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“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.”

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

Dated 7/7/86

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 New Zealand Co-operative Dairy Company Limited Storepersons and Packers Dispute of Interest;

between the Northern Industrial District and Hawke's Bay Province Storepersons and Packers and Warehouse Workers Industrial Union of Workers and the 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 7th day of July 1986.

(L.S.)

D. D. FINNIGAN
JUDGE

Section 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 Hawke's 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 Arbitration Court. 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 Arbitration Court as a Collective Agreement.

Dated at Hamilton this 20th day of February 1986

Signature of parties

THE NORTHERN INDUSTRIAL DISTRICT AND HAWKE'S BAY
PROVINCE STOREPERSONS AND PACKERS AND
WAREHOUSE WORKERS INDUSTRIAL UNION OF WORKERS

R. J. Davis
(Authorised Agent)

THE NEW ZEALAND CO-OPERATIVE DAIRY COMPANY
LIMITED

C M 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 HAWKE'S
BAY PROVINCE STOREPERSONS AND PACKERS AND
WAREHOUSE WORKERS INDUSTRIAL UNION OF WORKERS

THIS AGREEMENT covers members of the Northern Industrial
District and Hawke's 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:

**A) FOR STOREPERSONS EMPLOYED AT THE MOUNT
MAUNGANUI STORES OF THE COMPANY.**

1. **WAGES**

In place of Rates of Remuneration in clause 12 (b) of the NID and
Hawke's Bay Province Stores and Warehouse Employees Award, the
following rates shall apply:

A worker with less than one month's service:	
Grade 1	\$275.93 per week
After one month and less than four months' service:	
Grade 2	\$281.52 per week
After four months and less than six months' service:	
Grade 3	\$287.26 per week
A worker with more than six months' service:	
Grade 4	\$292.67 per week

2. **SERVICE ALLOWANCE**

In the place of the Service Allowance in Clause 13 of the N.I.D. and
Hawke's Bay Province Stores and Warehouse Employees Award, the
following Service Allowances shall be paid and be incorporated in the
hourly rate and shall count in the calculation of overtime rates.

6 months	13.9¢/hour
1 year	35.8¢/hour
2 years	42.7¢/hour
3 years	49.7¢/hour
4 years	58.9¢/hour
5 years	65.8¢/hour
6 years	69.3¢/hour
7 years	72.8¢/hour
8 years	76.2¢/hour
9 years	79.7¢/hour
10 years	83.2¢/hour
11 years	85.5¢/hour
12 years	87.8¢/hour
13 years	90.1¢/hour
14 years	92.4¢/hour
15 years	94.7¢/hour

17½ years
20 years

105.1¢/hour
115.5¢/hour

3. **DIRT ALLOWANCE**

A dirt allowance of 15 cents per hour worked shall be paid to all storepersons for all work in Milk Powder Stores, including rebagging and cleaning of pallets of Milk Powder and A.M.F. and operating machines in shrouding Milk Powder or other commodities including all work in deshrouding, labelling and branding of such commodities.

4. **FORKLIFT ALLOWANCE**

In place of the provision in Clause 16 (c) of the N.I.D. and Hawke's Bay Province Stores and Warehouse Employees Award, storepersons assigned to drive forklifts shall be designated as forklift drivers and shall be paid 49.7 cents per hour worked.

B) FOR STOREPERSONS EMPLOYED IN THE COMPANY ELECTRICAL ENGINEERING AND INSTRUMENT STORE AT FRANKTON

In place of Rates of Remuneration in Clause 12 (b) of the N.I.D. and Hawke's Bay Province Stores and Warehouse Employees Award, the following rates shall apply:

A worker with less than one month's service:	
Grade 1	\$281.58 per week
After one month and less than four months' service:	
Grade 2	\$287.28 per week
After four months and less than six months' service:	
Grade 3	\$293.14 per week
A worker with more than six months' service:	
Grade 4	\$298.65 per week

Rates of remuneration contained herein are inclusive of all payments provided for in Clause 16 (i) of the N.I.D. and Hawke's Bay Province Stores and Warehouse Employees Award.

C) FOR PERSONS EMPLOYED AS AUTOMOTIVE PARTS PERSONS IN THE MORRINSVILLE GARAGE OF THE COMPANY.

