

Please post in a Conspicuous Place accessible to Workers

**Highfields Herbs (Marlborough) Limited
Garlic Processing Employees – Collective
Agreement (Voluntary)**

Dated 7/5/82

Note: See clause 22 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 Highfields Herbs (Marlborough) Limited Garlic Processing Employees Dispute of Interest between New Zealand (except Northern, Otago and Southland in the case of Chemicals, and Otago and Southland in the case of Food Processing) Food Processing, Chemical and Related Products Factory Employees Industrial Union of Workers and Highfields Herbs (Marlborough) Herbs 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 7th day of May 1982.

(L.S.)

N. P. Williamson, Judge

Secs 65 and 66

Form 5

Reg 9 (4)

Under the Industrial Relations Act 1973

SUBMISSION OF VOLUNTARY SETTLEMENT FOR REGISTRATION

In the matter of Garlic Processing Employees of Highfields Herbs Marlborough Limited Blenheim, Dispute of Interest between the New Zealand (except Northern Otago and Southland in the case of Chemicals, and Otago and Southland in the case of Food Processing) Food Processing, Chemical and Related Products Factory Employees' Industrial Union of Workers, P.O. Box 13-231, Christchurch and Highfield Herbs (Marlb) Ltd P.O. Box 124, Blenheim.

To the Registrar of the Arbitration Court

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 (Section 66) of the Industrial Relations Act, 1973, for registration by the Arbitration Court of New Zealand as a collective agreement.

Dated at Blenheim this third day of May 1982.

For and on behalf of: The New Zealand (except Northern & Otago & Southland in the case of Chemicals, and Otago and Southland in the case of Food Processing) Food Processing, Chemical and Related Products Factory Employees' Industrial Union of Workers.

Andy Lea, Assistant Southern Area Secretary, Authorised Agent

For and on behalf of: Highfield Herbs (Marlborough) Limited

R. A. J. Sutherland, Authorised Agent

1. GENERAL CONDITIONS

1.1 Special Conditions – Offensive Odour Allowance:

To compensate for the anti-social aroma that the workers absorb on their clothing and bodies whilst working with garlic, they shall be paid 25.4 cents per hour extra until such time as a shower is installed in the factory for the use of staff, at which time this clause shall become inoperative.

1.2 Laundering Allowance:

To compensate for the expense of having to launder their work clothes separately from their ordinary washing, an allowance of \$3.00 per week shall be paid to those staff who launder the protective clothing supplied to them by the company. This allowance will be paid in addition to the normal weekly wage.

2. GENERAL

2.1 Except for what is provided in this agreement all other provisions of the Foodstuff and Chemical Workers Award shall apply.

2.2 This agreement shall apply from the 5th April 1982 and remain in force until 31st March, 1983.

3. DELEGATE EDUCATION

Recognised Union delegates shall be advised to the employer in writing by the Union. Such delegates shall be allowed up to 4 days per annum release on pay to attend seminars approved by the Trade Union Training Board.

4. STOP WORK MEETINGS

One hour every two months shall be allowed for a Union Meeting without loss of pay.

For and on behalf of: The New Zealand Food Processing & Chemicals Workers I.O.U.W.

Andy Lea, Assistant Southern Area Secretary

Dated 3-5-82

For and on behalf of: Highfield Herbs (Marlborough) Ltd

R. K. DeCastro, Director

R. A. J. Sutherland, Director

Dated 3-5-82

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.