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**NEW ZEALAND PRESS
ASSOCIATION JOURNALISTS' —
COLLECTIVE AGREEMENT
(VOLUNTARY)**

Dated 16/5/85

NOTE: See clause 5 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 Press Association Journalists' Dispute of Interest between the New Zealand (except Northern) Journalists and Related Trades Industrial Union of Workers; and New Zealand Federated Newspaper Publishers and Proprietors' Industrial Association of Employers.

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 May 1985.

(L.S.)

D. S. CASTLE, Judge.

Section 65

Form 5

Reg 9 (4)

Under the Industrial Relations Act 1973

SUBMISSION OF VOLUNTARY SETTLEMENT FOR REGISTRATION

IN THE MATTER of the Industrial Relations Act 1973AND IN THE MATTER of the New Zealand Press Association Journalists dispute of interestBETWEEN the New Zealand (Except Northern) Journalists and Related Trades Industrial Union of Workers, P.O. Box 6545, Wellington.AND the New Zealand Federated Newspaper Publishers and Proprietors Industrial Association of Employers, P.O. Box 1066, Wellington

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 of the Industrial Relations Act 1973, for registration by the Arbitration Court as a collective agreement.

Dated at Wellington this 19th day of April 1985.

FOR AND ON BEHALF OF THE NEW ZEALAND (EXCEPT NORTHERN) JOURNALISTS AND RELATED TRADES INDUSTRIAL UNION OF WORKERS

A. WILTON, Secretary.

FOR AND ON BEHALF OF THE NEW ZEALAND FEDERATED NEWSPAPER PUBLISHERS AND PROPRIETORS INDUSTRIAL ASSOCIATION OF EMPLOYERS

P. K. GREENE, Secretary.

**SCHEDULE
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Clause Number	Title
1	Industry to Which Agreement Applies
2	Application of Agreement
3	Wages
4	Late Night Shift and Late Night Shift Allowance
5	Term of Agreement

INDUSTRY TO WHICH AGREEMENT APPLIES

1. This agreement shall apply to workers falling within any of the definitions of clause 3 (Interpretations) of the Award specified in clause 2 of this agreement who are employed in the operation of the New Zealand Press Association.

APPLICATION OF AGREEMENT

2. The provisions of the New Zealand (except Northern Industrial District) Daily Newspaper Journalists Award, hereinafter called the Award, dated the 2nd day of April 1985 and recorded in the Book of Awards, Volume 85, Page 2261, shall apply to all workers except as provided in clauses 3 and 4 hereof.

WAGES

3. (a) The parties agree that it is the work of the New Zealand Press Association staff to perform all duties arising from activities which come within the scope of the Memorandum of Association of the New Zealand Press Association Limited. In recognition of these requirements the New Zealand Press Association agrees to pay, in addition to the appropriate Award rates, an allowance of 7.5% of the ordinary salary as set out in clause 10 of the Award.

3. (b) In recognition of the utilisation of the skills associated with the operation of the computerised processes and techniques, including the use of VDUs, used to carry out the duties mentioned in subclause (a) above, journalists employed by the New Zealand Press Association required to use the above equipment shall receive an allowance of \$17.00 per week. This allowance shall be in addition to the appropriate Award rate as set out in clause 10 of the Award.

3. (c) The payments referred to in subclauses (a) and (b) of this clause shall not be included in the calculation of overtime or penalty payments.

LATE NIGHT SHIFT AND LATE NIGHT SHIFT ALLOWANCE

4. Members of the New Zealand Press Association staff rostered for the late night shift from 11.30 p.m. to 7.30 a.m. shall be rostered to have not fewer than five consecutive days on that shift and not more than seven. Where practicable, days off for these workers should be rostered consecutively. A worker rostered on the late night shift shall receive allowances totalling \$17.68 per night. This amount includes the Award allowances for night shift workers with the balance to be regarded as a transport allowance. This allowance shall be paid in addition to penalty payments for weekend work as prescribed by subclause (b) of clause 8 of the Award.

TERM OF AGREEMENT

5. This agreement, in so far as the provisions relating to the rates of remuneration to be paid are concerned, shall be deemed to have come into force on the 16th day of January 1985, and so far as all other provisions of this agreement are concerned, it shall come into force on the day of the date hereof; and this agreement shall continue in force until the 15th day of November 1985.

FOR AND ON BEHALF OF THE NEW ZEALAND (EXCEPT NORTHERN) JOURNALISTS AND RELATED TRADES INDUSTRIAL UNION OF WORKERS

A. WILTON, Secretary.

FOR AND ON BEHALF OF THE NEW ZEALAND FEDERATED NEWSPAPER PUBLISHERS AND PROPRIETORS INDUSTRIAL ASSOCIATION OF EMPLOYERS

P. K. GREENE, Secretary.

Dated at Wellington, this 19th day of April 1985.

STATEMENT OF THE PARTIES

The parties wish to record:

Eight-Level Transmission

1. That on the introduction of eight-level transmission, current work practices will continue as before in so far as the receipt, editing, publication and transmission of eight-level messages is concerned.
2. That the only difference will be that copy will be in upper and lower case.
3. That copy will continue to be routed through sub-editorial departments.
4. That there will be no change to direct entry without the matter first having been negotiated with the NZJU. Failing agreement on this matter, the parties agree to meet under the chairmanship of a conciliator.

VDUs

- 5 (i) That an in-house committee comprising two chapel and two management representatives shall be formed to monitor the working conditions associated with VDUs at the NZPA office.
- 5 (ii) Journalists employed by the NZPA and required to operate VDUs will be trained in their use. Training programmes will be devised in consultation with the chapel and management representatives.

Rostering

6. During the currency of this agreement the parties will discuss all aspects of the rostering of NZPA journalist staff.

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.

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 nine months from the date of registration.

(L.S.)

D. S. CASTLE, Judge.