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**New Zealand Co-operative Dairy Company
Limited Mechanical and Electronic
Instrumentation Technicians – Composite
Agreement**

Dated 22/3/82

Note: See clause 2(k) 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 Mechanical and Electronic Instrumentation Technicians Dispute of Interest between the New Zealand Co-operative Dairy Company Limited and the New Zealand (except Canterbury and Westland) Electrical, Electronics and Related Trades Industrial Union of Workers and the New Zealand Engineering, Coachbuilding, Aircraft, Motor 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 22nd day of March 1982

(L.S.)

D. S. Castle, 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 between the New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers, the New Zealand (except Canterbury and Westland) Electrical, Electronics and Related Trades Industrial Union of Workers 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 66 of the Industrial Relations Act 1973 for registration by the Court of Arbitration as a Collective Agreement.

Dated at Hamilton this 24th day of February 1982.

Signatures of parties

The New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers

R. Savage

The New Zealand (Except Canterbury and Westland) Electrical, Electronics and Related Trades Industrial Union of Workers

J. F. Taylor

The New Zealand Co-operative Dairy Company Limited

C. M. Pentecost

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 (except Canterbury and Westland) Electrical, Electronics and Related Trades Industrial Association of Workers and the New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers

This Agreement covers members of the abovenamed New Zealand (except Canterbury and Westland) Electrical, Electronics and Related Trades Industrial Association Workers and the New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers, employed by the New Zealand Co-operative Dairy Company Limited as Instrument Technicians or as Electronics Technicians.

BASIC SALARY

1. The basic salary shall include 200 hours overtime prescribed in Appendix "A".

(a) Mechanical Industrial Instrumentation Technician: \$18,920.14

(b) Electronics Industrial Instrumentation Technician: \$18,920.14

(c) The salary as stated above is inclusive of all allowances under Clauses 7(a), (d), 9(b), 28 and 31(a), (c)(i), (d), (e), (n), (q) and (v) of the Electrical Workers Award and all allowances paid under the second table of the Factory Engineers Award except for Sections 2, 4(b), 6, 8(b), 8(c) and 17.

(d) The above salary recognises any attendance and satisfactory completion of any Company training course or external training course required by the Company to maintain a satisfactory level of technical skill.

(e) Senior Electronics or instrumentation Technicians shall receive a premium of 8% in addition to the Electronics Industrial Instrumentation Technicians basic salary, qualification and service allowance.

(f) A technician who is required to supervise a project shall be designated a Senior Electronics or Instrument Technician and be paid a premium of 8% in addition to the Electronics Industrial Instrumentation Technicians basic salary, qualification and service allowance.

(g) A technician who is designated as Chief Technician shall be paid a premium of 12% in addition to the Electronics/Industrial Instrumentation Technicians basic salary, qualification and service allowance.

ALLOWANCES

2. In addition to the basic salaries the following extra allowances shall be made on an annual basis except where specified:

(a) Registration — A technician holding Electricians, Electrical Technicians, Electronic Service Persons Registration shall be paid an allowance of \$416.00 per annum. This amount shall be varied from time to time in accord with the payment prescribed in the New Zealand (except Canterbury and Westland) Electrical Workers Collective Agreement.

A technician holding Limited Registration shall be paid an allowance of \$208.00 per annum.

Technicians holding one Advanced Trade Certificate relevant to their occupation shall be paid an allowance of \$517.08 per annum.

Technicians holding two Advanced Trade Certificates relevant to their occupation shall be paid an allowance of \$1,034.16 per annum.

These two payments shall not be accumulative and shall be adjusted in accord with the New Zealand (except Canterbury and Westland) Electrical Workers Award.

(b) N.Z.C.E. and N.Z.C.S. — Technicians holding N.Z.C.E. in Instrumentation, Electrical Engineering, Telecoms, N.Z.C.S. in Electronics or N.Z. Certificate in Computer Technology shall be paid an allowance of \$1,298.70 per annum. Higher National Certificate shall be considered equivalent to N.Z.C.E.

A technician holding N.Z.C.E. or N.Z.C.S. or N.Z.C.C.T. Intermediate equivalent shall be paid an allowance of \$649.35 per annum.

(c) Service Allowance — Subject to the completion of the following periods of current continuous service with the same employer or within the engineering trades of the dairy industry a worker shall be paid:

More than 1 year per annum	\$444.93
More than 2 years per annum	\$553.15
More than 3 years per annum	\$661.38
More than 4 years per annum	\$769.60
More than 5 years per annum	\$887.83
More than 6 years per annum	\$986.05

The above amounts are not accumulative.

(d) Overtime — Overtime worked as a result of work extending over the normal 8 hour day shall be included in the salary prescribed in Appendix "A".

All planned overtime shall be paid at overtime rates based on basic hourly rates prescribed in Appendix "A". The basis for computing this payment shall be as provided for in the respective Awards named in sub-clause (j) of this Agreement.

(e) Callouts — (i) Technicians required to be on callout outside of their normal hours of work shall be paid an allowance of \$6.00 per night, Monday to Friday, and \$12.00 per day Saturdays, Sundays and statutory holidays. No technician shall be required to work a roster of greater frequency than 1 week in 3.

(ii) In addition to the allowances in sub-clause (i) of this Clause, an allowance of \$6.00 shall be paid to a technician who is required to be on call for 24 hours on his designated day off.

