8	8	54

(ii) The annual payment shown in Clause 3(i) of this Agreement is assessed as follows:

36 weeks Monday to Friday inclusive

12 weeks Monday to Saturday inclusive

4 weeks Holiday

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52 weeks

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### CLASSIFICATIONS AND SALARIES

3. (i) The following salaries, weekly rates and classifications shall apply:

	\$	\$
	Salary	Weekly
Worker in Charge .....	11,331.70	201.63
Worker in Charge of Despatch.....	10,704.01	190.46
Forklift Driver .....	10,114.39	179.97
All Other Workers .....	9,867.32	175.58

(ii) The method of determining the salary shall be to take the weekly rate in Clause 3(i) above divided by 40 and multiplied by the paid hours of 2248.

## (iii) Junior Workers

Under 17 years of age ..... \$5,893.06

From 17 to 18 years of age ..... \$6,866.94

(iv) The foregoing rates of salary shall be deemed to include payments under section 29 of the Factories Act 1946.

## OVERTIME

4. No more than eight hours in any one day shall be worked without payment of overtime. Overtime shall be paid at 1.75 of ordinary time. Ordinary time shall be determined by taking 1/2240 of the Annual Salary determined in Clause 3(i) of this Agreement.

## WORKERS NOT COVERED BY CLAUSE 3 OF THIS AGREEMENT

5. Any worker not covered by the Classifications in Clause 3 of this Agreement shall have his rate increased by the quantum of the increase in the classification relating to his present rate in Clause 11 of the New Zealand Dairy Factories Employees Collective Agreement.

## COLLECTIVE AGREEMENT TO APPLY

6. Except as provided in Clause 1 of this Agreement the general provisions of Dairy Factories Employees Collective Agreement shall apply.

## TERM

7. This Agreement shall be deemed to have come into force on 12 July 1980 and will continue in force until 11 July 1981.

8. Rate of remuneration specified in this Agreement shall be increased by the C.O.L. adjustment of 4.0% on 1 August 1980.

Dated at Hamilton this 6th day of November 1980.

Signed for and on behalf of the New Zealand Co-operative Dairy Company Limited

K. Smith

Signed for and on behalf of the New Zealand Dairy Factories and Related Trades Employees Industrial Union of Workers

R. McMillan

## 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.

Having regard to prevailing circumstances the Court has, pursuant to section 92(2) of the Industrial Relations Act 1973, consented to the specified period for which this collective agreement is to continue in force being less than one year from the date of registration.

(L.S.)

N. P. Williamson, Judge