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**UEB INDUSTRIES LIMITED—WOOL
GROUP CARPET FACTORIES
EMPLOYEES—COLLECTIVE
AGREEMENT (VOLUNTARY)**

Dated 9/5/85

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 U.E.B. Industries Limited—Wool Group Carpet Factories Employees Dispute of Interest

between the New Zealand (except Taranaki, Nelson and Marlborough Industrial Districts) Woollen Mills, Hosiery Factories, Carpet Factories, Synthetic Fibres Factories, Flaxmill and Flaxtextile Factories and Related Trades Industrial Union of Workers and U.E.B. Industries Limited—Wool Group.

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 9th day of May 1985.

(L.S.)

D. S. CASTLE,
Judge.

Form 5

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 U.E.B. Industries Limited—Wool Group Carpet Factories Employees Dispute of Interest

Between U.E.B. Industries—Wool Group

And New Zealand (except Taranaki, Nelson and Marlborough Industrial Districts) Woollen Mills, Hosiery Factories, Carpet Factories, Synthetic Fibres Factories, Flaxmill and Flaxtextile Factories and Related Trades IUOW

To the Registrar,

We hereby submit to you a signed copy of the terms of the voluntary settlement of the above 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 Lower Hutt this 18th day of April 1985.

P. O'FLANAGAN, National Secretary, New Zealand Woollen Mills Union.

R. J. EDWARDS, Corporate Industrial Relations Manager, U.E.B. Industries.

**U.E.B. INDUSTRIES LTD—WOOL GROUP CARPET FACTORIES
EMPLOYEES AGREEMENT**

Arrangement

Clause Number	Title
(1)	Application
(2)	Relationship with Award
(3)	Wages
(4)	Allowances
(5)	Service Payment
(6)	Technology Allowance
(7)	Overtime
(8)	Exclusion of Economic Stabilisation (Cost of Living Allowance) Regulations 1984
(9)	Term of Agreement

1. APPLICATION

- (a) This agreement shall apply to employees of U.E.B. Industries Ltd (Wool Group) who are employed in connection with:—the manufacture of all woven, tufted, and felted (other than needle felt) materials produced from natural or man-made fibres or filaments, or mixtures of these, conducted at any carpet factory, carpet yarn spinning or sliver factory (other than at a woollen mill), rug factory, or wool felt factory (other than needle felt), and car mats and coverings (other than rubber) produced from any of the above or from natural pelts.
- (b) Nothing herein contained as to hours of work, overtime, and holidays shall be deemed to apply to watchmen, provided they are not employed at other work about the factory.
- (c) Nothing in this agreement shall apply to foremen and forewomen.

2. RELATIONSHIP WITH AWARD

This agreement shall be read in conjunction with the Northern, Wellington and Canterbury Carpet Factories Employees Award (hereinafter called the Award) which shall apply in respect to all matters not otherwise expressly covered in this agreement.

3. WAGES

			<i>After 12 mths</i>	<i>3yrs</i>	<i>5yrs</i>	<i>7yrs</i>
100	..	..	5.018			
103	..	..	5.162	5.24	5.309	5.373
104	..	..	5.209	5.289	5.359	5.423
105	..	..	5.258	5.339	5.409	5.474
106	..	..	5.306	5.387	5.458	5.524
107	..	..	5.353	5.435	5.507	5.573
108	..	..	5.401	5.484	5.556	5.623
109	..	..	5.449	5.524	5.597	5.664
110	..	..	5.497	5.581	5.655	5.722
111	..	..	5.546	5.631	5.705	5.773
112	..	..	5.593	5.679	5.753	5.822
113	..	..	5.641	5.727	5.803	5.872
114	..	..	5.689	5.776	5.852	5.922
115	..	..	5.737	5.825	5.901	5.972
117	..	..	5.833	5.922	6.00	6.072
118	..	..	5.881	5.971	6.049	6.122
						6.206

			<i>After 12 mths</i>	<i>3yrs</i>	<i>5yrs</i>	<i>7yrs</i>	
119	5.929	6.02	6.099	6.172	6.257
120	5.977	6.068	6.148	6.252	6.307
125	6.217	6.312	6.395	6.471	6.560

Note: The above rates and matching evaluation shall apply to the equivalent evaluations as listed in the Award.

4. ALLOWANCES

Employees shall be paid the following allowances in accordance with the provision of the Award. The allowances in this schedule are substituted for the amounts specified in the relevant provisions.