(iii) If at any time a worker is called out after having ceased work or before the normal time of starting, then the time so worked shall be paid for at double rates computed from the time of leaving home to the time of his return, provided a minimum of 3 hours shall be paid for each call. The ordinary rate is prescribed in Appendix "A".

(iv) Workers entitled to payment under sub-clause (i) of this Clause who are required to be "on call" on a statutory holiday shall receive the ordinary week's pay, plus one day, plus ordinary time for any time worked between 7.30 a.m. and 5.00 p.m. and double time thereafter.

(v) Technicians required to be "on call" shall have their full telephone rental paid.

(f) Holidays — Holidays shall be provided in accordance with the Industry Award or Collective Agreement.

(g) Away from Home Allowance — Technicians who are required to live away from home while working on projects shall be paid an allowance of \$5.00 every night away from home. This is not to cover accommodation expenses which shall be paid by the Company.

- (h) Savings – Nothing in this Agreement shall be construed so as to reduce the wages or privileges of any technician.
- (i) Exclusion of the Economic Stabilisation (Cost of Living Increase) Regulations 1980 – The rates of remuneration determined by this 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 effective from 11 June 1981.
- (j) Matters not Provided For – In the event of any dispute arising or matter not provided for in this instrument, then the New Zealand (except Canterbury and Westland) Electrical Workers Collective Agreement in the case of any Electrical Trade Union members will be applied, and in the case of a New Zealand Engineers Union member, the New Zealand Factory Engineers Award will be applied.
- (k) Date of Application – The Agreement shall operate from 3 September 1981 and shall continue in force until 2 September 1982.

Dated in Hamilton this 24th Day of February 1982.

Signed for and on behalf of:

The New Zealand Co-operative Dairy Company Limited

C. M. Pentecost

Signed for and on behalf of:

The New Zealand (except Canterbury and Westland) Electrical, Electronics and Related Trades Industrial Union of Workers

J. F. Taylor

Signed for and on behalf of:

The New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers

R. Savage (as Agent)

APPENDIX "A"

(i) BASIC SALARY RATE

Basic Hourly Rate: 786.7c	$2080 \times 786.7c$	= \$16,363.34
	$150 \times 1\frac{1}{2} \times 786.7c$	= \$ 1,770.00
	$50 \times 2 \times 786.7c$	= \$ 786.70
		<u>\$18,920.14</u>

(ii) REGISTRATION

(a) Full	$\$8.00 \times 52$	= \$416.00
(b) Limited	$\$4.00 \times 52$	= \$208.00

(iii) ADVANCED TRADES CERTIFICATES

(1) Advanced Trade		(2) Advanced Trade	
$21.5c \times 2080$	= \$447.20	$21.5c \times 208$	= \$447.20
$21.5c \times 1\frac{1}{2} \times 50$	= \$ 48.38	$21.5c \times 1\frac{1}{2} \times 150$	= \$ 48.38
$21.5c = 2 \times 50$	= \$ 21.50	$21.5c \times 2 \times 50$	= \$ 21.50
	\$517.08	+ 1st Advanced Trade	\$517.08
			<u>\$517.08</u>
			<u>\$1034.16</u>

(iv) N.Z.C.E. FINAL

$54c \times 2080$	= \$1123.20
$54c \times 1\frac{1}{2} \times 150$	= \$ 121.50
$54c \times 2 \times 50$	= \$ 54.00
	<u>\$1298.70</u>

N.Z.C.E. INTERMEDIATE

$27c \times 2080$	= \$561.60
$27c \times 1\frac{1}{2} \times 150$	= \$ 60.75
$27c \times 2 \times 50$	= \$ 27.00
	<u>\$649.38</u>

(v) SERVICE ALLOWANCE

More than 1 Year

$18.5c \times 2080$	= \$384.80
$18.5c \times 1\frac{1}{2} \times 150$	= \$ 41.63
$18.5c \times 2 \times 50$	= \$ 18.50
	<u>\$444.93</u>

More than 2 Years

$23.0c \times 2080$	= \$478.40
$23.0c \times \frac{1}{2} \times 150$	= \$ 51.75
$23.0c \times 2 \times 50$	= \$ 23.00
	<u>\$553.15</u>

More than 3 Years

$27.5c \times 2080$	= \$574.00
$27.5c \times 1\frac{1}{2} \times 150$	= \$ 61.88
$27.5c \times 2 \times 50$	= \$ 27.50
	<u>\$661.38</u>

More than 4 Years

$32.0c \times 2080$	= \$665.60
$32.0c \times 1\frac{1}{2} \times 150$	= \$ 72.00
$32.0c \times 2 \times 50$	= \$ 32.00
	<u>\$769.60</u>

More than 5 Years

$36.5c \times 2080$	= \$759.20
$36.5c \times 1\frac{1}{2} \times 150$	= \$ 82.13
$36.5c \times 2 \times 50$	= \$ 36.50
	<u>\$877.83</u>

More than 6 Years

$41.0c \times 2080$	= \$852.80
$41.0c \times 1\frac{1}{2} \times 150$	= \$ 92.25
$41.0c \times 2 \times 50$	= \$ 41.00
	<u>\$986.05</u>

The above allowances are not accumulative.

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.

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