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**CREATIVE DECOR MANUFACTURING LIMITED
EMPLOYEES — COLLECTIVE AGREEMENT
(VOLUNTARY)**

Dated 29/4/82

NOTE: See clause 6 herein for the date on which rates of wages come into force.

Form 6

Under the Industrial Regulations Act 1973

REGISTERED COLLECTIVE AGREEMENT

In the matter of the Industrial Relations Act 1973; and in the matter of the Creative Decor Manufacturing Limited Employees Dispute of Interest between Creative Decor Manufacturing Limited AND the New Zealand Labourers, General Workers 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 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 29th day of April 1982.

N. P. Williamson, Judge

Form 5

Sec. 65

Reg. 9 (4)

Under the Industrial Relations Act 1973

NOTIFICATION OF VOLUNTARY SETTLEMENT
FOR REGISTRATION

In the matter of the Industrial Relations Act 1973; and in the matter of Creative Decor Manufacturing Limited, Employees – Dispute of Interest 1982 between Creative Decor Manufacturing Limited and N.Z. Labourers, General Workers and Related Trades Industrial Union of Workers

To: The Registrar, Arbitration Court of New Zealand

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 Voluntary Agreement.

Dated at Auckland this 2nd day of April 1982.

Signed on behalf of Creative Decor Manufacturing Limited.

R. A. Dunne,
Manufacturing Manager

Signed on behalf of N.Z. Labourers, General Workers and Related Trades Industrial Union of Workers (Northern Branch)

L. T. Smith,
Northern Branch Secretary

This Collective Agreement made in pursuance of the Industrial Relations Act 1973, this 2nd day of April 1982, between the New Zealand Labourers, General Workers and Related Trades Industrial Union of Workers (Northern Branch) 1-3 Galatos Street, Newton, Auckland 1. (Hereinafter called the "Union") of the one part, and Creative Decor Manufacturing Limited, 138 St. Georges Road, Avondale, Auckland 7. (Hereinafter called the "Employer") of the other part, whereby it is mutually agreed by and between the parties hereto as follows:

That the wages and classifications in the schedule hereto be binding upon the parties. All other conditions, and stipulations not provided for in this Agreement shall operate as set out in the New Zealand Concrete and Pumice Goods Workers Award, dated 31st day of March 1982.

The rates provided for in this agreement will not be altered during its currency except for the application of General Wage orders and/or Cost of Living orders which shall be applied according to their tenor.

JOB CLASSIFICATIONS

1. GENERAL WORKER

A worker engaged in any of the following operations as applicable to the specific nature of the work carried out at Creative Decor Manufacturing Limited: Scooping, interlacing, quality control, packing, waste control, packing supply and associated duties.

2. MACHINE OPERATOR/MIXER BATCHER

A worker engaged in the weighing, measuring and mixing of raw materials (including colourings) and the setting and operating of machinery.

3. WAGE RATES

	Per Hour:	Per Week:
(a) General Worker (1st Month)	\$4.680	\$187.20
(b) General Worker (Thereafter)	\$4.933	\$197.32
(c) Machine Operator/Mixer Batcher (1st Month)	\$5.010	\$200.40
(d) Machine Operator/Mixer Batcher (Thereafter)	\$5.190	\$207.60
(e) Leading Hand allowance – 24.6 cents additional per hour worked.		
(f) Working foreperson allowance – 38.2 cents additional per hour worked.		

4. INTENT OF THIS AGREEMENT

Except where provided herein, all workers, members of the above Union, shall be employed under the terms and conditions of the Current New Zealand Concrete and Pumice Goods Workers Award.

5. EXCLUSION OF ECONOMIC STABILISATION (COST-OF-LIVING INCREASE) REGULATIONS 1980

The rates of remuneration determined by this collective agreement are NOT to be increased by the application of the provisions of the General Order of the Arbitration Court made under the Economic Stabilisation (Cost-of-Living Increase) Regulations 1980.

6. TERM OF AGREEMENT

This agreement insofar as the rates of wages and all other monetary payments referred to herein to be paid are concerned shall come into force on the 31st day of March 1982 and shall continue in force until the 30th day of March 1983.

Signed for and on behalf of Creative Decor Manufacturing Limited

R. A. Dunne,
Manufacturing Manager

Signed for and on behalf of the New Zealand Labourer's General Workers,
and Related Trades, Industrial Union of Workers (Northern Branch)

L. T. Smith,
Branch Secretary

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