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**Nelson, Canterbury, Westland and Otago
and Southland Industrial Districts Brewery
Tradesmen and Associated Workers —
Composite Agreement**

Dated 6/3/81

Note: See clause 9 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 Nelson, Canterbury, Westland and Otago and Southland Industrial Districts Brewery Tradesmen and Associated Workers dispute of interest between the New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers (Christchurch Branch), New Zealand (except Hawke's Bay, Wanganui, Westland, Otago and Southland Districts) Painters and Decorators, Glaziers and Signwriters Industrial Union of Workers and Lion Breweries Limited; Westland Breweries Limited; The Canterbury (N.Z.) Malting Company Limited; and D.B. South Island Brewery Limited and New Zealand Carpenters and Related Trades 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 66 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 6th day of March 1981

(L.S.)

J. R. P. Horn, Chief Judge

Section 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 concerning certain conditions of employment of maintenance tradesmen and associated workers employed in breweries in the Nelson, Westland, Canterbury and Otago and Southland Industrial Districts. Between New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades' Industrial Union of Workers; New Zealand Carpenters and Related Trades' Industrial Union of Workers; New Zealand (except Hawke's Bay, Wanganui, Westland, Otago and Southland Districts) Painters and Decorators, Glaziers' and Signwriters' Industrial Union of Workers and Lion Breweries Limited, Westland Breweries Limited, the Canterbury (New Zealand) Malting Co Ltd, and D.B. South Island Brewery Limited.

To: The Registrar of the Arbitration Court, Wellington.

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

Dated at Christchurch this day of January 1981.

Signed for and on behalf of:

New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades' Industrial Union of Workers (Christchurch Branch)

R. E. Todd

New Zealand Carpenters and Related Trades' Industrial Union of Workers – Canterbury Branch

J. E. Clough

New Zealand (except Hawke's Bay, Wanganui, Westland, Otago and Southland) Painters and Decorators, Glaziers and Signwriters Industrial Union of Workers – Canterbury Branch

David B. O'Connell

Lion Breweries Limited

R. S. Denton

Westland Breweries Limited

The Canterbury (New Zealand) Malting Company Limited

H. P. Kearney

D. B. South Island Brewery Limited

Under the Industrial Relations Act 1973

THE NELSON, CANTERBURY, WESTLAND AND OTAGO AND SOUTHLAND INDUSTRIAL DISTRICTS BREWERY TRADESMEN AND ASSOCIATED WORKERS – TERMS OF VOLUNTARY SETTLEMENT UNDER SECTION 66 OF DISPUTE OF INTEREST

INDUSTRY AND LOCALITY TO WHICH AGREEMENT APPLIES

1. This Agreement shall apply to tradesmen and associated workers employed by breweries and the Canterbury (New Zealand) Malting Company Limited, Heathcote, in the Nelson, Canterbury, Westland and Otago and Southland Industrial Districts.

REMUNERATION

2. (i) Wages

The following shall be the rates of wages payable:

	Per Hour Cents
Registered Electricians	567.3
Factory engineers, carpenters, painters	533.0
Fitters mates (provided that not less than the existing wage rate relationship to the factory engineer's rate in any brewery shall be maintained)	472.8

(ii) Indenture, Trades Certificate and Advanced Trades Certificate

The following shall be the rates payable in terms of the appropriate award provision as for qualification:

Indenture	16.0 cents per hour
Trades Certificate	18.3 cents per hour
Advanced Trade Certificate	18.3 cents per hour
Electrician with 2nd Advanced Trade Certificate	9.1 cents per hour
Limited Electrical Registration	\$3.05 per week

Note:

- (1) The rate of wages for registered electricians in sub-clause (i) includes the rates for indenture and trades certificate prescribed in this sub-clause.
- (2) The rates of remuneration prescribed herein are not to be increased by the application of the provisions of the General Increase provided by the Remuneration (General Increase) Regulations 1980.

(iii) Service Allowance

The following shall be the rates of service allowance payable for continuous service with the same employer:

After 6 months	9.5 cents per hour
After 1 year	16 cents per hour
After 2 years	20 cents per hour
After 3 years	23.6 cents per hour
After 4 years	27.4 cents per hour
After 5 years	31.2 cents per hour
After 9 years	32 cents per hour

(iv) Industrial Allowance

An industrial allowance of 6.1 cents per hour extra shall be paid as recognition of work conditions inherent in the industry such as noise, broken glass, wet conditions, cleaning materials, etc.

(v) Disability Provisions

In lieu of the intermittent application of the provisions of Clause 31(d) of the New Zealand Factory Engineers' Award, and taking into account that the other awards covering other trades' group workers employed in the brewery industry do not describe such provisions, a payment of 12.0 cents per hour additional to the ordinary rate shall be made. While this payment continues as part of this Agreement no further payment shall be required to be made in terms of the above award provisions.

(vi) Meal Money

Meal money of \$2.84 per meal shall be paid in accordance with the terms of the appropriate award.

