

Please post in a conspicuous place accessible to workers

**UNILEVER LIMITED HASTINGS
ELECTRICAL WORKERS — COLLECTIVE
AGREEMENT (VOLUNTARY)**

Dated 27/3/86

NOTE: See clause 8 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
UNILEVER LIMITED HASTINGS ELECTRICAL WORKERS
DISPUTE OF INTEREST.

BETWEEN: The New Zealand (except Canterbury and Westland) Electrical,
Electronics and Related Trades Industrial Union of Workers

AND Unilever New Zealand

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 27th day of March 1986.

(L.S.)

D. S. CASTLE
JUDGE

SECTION 65

FORM 5

REGULATION 9 (4)

UNDER THE INDUSTRIAL RELATIONS ACT 1973

IN THE MATTER OF THE INDUSTRIAL RELATIONS ACT 1973, AND
IN THE MATTER OF THE UNILEVER LIMITED HASTINGS
ELECTRICAL WORKERS DISPUTE OF INTEREST BETWEEN THE
NEW ZEALAND (EXCEPT CANTERBURY AND WESTLAND)
ELECTRICAL, ELECTRONICS AND RELATED TRADES
INDUSTRIAL UNION OF WORKERS AND UNILEVER NEW
ZEALAND LIMITED, HASTINGS.

TO THE REGISTRAR OF THE ARBITRATION COURT:

WE HEREBY SUBMIT TO YOU A SIGNED COPY OF THE TERMS OF A
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 HASTINGS THIS 3RD DAY OF FEBRUARY 1986

SIGNED FOR AND ON BEHALF OF THE NEW ZEALAND (EXCEPT CANTERBURY AND WESTLAND) ELECTRICAL, ELECTRONICS AND RELATED TRADES INDUSTRIAL UNION OF WORKERS.

D. CHANDLER-MILLS
AUTHORISED AGENT

DATE:

FOR AND ON BEHALF OF UNILEVER NEW ZEALAND LIMITED
HASTINGS:

D.L. PEARCE
PERSONNEL MANAGER
FOODS' DIVISION

Date:

BETWEEN UNILEVER NEW ZEALAND LIMITED AND THE NEW ZEALAND (EXCEPT CANTERBURY & WESTLAND) ELECTRICAL, ELECTRONICS AND RELATED TRADES INDUSTRIAL UNION OF WORKERS

1. INDUSTRY TO WHICH AGREEMENT APPLIES:

This agreement shall cover members of the New Zealand Electrical and Electronics Union employed by Unilever New Zealand Limited at its Hastings' factory.

The parties attention is drawn to Clause 2(a) of the New Zealand (except Canterbury and Westland) Electrical Workers Award Document 942 and to the Electrical Registration Regulations 1980 and, in particular, to the requirements of registered people doing prescribed work.

2. RELATIONSHIP TO AWARD:

The workers to be covered by this agreement shall continue to be bound by the New Zealand (except Canterbury and Westland) Electrical Workers — Award covering their occupation, except in respect of the matters dealt with in the following clauses of this agreement.

3. SHIFT ALLOWANCE:

Where shifts are worked the following allowances shall be payable:

Morning Shift	\$4.00 per shift
Afternoon Shift	\$4.50 per shift
Night Shift	\$6.15 per shift

Shift workers who are required to work an overtime shift on a Saturday and/or Sunday shall be paid a shift allowance equal to that paid for their ordinary time shifts during the week.

4. **WAGES:**

(a) Registered Electrician — \$8.977 per hour

(b) **Qualifications**

In addition to rates set out in 4a the following payments shall apply:

- | | |
|---|---------------------|
| (i) Advanced Trade Certificate | 38.5 cents per hour |
| (ii) 2nd Advanced Trade Certificate | 38.5 cents per hour |
| (iii) N.Z.C.E. Intermediate Certificate | 39.2 cents per hour |
| (iv) N.Z.C.E. Final Certificate (per award) | 90.0 cents per hour |
| (v) An electrician who has received his/her registration from the Electricians Registration Board shall be paid a registration payment of \$14.20 per week. | |

Note: 4 (ii) (iii) (iv) (v) are also payable to Registered Electrical Technicians.

5. **INDUSTRY SKILLS PAYMENT**

A registered electrician or electronic technician, who in addition to performing the general scope of electrical duties in the course of his/her employment is required to undertake first line service duties on programmable controllers or other similar electronic circuitry involving advanced technology, shall be paid the following rates prescribed below having successfully addressed the following criteria.

- (i) That the employee demonstrates an understanding and application of first line servicing, electronic techniques on any of the above electronic equipment the employer may utilize.
- (ii) That the employee satisfactorily completes such manufacturer induction course(s) and/or equivalent employer "in-house" course(s) and/or prescribed post trade courses in industrial electronics and/or the achievement of a comparable standard of knowledge by other educational means (such as private study and work experience).
- (iii) The employer shall make available for employees the opportunity to attend internal or external training courses relevant to the various requirements outlined as necessary to attract the payment.
- (iv) Where an employee declines to attend such courses then that employee shall not qualify for the relevant allowance.
- (v) Where satisfactory completion of any such training course is according to any formal or informal assessment, then an employee shall be required to pass such assessment prior to qualifying for the payment.
- (vi)
 - (a) An employee who meets the above criterion shall be paid an additional 25 cents per hour.
 - (b) An employee who in addition to meeting the above criteria, successfully completes an approved Allen Bradley course (or other courses as

designated by the Company) and is assessed to have additional skills as a result of the training course shall be paid an additional 35 cents per hour. Such payment shall not be cumulative with 5(vi)(a) above.

6. **SERVICE :**

The following service payments shall be paid in addition to the rates set out in clause (4a) above for continuous service with the Company:

After 6 months' current continuous service —	12.7¢/hr
After 1 year's current continuous service — an additional	12.7¢/hr
After 2 years' current continuous service — an additional	12.7¢/hr
After 4 years' current continuous service — an additional	12.7¢/hr
After 5 years' current continuous service — an additional	6.5¢/hr
After 6 years' current continuous service — an additional	6.5¢/hr
After 10 years' current continuous service — an additional	6.5¢/hr

Making a total of 70.3¢ per hour after 10 years' continuous employment with the employer.

7. **ANNUAL LEAVE**

(a) Annual holidays shall be allowed in accordance with the provisions of the Holidays Act 1981, and provision of clause 15, Document 942 NZ (except Canterbury and Westland) Electrical Workers Award, excepting that in the 5th and subsequent years of continuous service with the employer workers shall be entitled to 4 weeks' annual leave per annum.

(b) Wherever possible, and given the exigencies of the industry, annual holidays, or a part thereof, will be granted to meet the wishes of the worker.

8. **TERM OF AGREEMENT:**

This agreement shall be deemed to have come into force on 22 October 1985, and shall remain in force until 21 October 1986.

FOR UNILVER NEW ZEALAND LIMITED:

D.L. PEARCE
PERSONNEL MANAGER
FOODS' DIVISION
DATE: 3/2/86

FOR THE NEW ZEALAND (EXCEPT CANTERBURY AND WESTLAND) ELECTRICAL, ELECTRONICS AND RELATED TRADES INDUSTRIAL UNION OF WORKERS:

D. CHANDLER-MILLS
AUTHORISED AGENT
DATE: 10/2/86

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 one year from the date of registration.

(L.S.)

D.S. CASTLE
JUDGE