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**New Zealand Co-operative Dairy Company  
Limited Engineering Employees – Collective  
Agreement (Voluntary)**

Dated 16/2/81

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Note: See clause 16 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 Engineering Employees dispute of interest between the New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers and the New Zealand Co-operative Dairy Company 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 February 1981.

(L.S.)

D. S. Castle, 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 NZ Engineering Coachbuilding, Aircraft, Motor & Related Trades Industrial Union of Workers (Hamilton Branch) and The New Zealand Co-operative Dairy Company Limited.

To: The Registrar of the Court of Arbitration.

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 Court of Arbitration as a Collective Agreement.

Dated at Hamilton this 22nd day of December 1980.

Signature of Parties:

The NZ Engineering, Coachbuilding, Aircraft, Motor & Related Trades Industrial Union of Workers (Hamilton Branch)

R. Savage (as agent)

The New Zealand Co-operative Dairy Company Limited

K. Smith

To: The Court of Arbitration, 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 Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers (Hamilton Branch)

This Agreement covers members of the New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers employed by the New Zealand Co-operative Dairy Company Limited.

In lieu of the relevant provisions of the New Zealand Motor Trades, Factory Engineers, Metal Trades and Dairy Workers Award, it is mutually agreed by the New Zealand Engineers Union and the New Zealand Co-operative Dairy Company Limited that the following provisions shall apply:

#### WAGES

1. The minimum weekly rate shall be as follows:

(a) A Tradesman's Assistant .....	\$192.92
(b) A Fitter, Mechanic, Sheetmetal Worker .....	\$224.72

This rate replaces the provision of a roster allowance previously paid to Fitters in Milkpowder factories on roster and will not be used for calculation of the salary of Fitters in the Company's Small Packs Departments.

#### QUALIFICATION PAYMENTS

2. (i) The basic hourly rate of a worker who has completed a recognised apprenticeship to any of the branches of the trade covered by this Agreement shall be increased by 15.3 cents per hour. The basic hourly rate of a worker holding a Trade Certificate in any of the trades covered by this Agreement shall be increased by 18.3 cents per hour.

(ii) The basic hourly rate of a worker holding an Advanced Trade Certificate in any of the trades covered by this Agreement shall be increased by 18.3 cents per hour.

(iii) A worker holding a limited Electrical Certificate shall be paid a weekly allowance of \$3.06.

#### SERVICE ALLOWANCE

3. Subject to the completion of the following periods of continuous service with the same employer, a worker shall be paid:

- After 1 year a total of 16 cents/hour in addition to ordinary rate
  - After 2 years a total of 19.8 cents/hour in addition to ordinary rate
  - After 3 years a total of 23.6 cents/hour in addition to ordinary rate
  - After 4 years a total of 27.4 cents/hour in addition to ordinary rate
  - After 5 years a total of 31.2 cents/hour in addition to ordinary rate.
- The above rates are not cumulative.

#### MEAL ALLOWANCE

4. As per Factory Engineers Award.

#### FOOTWEAR ALLOWANCE

5. Where the worker supplies himself with, and wears approved safety footwear, he shall be paid \$1.71 per week as a contribution towards the cost of footwear.

### LEADING HAND PAYMENT

6. (i) Where a worker is specifically designated by the employer as a leading hand, he shall be paid 20.5 cents per hour in addition to the rates in Clauses 1, 2 and 3 of this Agreement.

(ii) Where a worker is employed as the sole tradesman at any factory or department, he shall be paid an allowance of 11 cents per hour in addition to the rates in Clauses 1, 2 and 3 of this Agreement.

### HOURS OF WORK

7. The normal hours of work shall be eight hours by arrangement with the Management and workers, between the hours of 7.00 a.m. and 5.00 p.m. from Monday to Friday, except as provided in Clause 8.

### SEVEN DAY ROSTER WORKERS

8. (i) Workers employed to work a 6 on and 2 off roster shall work the roster and be paid as provided in Appendix 1 of this Agreement.

(ii) Where a worker is called back on his day off to work a full 8 hours, he shall be paid time and a half for the first 3 hours and double time thereafter. Provided that where a worker is called in after his normal starting time on a day off, he shall be paid by the provisions of Clause 9 and 11 below.

### CALL OUT

9. Where by arrangement between the Management and workers a call out system is operated, workers shall be paid \$6.50 per call out.

### STAND BY

10. (i) Where by agreement between the Management and workers, workers are rostered to stand by to return to work if necessary for plant maintenance after their normal hours of work, they shall be paid \$5.20 per day from Monday to Friday and \$10.40 per day on Saturday, Sunday and Statutory Holidays for the time they are rostered to stand by. No worker shall qualify for both call out and standby payments on the same day.

(ii) In addition to the allowances in sub-clause (i) of this Clause, an allowance of \$5.20 shall be paid to a worker who is required to be on call for 24 hours on his designated day off.

(iii) Any worker employed on Monday to Friday basis required to be on standby on a Statutory Holiday shall receive one extra day's pay in addition to his normal weekly wages plus ordinary time for time worked between 7.00 a.m. and 3.30 p.m. and double time thereafter.

### MINIMUM PAYMENT

11. Any worker called back outside of his normal hours, except as provided for under Clause 8, shall be paid for the time worked at double time rates with a minimum payment of 3 hours. For the purpose of this minimum, more than one call completed within two consecutive hours shall be deemed to be one call.

### TOOL ALLOWANCE

12. Where a worker is required to provide his own tools, he shall be paid a tool allowance of 11.8 cents per hour.

### LIVING AWAY ALLOWANCE

13. A worker who is required to live away from home as a result of working away from his normal place of work shall be paid an allowance of \$3.50 for each night away.

### STOP-WORK MEETINGS

14. The Union may hold up to two stop-work meetings per year of workers employed under this Agreement, such meetings to be of no longer duration than 2 hours, provided that such meetings shall be arranged at a place on a day and at a time as are agreed between the Union and the employer, and provided further that the Union shall give at least one week's notice of its intention to hold such a meeting. Such meetings shall be restricted to Union members domiciled within a 15-mile radius of the meeting place or such other radius as may be agreed upon from time to time by the Union and the employer. No rateable deduction shall be made for up to 3 hours including travelling time to or from the meeting.

### INCLUSION OF COST OF LIVING ALLOWANCE

15. The rates of remuneration determined by this Agreement are not to be increased by the application of the provisions of the general increase provided by the Remuneration (General Increase) Regulations 1980 effective from 1 August 1980.

### TERM OF AGREEMENT

16. This Agreement shall come into force from 17 November 1980 and shall have effect until 1 August 1981.

Dated at Hamilton this 22nd day of December 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 Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers (Hamilton Branch)

R. Savage (as agent)

### APPENDIX I

#### ROSTER AND PAID HOURS FOR 7 DAY ROSTERED ENGINEERS

##### 6/2 Roster over 8 week Cycle

	S	M	T	W	T	F	S	Total Paid Hours
1	x	x	8	8	8	8	14	46
2	16	x	x	8	8	8	14	54
3	16	8	x	x	8	8	14	54
4	16	8	8	x	x	8	14	54
5	16	8	8	8	x	x	14	54
6	16	8	8	8	8	x	x	48
7	16	8	8	8	8	14	x	62
8	x	8	8	8	8	8	14	54
								426

This roster is to operate for a 42 week period each season. Where a factory's manufacturing season is less than 42 weeks, workers may stay on the roster for a full 42 weeks unless it is requested by both workers and management to shorten the period of 42 weeks.

#### 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.)

D. S. Castle, Judge