

**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.”

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# **WIX CORPORATION ENGINEERS' AND STOREPERSONS' — COMPOSITE AGREEMENT**

**Dated 10/10/85**

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NOTE: See clause 12 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 Wix Corporation Engineers' and Storepersons' Dispute of Interest between the New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers and the Northern Industrial District and Hawke's Bay Province Warehouse and Storepersons' Industrial Union of Workers and Wix Corporation (New Zealand) 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 66 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 10th day of October 1985.

(L.S.)

N. P. WILLIAMSON.  
JUDGE.

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 Wix Corporation Engineers' and Storepersons' Dispute of InterestBETWEEN The New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers and the Northern Industrial District and Hawke's Bay Province Warehouse and Storepersons' Industrial Union of WorkersAND Wix Corporation (New Zealand) Ltd.

To: The Registrar, Arbitration Court, Wellington.

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 66 of the Industrial Relations Act 1973, for registration by the Arbitration Court as a Collective Agreement.

Dated at Auckland this 12th day of September, 1985.

Signed for and on behalf of:

New Zealand Engineering, Coachbuilding Aircraft, Motor and Related Trades Industrial Union of Workers.

J. Butterworth.

Signed for and on behalf of:

Northern Industrial District and Hawke's Bay Province Warehouse and Storepersons' Industrial Union of Workers.

P. W. Willis, Organiser.

Signed for and on behalf of:

Wix Corporation (New Zealand) Ltd.

C. J. Pendleton.

## **WIX CORPORATION ENGINEERS' AND STOREPERSONS' COLLECTIVE AGREEMENT**

### **1. SCOPE OF AGREEMENT**

This agreement shall apply to the employment of members of the New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers and of the Northern Industrial District and Hawke's Bay Province Storepersons and Packers and Warehouse Workers I.U.O.W. employed by Wix Corporation (New Zealand) Limited at the Patiki Road, Avondale site of the company.

### **2. RELATIONSHIP OF AWARDS WITH THIS AGREEMENT**

The terms and conditions of employment of workers covered by this agreement shall be in accordance with the New Zealand Metal Trades Employees' Award OR the New Zealand Canister Workers' Award OR the Northern and Hawke's Bay Storepersons' Award to their individual occupations and with this agreement provided that in cases of conflict, the terms of this agreement shall prevail.

### **3. RATES OF WAGES**

#### **(1) HOURLY RATES**

<b>Job Classification</b>	<b>Criteria</b>	<b>\$ per hr</b>
<b>ENGINEERING WORKERS</b>		
Toolmaker		7.66
Fitter		7.44
Press Setter Grade III	8000 hours min. experience	7.44
Press Setter Grade II	Over 12 months experience	7.07
Press Setter Trainee	Under 12 months experience	6.55
Metal Spinner	1000 hours minimum experience	7.20
Metal Spinner Trainee	Initial Start	6.24
Mach./Press Setter/Oper. Grade III	4000 hrs minimum experience	5.97
Mach./Press Setter/Oper. Grade II	Over 12 months	5.59
Mach./Press Setter/Oper. Trainee	Under 12 months experience	5.43
Prod. Welder Grade II	Over 6 months in Grade I	5.97
Prod. Welder Grade I		5.71
Viewer		5.71
Process Worker Grade II		5.71
Process Worker Grade I		5.37
Canister Worker Gd. II		5.71
Canister Worker Gd. I		5.37
Press Operator	Operating power presses	5.71
Quality Assur. Insp.	As per Award	6.02

**(1) HOURLY RATES**

<b>Job Classification</b>	<b>Criteria</b>	<b>\$ per hr</b>
<b>STORES WORKERS</b>		
Senior Stores Person	3 years minimum exper.	5.89
Storeperson Level II		5.76
Storeperson Level I		5.64
Storeperson Basic		5.47

Process Workers to commence employment as Grade I. After 12 months satisfactory service and if deemed trainable, employee commences 6 months training program at rate of \$5.43. Upon satisfactory completion of training program, employee to be Grade II. Employees not increased as above will be reviewed at 6 month intervals.

Storepersons to commence employment as Storeperson Basic. After one month satisfactory service, employee commences 6 month training program at rate of Storeperson Level I. Upon satisfactory completion of training program, with the employee:

- being capable of stores work in all areas,
- being capable of receiving inward goods and raising documentation,
- being capable of driving a forkhoist
- being fully conversant with Wix part numbering system,
- having undergone a Wix stocktake,

employee to be Storeperson Level II.