In place of the Rates of Remuneration in Table 1, Section 1 of the New Zealand Automotive Parts Employees Award, the following rates shall apply:

Automotive Parts Person	\$318.90 per week
Adult Trainee Automotive Parts Person	
First Year	\$288.14 per week
Second Year	\$298.36 per week
Third Year	\$308.63 per week

D) FOR ALL OTHER STOREPERSONS EMPLOYED BY THE COMPANY

In place of the Rates of Remuneration in Clause 12 (b) of the N.I.D. and Hawke's Bay Province Stores and Warehouse Employees Award and the following rates shall apply:

A worker with less than one month's service:	
Grade 1	\$268.50 per week
After one month and less than four months' service:	
Grade 2	\$273.94 per week

After four months and less than six months' service:	
Grade 3	\$279.53 per week
A worker with more than six months' service:	
Grade 4	\$284.78 per week

E) CONDITIONS APPLICABLE ONLY TO PERSONS EMPLOYED UNDER SECTIONS B, C, AND D OF THIS AGREEMENT.

1. SERVICE ALLOWANCE

In place of the Service Allowances in Clause 13 of the N.I.D. and Hawke's Bay Province Stores and Warehouse Employees Award and in Table 1, Section 2 of the New Zealand Automotive Parts Employees Award, the following Service Allowances shall be paid and be incorporated into the hourly rate and shall count in the calculation of overtime rates.

6 months	13.9¢/hour
1 year	29.4¢/hour
2 years	35.8¢/hour
3 years	41.6¢/hour
4 years	49.1¢/hour
5 years	54.8¢/hour
6 years	58.3¢/hour
7 years	60.1¢/hour
8 years	61.8¢/hour
9 years	63.5¢/hour
10 years	70.5¢/hour
11 years	71.6¢/hour
12 years	72.8¢/hour
13 years	73.9¢/hour
14 years	75.1¢/hour
15 years	76.2¢/hour
17½ years	81.4¢/hour
20 years	86.6¢/hour

2. DIRT ALLOWANCE

A dirt allowance of 7.5 cents per hour worked shall be paid to all storepersons for all work in Milk Powder Stores, including rebagging and cleaning of pallets of Milk Powder and A.M.F. and operating machines in shrouding milk powder or other commodities including all in deshrouding, labelling and branding of such commodities.

3. FORKLIFT ALLOWANCE

In place of the provisions in Clause 16 (c) of the N.I.D. and Hawke's Bay Province Stores and Warehouse Employees Award and in Table 1, Section 6 of the New Zealand Automotive Parts Employees Award Storepersons assigned to drive forklifts shall be designated as forklift drivers and shall be paid 39.1 cents per hour worked.

F) OTHER MATTERS

1. CONTAINERS

- (i) An allowance of \$1.01 cent per hour worked shall be paid to all stores workers in respect of all allowances in respect to loading and unloading of all types of containers.

- (ii) Should a payment be included in any future Storepersons Award for this type of work, the payment in this Agreement shall be offset against that prescribed in the Award.

2. **RAIN ALLOWANCE**

Workers who are requested and agree to work in the rain shall be paid time extra or time off in lieu, with a minimum of 1 hour for each occasion.

3. **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 \$7.45 per day from Monday to Friday and \$14.90 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 \$7.45 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.
- (iv) A worker required to be "on call" shall be reimbursed for one third of his or her telephone rental.

4. **CLOTHING**

In lieu of the provisions of Clause 27 (a) of the N.I.D. and Hawke's Bay Province Stores and Warehouse Employees Award and Clause 41 of the New Zealand Automotive Parts 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 \$186.30 per year shall be paid to launder such clothing. Such allowance shall be paid \$93.15 in June and \$93.15 in December each year. Any worker required to work outside shall be supplied with a Swanee/Swandri.

5. **STOPWORK MEETING**

Two meetings per year as provided in Clause 32 of the N.I.D. and Hawke's Bay Province Stores and Warehouse Employees Award shall be paid.

6. **UNDERSTANDING**

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

7. **HOLIDAYS**

In lieu of the provisions of Clause 29 (a) and (c) of the N.I.D. and Hawke's Bay Province Stores and Warehouse Employees Award, and Clause 16 (a) and (b) of the New Zealand Automotive Parts 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.

8. **OTHER CONDITIONS TO APPLY**

In all other respects the conditions of the N.I.D. and Hawke's Bay Province Stores and Warehouse Employees Award and the New Zealand Automotive Parts Employees Award shall apply.

9. This Agreement shall be deemed to come into force on the 30th day of December 1985 and shall continue in force until the 29th day of December 1986.

DATED AT Hamilton this 20th day of February 1986.

SIGNED for and on behalf of

**THE NEW ZEALAND CO-OPERATIVE DAIRY COMPANY
LIMITED**

C. M. Pentecost
(As Agent)

SIGNED for and on behalf of

**THE NORTHERN INDUSTRIAL DISTRICT AND HAWKE'S BAY
PROVINCE STOREPERSONS AND PACKERS WAREHOUSE
WORKERS INDUSTRIAL UNION OF WORKERS**

R. J. Davis
(As 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 one year from the date of registration.

(L.S.)

D. D. FINNIGAN
JUDGE