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**NEW ZEALAND CO-OPERATIVE DAIRY  
COMPANY LIMITED STOREPERSONS  
AND PACKERS — COLLECTIVE  
AGREEMENT (VOLUNTARY)**

**Dated 14/6/85**

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NOTE: See clause 11 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 Storepersons and Packers Dispute of Interest

between the Northern Industrial District and Hawkes Bay Province Storepersons and Packers and Warehouse Workers Industrial Union of Workers and New Zealand Co-operative Dairy Company 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 14th day of June 1985.

(L.S.)

N. P. WILLIAMSON  
JUDGE

SEC 65

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 Northern Industrial District and Hawkes Bay Province Storepersons and Packers and Warehouse Workers 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 65 of the Industrial Relations Act 1973 for registration by the Court of Arbitration as a Collective Agreement.

Dated at Hamilton this 19th day of April 1985.

Signature of parties

The Northern Industrial District and Hawkes Bay Province Storepersons and Packers and Warehouse Workers Industrial Union of Workers

A. Ware, AUTHORISED AGENT

The New Zealand Co-operative Dairy Company Limited

C. Pentecost, AUTHORISED AGENT

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 NORTHERN INDUSTRIAL DISTRICT AND HAWKES BAY PROVINCE STOREPERSONS AND PACKERS AND WAREHOUSE WORKERS INDUSTRIAL UNION OF WORKERS

THIS AGREEMENT covers members of the Northern Industrial District and Hawkes Bay Province Storepersons and Packers and Warehouse Workers Industrial Union of Workers employed by the New Zealand Co-operative Dairy Company Limited, WHEREBY the above-mentioned parties agree as follows:

1. **WAGES**

In place of Rates of Remuneration in clause 7(b) of the NID and Hawkes Bay Province Stores and Warehouse Employees Award, the following rates shall apply:

(a) A worker employed in the Electrical Engineering and Instrument Store at Frankton:

(i) With less than one month's service	\$256.47
(ii) After one month and less than four month's service	\$262.84
(iii) After four month's service	\$280.60

Rates of remuneration contained herein are inclusive of all payments provided for in Clause 7(c)(ii) of the NID and Hawkes Bay Province Stores and Warehouse Employees Award.

(b) Workers designated as forklift operators:

(i) With less than one month's service	\$254.50
(ii) After one month and less than four month's service	\$260.57
(iii) A worker with more than four month's service	\$277.49
(c)(i) A worker with less than one month's service	\$244.58
(ii) A worker after one month with less than four month's service	\$250.65
(iii) A worker with more than four month's service	\$267.57

(d) Standby forklift operators shall be paid 19.9 cents per hour whilst operating forklifts, provided however that any standby operator shall be trained to an

appropriate level within three months at which time the rate shall be 24.8 cents per hour.

(e) Rates of remuneration contained herein are inclusive of all allowances in respect to loading and unloading of rigid, fully enclosed I.S.O. containers.

2. **CLOTHING**

In lieu of the provision of Clause 27(a) of the NID and Hawkes Bay Province Stores and Warehouse Employees Award the Company shall provide for each worker two pairs of trousers, two pairs of shorts and two shirts to be worn on the job and to be kept in a properly laundered condition. An allowance of \$161.30 per year shall be paid to launder such clothing. Such allowance shall be paid \$80.65 in June and \$80.65 in December each year.

Any worker required to work outside shall be supplied with a Swanee/Swandri.

3. Workers who have attained a New Zealand Trade Certificate in automotive parts and accessories merchandising and who are engaged upon work to which this qualification relates shall be paid \$4.26 per week extra.

4. **STOPWORK MEETINGS**

Two meetings per year as provided in Clause 33 of the NID and Hawkes Bay Province Stores and Warehouse Employees Award shall be paid.

5. **STANDBY**

- (i) Where by agreement between the management and workers, workers are rostered to stand by to return to work if necessary after their normal hours of work, they shall be paid \$6.45 per day from Monday to Friday and \$12.90 per day on Saturday, Sunday and Statutory Holidays for the time they are rostered to stand by. No worker shall qualify for both call out and stand by payments on the same day.
- (ii) In addition to the allowances in sub-clause (i) of this Clause, an allowance of \$6.45 shall be paid to a worker who is required to be on call for 24 hours on his designated day off.
- (iii) Any worker employed on Monday to Friday basis required to be on stand by on a Statutory Holiday shall receive one extra day's pay in addition to his normal weekly wages plus ordinary time for time worked between 7.00 a.m. and 3.30 p.m. and double time thereafter.

6. **TELEPHONE RENTAL**

A worker required to be "on call" shall be reimbursed for one third of his or her telephone rental.

7. **UNDERSTANDING**

The Union will give consideration to the essential nature of the industry prior to taking any direct action.

8. **HOLIDAYS**

In lieu of the provisions of Clause 20(a) and (c) of the NID and Hawkes Bay Province Stores and Warehouse Employees Award each worker shall be entitled, after twelve months current continuous service and at the end of each further year of service thereafter, to four weeks annual holiday.

9. **OTHER CONDITIONS TO APPLY**

In all other respects the conditions of the NID and Hawkes Bay Province Stores and Warehouse Employees Award shall apply.

10. **EXCLUSION OF THE ECONOMIC STABILISATION (COST OF LIVING ALLOWANCE) REGULATIONS 1984**

The rates of remuneration determined by this Agreement are not to be increased by the application of the provisions of the Economic Stabilisation (Cost of Living Allowance) Regulations 1984.

11. **TERM**

This Agreement shall be deemed to come into force on 29 January 1985 and shall continue in force until 29 December 1985.

DATED AT HAMILTON this 19th day of April 1985

SIGNED for and on behalf of THE NEW ZEALAND CO-OPERATIVE DAIRY COMPANY LIMITED

C. PENTECOST, AUTHORISED AGENT

SIGNED for and on behalf of THE NORTHERN INDUSTRIAL DISTRICT AND HAWKES BAY PROVINCE STOREPERSONS AND PACKERS AND WAREHOUSE WORKERS INDUSTRIAL UNION OF WORKERS

A. WARE, AUTHORISED AGENT

**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.)

N. P. WILLIAMSON  
JUDGE