<i>Award Provision</i>	<i>Allowance</i>	<i>Amount</i>
Clause 4 (j)	.. Meal allowance	\$3.60 per meal
Clause 5 (a) (i)	.. Shift allowance	\$3.94 per shift
Clause 5 (a) (ii)	.. Shift allowance	\$3.94 per shift
Clause 5 (a) (iii)	.. Shift allowance	\$5.93 per shift
Clause 5 (a) (iv)	.. Shift allowance	\$4.95 per shift
Clause 6 (g) (ii)	.. Operator Trainer allowance	\$2.99 per day
Clause 7 ..	.. TITB Textile Certificate	\$6.56 per week
Clause 7 ..	.. TITB Dyeing Certificate	\$4.03 per week
Clause 7 ..	.. TITB Yarn Manufacture Principles	\$2.79
Clause 8 (b)	.. Meal allowance	\$3.60
Clause 9 (i)	.. Tuition allowance	\$2.99 per day \$14.95 per week
Clause 10 (b)	.. Tuition allowance	\$2.99 per day \$14.95 per week
Clause 12 (a)	.. Extra narrow loom	\$3.26 per narrow loom per day
..	.. Extra broad loom	\$6.52 per broad loom per day
Clause 16 ..	.. Higher duties	\$3.39
Clause 26 (a)	.. First aid certificate	\$4.95 per week
Clause 26 (d)	.. Clothing allowance	\$1.38 per week
Clause 26 (l)	.. Mileage allowance	44.6 cents per kilometre
Clause 28 (r)	.. Noise allowance	10.1 cents
Clause 27 (b)	.. Heat allowance	36.6 cents

5. SERVICE PAYMENT

A worker who has worked continuously with U.E.B. Industries—Wool Group for one of the periods specified below shall receive a service payment in accordance with the following scale:

<i>Time</i>	<i>Amount</i>
(a) After six months' current service ..	11.7 cents per hour
(b) After one year's current service ..	12.4 cents per hour
(c) After two years' current service ..	17.7 cents per hour
(d) After three years' current service ..	16.5 cents per hour
(e) After four years' current service ..	20.7 cents per hour
(f) After five years' current service ..	19.7 cents per hour
(g) After six years' current service ..	22.9 cents per hour
(h) After seven years' current service ..	22.9 cents per hour

Note: The allowances prescribed in this scale shall count in the calculation of overtime and penal rates and shall be paid to the worker on any paid leave.

6. TECHNOLOGY ALLOWANCE

In recognition of the need to introduce new technology into the industry and its consequential effects on employment and production, the Union agrees that the introduction of such technology will not be unduly opposed and the employer agrees to pay an allowance of 15 cents per hour.

It is further agreed that in the event of any dispute arising from the above, work will continue and the matter will be referred for resolution in terms of the disputes procedure of either the Award or the Industrial Relations Act. The terms of the disputes procedure will be strictly adhered to. Failure to follow this agreed procedure or to continue usual work will give the employer the right to withhold the Allowance until such time as the matter has been resolved through the established disputes procedure.

Explanatory Note

The above Technology Allowance clause reflects the agreed Union and Employer philosophy and understanding that, where contentious issues occur on agreed provisions negotiated in the Award or by agreement by the two parties, that the work of the employer shall not be impeded and work should be continued while the dispute is being dealt with under the agreed disputes procedures.

7. OVERTIME

Where an employee works one or more hours overtime at the beginning or conclusion of a day or shift he shall be supplied with a hot meal or paid a reimbursing meal allowance of \$3.60 per day or shift so worked.

Note: The above clause replaces the first paragraph of Clause 6 (b) of the Award.

8. EXCLUSION OF ECONOMIC STABILISATION (COST OF LIVING ALLOWANCE) REGULATIONS 1984

The rates of remuneration determined by this collective agreement are not to be increased by the application of the provisions of the C.O.L.A. made under the Economic Stabilisation (Cost of Living Increase) Regulations 1984.

9. TERM OF AGREEMENT

This agreement shall be deemed to come into force on the 4th day of February 1985 and shall continue in force until the 3rd day of February 1986.

For and on behalf of the New Zealand (except Taranaki, Nelson and Marlborough Industrial Districts) Woollen Mills, Hosiery Factories, Carpet Factories, Synthetic Fibres Factories, Flaxmill and Flaxtextile Factories and Related Trades IUOW

P. O'FLANAGAN, National Secretary.

For and on behalf of U.E.B. Industries Ltd—Wool Group

R. J. EDWARDS, Corporate Industrial Relations Manager.

Date: 18 April 1985.

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.

NOTE: This is a new agreement citing the parties hereto. The Document No. 1175 was previously allocated to Lyttelton Container Terminal Shed Supervisors—Collective Agreement (Voluntary), dated 16/12/77 and appears in the 1977 Book of Awards, page 9421. The document was cancelled on the 16/12/83.