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

Dated 11/2/87

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 Unilever Limited Hastings Electrical Workers dispute of interest between Unilever New Zealand Limited, Hastings and the New Zealand (except Canterbury and Westland) Electrical, Electronics and Related Trades Industrial Union of Workers.

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 11th day of February 1987.

(L.S.)

D. D. FINNIGAN
JUDGE

SECTION 65FORM 5REGULATION 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 7TH DAY OF JANUARY 1987.

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: 7/01/87

FOR AND ON BEHALF OF UNILEVER NEW ZEALAND LIMITED,
HASTINGS:

D. L. PEARCE
PERSONNEL MANAGER
FOODS' DIVISION

Date: 7/01/87

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	\$4.28 per shift
Afternoon Shift	\$4.82 per shift
Night Shift	\$6.58 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 — \$9.605 per hour

(b) **Qualifications** In addition to rates set out in 4(a) the following payments shall apply:

(i) Advanced Trade Certificate	41.2 cents/hour
(ii) 2nd Advanced Trade Certificate	41.2 cents/hour
(iii) N.Z.C.E. Intermediate Certificate	41.9 cents/hour
(iv) N.Z.C.E. Final Certificate (per award)	96.3 cents/hour
(v) An electrician who has received his/her registration from the Electricians Registration Board shall be paid a registration payment of \$15.19 per week.	

Note: 4(ii), (iii), (iv) and (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 criteria shall be paid an additional 27 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 37 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 4(a) above for continuous service with the Company:

After 6 months current continuous service — 13.6c/hr

After 1 years current continuous service — an additional 13.6c/hr

After 2 years current continuous service — an additional 13.6c/hr

After 4 years current continuous service — an additional 13.6c/hr

After 5 years current continuous service — an additional 6.9c/hr

After 6 years current continuous service — an additional 6.9c/hr

After 10 years current continuous service — an additional 7.0c/hr

Making a total of 75.2 cents per hour after 10 years' continuous employment with the employer.

7. SHIFT ROSTERS

Shift rosters shall be five day rosters with the ordinary hours of work being Monday to Friday.

8. OVERTIME

(a) Shift rosters for the December to February period will provide an indication of overtime likely to be worked on weekends, but such overtime is not guaranteed.

(b) Workers shall be notified of the cancellation of weekend overtime before 2.00 p.m. on the Friday before overtime is due to be worked or, in the case of afternoon and nightshift workers, at a minimum of four hours prior to work finish time of the shift commencing on the Friday.

(c) Cancellation of overtime Monday to Friday shall be notified to workers at a minimum of four hours prior to work finish time for ordinary hours of work.

(d) Where notification of overtime is given later than the main meal break on the day before such overtime is scheduled the worker shall have the right to decline such a request.

(e) Notice of cancellation of overtime shall be given by the Electrical Supervisor, or other representative of management, to the individual worker so affected.

9. **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.

10. **UNION MEMBERSHIP**

If any adult person (other than a person who holds a certificate of exemption from union membership issued under section 112o of the Industrial Relations Act 1973) who is not a member of the union of workers bound by this agreement is engaged or employed by any employer bound by this agreement, in any position or employment that is subject to the agreement, the person shall become a member of the union within 14 days after that person's engagement or, as the case may require, after this clause comes into force, and shall remain a member of the union so long as that person continues in the position or employment.

(EXPLANATORY NOTE IN RELATION TO EXPIRY OF UNION MEMBERSHIP CLAUSE: This clause will expire on 15 September 1989 unless it is extended pursuant to section 101A of the Industrial Relations Act 1973.)

11. **TERM OF AGREEMENT**

This agreement shall be deemed to have come into force on 22 October 1986, and shall remain in force until 21 October 1987.

FOR UNILEVER NEW ZEALAND LIMITED:

D. L. PEARCE, PERSONNEL MANAGER, FOODS' DIVISION

DATE: 7/1/87

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

D. CHANDLER-MILLS, AUTHORISED AGENT

DATE: 7/01/87

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