(vii) Travelling Reimbursement

Having regard to the working hours required for workers covered by this agreement and that public transport generally either does not exist or is unavailable or inadequate for such workers in travelling to and/or from such work, a worker shall receive 95 cents per day transport reimbursement allowance, such payment being a contribution towards the cost of travelling to and/or from work.

No worker already employed shall have any transport reimbursement allowance now being paid in terms of dispute committee decisions or established practice at his particular place of work reduced on the coming into operation of this agreement.

Payment of transport reimbursement allowances existing at the date of coming into force of this agreement shall remain at their existing monetary rate without alteration.

Workers in receipt of existing transport reimbursement allowances in excess

of that prescribed by this sub-clause shall continue to receive such existing payments and shall not be entitled to the payment prescribed by this sub-clause.

Where, because of the exigencies of the undertaking it has been the employer's practice to provide transport for the conveyance of workers to or from work, such arrangements shall continue and the worker shall not be entitled to the payment prescribed by this sub-clause on that occasion.

Where any worker elects to utilise any other award or agreement provision relating to travelling time or travelling reimbursement (other than for call-back situations) then the payment specified in this sub-clause shall not be applicable.

SHIFTS

3. Where workers employed under the terms of the Factory Engineers Award, are employed on shifts, these shall be worked in accordance with Clause 9 of the New Zealand Factory Engineers Award.

Where two or three shifts per day are worked, a worker required to rotate or alternate his shift shall be paid \$3.56 for each shift worked in addition to ordinary rates.

A worker employed on afternoon shifts shall, while so employed be paid \$3.56 for each afternoon shift worked in addition to ordinary rates.

A worker employed on night shift shall, while so employed, be paid \$4.72 for each night shift worked in addition to ordinary rates.

For the purpose of this sub-clause, an afternoon shift means any shift commencing after 12 noon and finishing at or before midnight and a night shift means any shift finishing subsequent to midnight and at or before 8.00 a.m.

ANNUAL HOLIDAYS

4. The further week of annual holiday prescribed by the worker's award shall apply upon completion of six years' continuous service with the same employer and not yet ten years as prescribed by such award.

DOMESTIC LEAVE

5. Additional to any sick leave entitlement, after twelve months continuous service with the same employer, on production of a medical certificate, leave on ordinary pay of up to three working days in any one year may be granted to a married employee (or an employee in a stable de facto relationship) who finds it essential to remain at home in the event of a spouse's illness. This provision shall also apply to a solo parent in respect of illness of dependent children in his/her care.

OUT OF POCKET EXPENSES REIMBURSEMENT

6. (a) Overnight Allowance

A worker who is required to be absent from his home overnight shall be provided with suitable accommodation and meals at the employers expense and shall be paid an overnight allowance of \$6.14 per night.

(b) Smoko Allowance

Workers required to work away from Brewery or Bottling Plant premises or company premises and who are unable to return for smoko's shall receive 68 cents for each separate smoko.

CONDITIONS OF WORK PAYMENT

7. For maintenance work inside a bottle washer or a tunnel pasteuriser and for stripping tar handling systems a worker shall be paid 20.4 cents per hour extra.

(This allowance shall not be cumulative with the allowance presented in Section 1 of the second schedule "Conditions of Work Payments" — Factory Engineers' Award).

AWARD PROVISIONS

8. The provisions of the New Zealand Factory Engineers' Award or of the Marlborough, Nelson, Westland and Canterbury Electrical Workers (other than Electrical Contractors Employees) Award, or of the New Zealand (with exceptions) Building and Related Industry Tradesmen and Other Workers Award, or of the New Zealand (except Hawke's Bay and Wanganui Districts, and Otago and Southland) Painters and Decorators Award, each as at presently in force and which prescribe general terms and conditions of employment of the various tradesmen covered by this Collective Agreement shall apply, except the Collective Agreement makes variations or conditions to those provisions to prescribe specific terms and conditions of employment to apply in Breweries and the Canterbury (New Zealand) Malting Company Limited.

TERM OF AGREEMENT

9. This agreement shall come into force on 19th December 1980 and shall continue in force until 18th November 1981.

Dated at Christchurch this day of January 1981.

New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades' Industrial Union of Workers — Christchurch Branch.

R.E. Todd

New Zealand Carpenters and Related Trades' Industrial Union of Workers — Christchurch Branch

J. E. Clough

New Zealand (except Hawke's Bay, Wanganui, Westland, Otago and Southland Districts) Painters and Decorators, Glaziers and Signwriters Industrial Union of Workers — Canterbury Branch

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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 66 of the Industrial Relations Act 1973.

The parties' settlement for a shortened term has the Court's consent pursuant to section 92(2) of the Industrial Relations Act 1973 and Regulation 6(3) of the Wage Adjustment Regulations 1974.

The Court observes that the agreement purports to cover electricians in the Nelson, and Otago and Southland Industrial Districts. In the absence of the Nelson, Marlborough Electrical Trades Industrial Union of Workers and the Otago and Southland Electrical Workers Industrial Union of Workers being party to the agreement, the Court expresses no concluded view respecting the validity of the agreement covering these industrial districts, in so far as electricians are concerned.

(L.S.)

J. R. P. Horn, Chief Judge