**(2) SERVICE PAYMENTS**

Service Allowances shall be paid according to the following scale:

<b>Length of Service</b>	<b>Total Service Payment</b>
1 month.....	8.7 cents per hour
3 months.....	17.4 cents per hour
6 months.....	31.0 cents per hour
1 year.....	37.3 cents per hour
2 years.....	42.2 cents per hour
3 years.....	47.2 cents per hour
4 years.....	52.2 cents per hour
5 years.....	62.1 cents per hour
6 years.....	68.6 cents per hour
8 years.....	80.8 cents per hour
10 years.....	95.8 cents per hour
12 years.....	105.2 cents per hour

**(3) QUALIFICATION AND CONDITION PAYMENTS**

Qualification payments and condition payments will be paid where appropriate according to the terms and conditions of the Award covering the worker's employment, except as follows:

Dirty Work (Second Table, Section I, Metal Trades Award)	\$1.38 per day
Fibreglass (Second Table, Section 17, Metal Trades Award)	\$0.156 per hour
Afternoon Shift (First Table, Section 4, Canister Award)	\$3.54 per shift
Night Shift (First Table, Section 4, Canister Award)	\$4.27 per shift
In Charge (First Table, Section 4, Metal Trades Award)	\$1.60 per day
First Aid (Second Table, Section 4, Canister Award)	\$4.70 per week

Tools (Third Table, Section 4, Metal Trades Award)	\$0.117 per hour
Welding 1 (Second Table, Section 10, Metal Trades Award)	\$0.75 per day
Welding 2 (Second Table, Section 10, Metal Trades Award)	\$1.10 per day

#### 4. CONTAINER HANDLING

An allowance of \$2.80 per foot of length per container will be paid to those employees designated by the Company to work inside any fully enclosed sea or rail container of minimum dimensions 10' x 8' x 8' to be increased by any General Wage Order or like increase which may be ordered by Government or the Arbitration Court and the percentage movement of the wage rates of the NID Stores and Warehouse Employees Award when conciliated.

The Allowance is only payable whilst working in the container and shall not be counted for the purposes of calculating overtime or any other allowance. It shall include dirty, dusty or confined space conditions.

Should the Award covering the employment of Storemen and Packers contain a payment for work performed in containers, the payment in this agreement shall be off-set against it. Provided however, that this payment does not exceed any new payment which is written into the Award.

The Company will determine the number of persons to be employed in any one container at any time.

#### 5. SERVICE HOLIDAY

Upon completion of six years' continuous service with the same employer, each worker shall at the end of the sixth and subsequent years be entitled to an annual holiday of four weeks instead of the three weeks paid as prescribed by the Holidays Act 1981.

#### 6. MEDICAL SCHEME

Medical schemes acceptable to the Company will be fully subsidised by the Company from 1 June 1985, after:

- a qualifying period for employee only eligibility to be 3 months service with the Company,
- a qualifying period for employee plus spouse and children eligibility to be 12 months service with the Company.

The scheme provided by the New Zealand Engineers Union Medical Benefits and Welfare Fund Society Limited is acceptable to the Company.

#### 7. TECHNOLOGICAL CHANGES

The company agrees to consult with the union at least two months prior to any introduction of new technology that will jeopardise employee jobs. The company will undertake to consult with any worker in regard to altering work methods and practices prior to any change.

#### 8. CASUAL LABOUR

The company will not engage casual labour but will engage temporary labour, as required, in accordance with terms and conditions of relevant awards.

**9. TIME OFF FOR UNION DELEGATES**

The employer parties agree to permit the accredited Union delegates to take reasonable time off work without loss of pay for the purpose of attending to official matters.

**10. PRODUCTION SUPERVISORS**

Production supervisors are not to use tools of trade or to operate machines except for the purpose of demonstration of training of personnel, to correct matters of safety, testing machines, or in any special circumstances which may be agreed between the employer and the district secretary of the union.

**11. AGREEMENT TO BE FINAL SETTLEMENT**

The Union parties acknowledge and agree that this Agreement shall be a full and final settlement of any claim which may be made against the employer parties in respect of this remuneration or terms and conditions of employment of the workers covered by this agreement.

**12. TERM OF AGREEMENT**

This agreement insofar as it relates to the rates of wages and allowances to be paid shall be deemed to have come into force on the first day of the pay week commencing on or after the 3rd day of February 1985 and in respect of all other conditions, from the date hereof and the agreement shall remain in force until the 10th day of October 1985.

Signed for and on behalf of:

The New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers.

J. Butterworth.

Signed for and on behalf of:

The Northern Industrial District and Hawkes Bay Province Warehouse and Storepersons' Ind. Union of Workers.

P. W. Willis, Organiser.

Signed for and on behalf of:

Wix Corporation Limited.

C. J. Pendleton.

Dated on the 12th day of September, 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 66 of the Industrial Relations Act 1973.

The parties' settlement for a shortened term has the Court's consent pursuant to section 92(2) of the Industrial Relations Act 1973 and Regulation 6(3) of the Wage Adjustment Regulations 1974.

(L.S.)

N. P. WILLIAMSON.  
JUDGE.