

Please post in a conspicuous place accessible to workers

“The attention of all persons affected by this document is drawn to the transitional provisions concerning union membership set forth in section 17 Industrial Relations Amendment Act 1985.”

**BORTHWICK WHOLESALE MEAT
DRIVERS COLLECTIVE
AGREEMENT (VOLUNTARY)**

Dated 4/10/85

NOTE: See clause 18 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 Borthwick Wholesale Meats Drivers Dispute of Interest

between the Wellington Road Transport and Related Industries Motor and Horse Drivers' and their Assistants' Industrial Union of Workers and Borthwick Wholesale Meats, Wellington Region

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 4th day of October 1985.

[L.S.]

D. S. Castle
JUDGE

Sec 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 1973; and in the matter of the Wellington Road Transport and Related Trades Industries Motor and Horse Drivers and their Assistants Industrial Union of Workers Dispute of Interest between the Wellington Road Transport and Related Trades Industries Motor and Horse Drivers and their Assistants Industrial Union of Workers and Borthwick Wholesale Meats, Wellington Region.

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 FEILDING this 16th day of SEPTEMBER 1985.

Signed on behalf of:

Wellington Road Transport and Related Trades Industries Motor and Horse Drivers and their Assistants Industrial Union of Workers

G. Christensen
Area Organiser
Authorised Agent

Signed on behalf of

Borthwick Wholesale Meats,
Wellington Region

O. Gleeson
Manager
Authorised Agent

**BORTHWICK WHOLESALE MEATS DRIVERS COLLECTIVE
AGREEMENT: (VOLUNTARY)**

SCHEDULE

1. **HOURS OF WORK**

Drivers shall be employed on a weekly basis to be worked from Sunday to Thursday, both days inclusive.

Start time on any day shall be 1.00 p.m., and 8 hours shall be continuous from such start time.

A day for the purpose of this agreement shall be deemed to be a continuous 24 hours period from the commencement of work as stipulated above.

2. **PUBLIC HOLIDAYS**

All time worked on Sundays shall be paid for at overtime rates. Time worked on any Public and Statutory Holiday or Picnic Day, as prescribed in the N.Z. General Drivers Award shall be paid for at the double time rates in addition to ordinary rates.

3. **WAGES**

	WEEKLY:	HOURLY:	T½	D.T
Up to 14 Tonnes	\$249.56	\$6.2390	\$9.3585	\$12.4780
Over 14 Up to 20 Tonnes	\$253.37	\$6.3342	\$9.5013	\$12.6684
Over 20 Up To 28 Tonnes	\$257.28	\$6.4320	\$9.6480	\$12.8640
Over 28 Up To 34 Tonnes	\$260.22	\$6.5055	\$9.7583	\$13.0110

4. **SERVICE ALLOWANCE**

(a) In addition to the rates as prescribed in clause three (3), drivers shall be paid an extra \$0.2260 per hour on completion of one years continuous service with the same employer.

On completion of two continuous years service with the same employer drivers shall be paid an extra \$0.3107 per hour.

On completion of five years continuous service with the same employer drivers shall be paid an extra \$0.390 per hour.

(b) The above rates shall be included in overtime calculation.

5. **INDUSTRY ALLOWANCE**

- (a) An Industry Allowance of \$14.42 per week is to be paid to each driver covered by this agreement.
- (b) The Industry Allowance shall not count in the calculation of overtime rates.

6. **HOLIDAYS**

Every driver employed under the terms of this Agreement shall be entitled to Annual Holidays as provided for in the Holidays Act 1981, to be paid on the basis of the workers gross annual earnings divided by the number of weeks worked that the worker is paid for by the company. In addition to these holidays, a driver employed under this agreement shall be entitled to a further one weeks holiday, paid at the ordinary rates to compensate for working outside of the normal daily hours.

7. **CLOTHING**

Every driver employed under the terms of this agreement shall be provided with the necessary clothing required for delivery and handling of any of the company's products.

Such clothing shall be maintained, laundered and replaced at the employer's expense. It is the responsibility of all drivers to wear the clothing provided during execution of their duties to comply with ruling hygiene regulations.

8. **CASUALS**

Casuals may be employed under this agreement and shall be paid in accordance with the hourly rate as prescribed for in Clause Three (3) of this agreement, with the addition of 15% of such rate for all hours on any day, with a minimum of 7 hours on any day.

9. **DUTIES**

Drivers shall be responsible for the preparation and cleaning of their vehicles and all other necessary duties associated with driving. Drivers shall not however undertake any work which is within the jurisdiction of another award or collective agreement administered by another Union.

10. **UNION FEES**

The employer shall deduct Union Fees each week for all drivers, driver's assistants and casual workers, and remit all monies deducted to the Union Office at monthly intervals, but not later than two monthly periods.

11. **KEYS**

To compensate for the handling of keys, frozen meats, drivers shall be paid a further \$5.77 per week.

12. **MEALS**

As per New Zealand General Drivers Award. i.e. \$3.34 per meal.

13. **OFFAL CARRYING**

Workers engaged in carting offal from abattoirs or freezing works shall receive an additional 75 cents for each day or part of a day they are so engaged.

14. **JOB DELEGATE**

- (a) The employer shall give recognition to a worker who is elected by the workers and endorsed by the Union as Job Delegate in the establishment in which he is employed. Notice of such appointment shall be given to the employer in writing.
- (b) Where a delegate is appointed in accordance with sub-clause (a) of this clause, the employer will allow up to 16 hours of ordinary time without rateable deduction in each calendar year, at that establishment, to assist in the transaction of Union business.

15. **TEN HOUR BREAK**

Where the employer requires workers who are covered under this agreement to commence work prior to the observance of a ten (10) hour break between the cessation of work and the recommencement of work the next day, the employer shall pay workers double time rates for all hours worked until a ten (10) hour break is observed.

16. **APPLICATION**

This agreement shall apply to all drivers employed by Borthwick Wholesale Meats of Thomas Borthwick (NZ) Limited, in the Wellington Industrial District, provided that any driver in receipt of superior wages or conditions shall not have those conditions reduced due to the coming into effect of this agreement.

In all other matters not covered by this agreement, the terms and conditions as laid down by the N.Z. General Drivers Award shall apply.

17. **EXCLUSION OF ECONOMIC STABILISATION
(COST OF LIVING ALLOWANCE)—REGULATION 1984**

The rates of remuneration prescribed by this agreement are not to be increased by the application of the economic stabilisation (Cost of Living Allowance) Regulation 1984.

18. **TERM OF AGREEMENT**

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 first day of the pay week commencing on or after the 6th day of December, 1984, and so far as all other provisions of the agreement are concerned it shall come into force on the day of the date hereof: and this agreement shall continue in force until the 5th day of October, 1985.

For and on behalf of:
Borthwick Wholesale Meats

O. Gleeson
Manager
Authorised Agent

For and on behalf of:

The Wellington Road Transport and Related Industries Motor and Horse Drivers' and their Assistants Industrial Union of Workers:

G. Christensen
Area Organiser
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.]

D. S. Castle
JUDGE