

AFFCO CORE COLLECTIVE EMPLOYMENT AGREEMENT  
UNION PROPOSALS FOR RENEWAL

Amended 28 February  
2012

1. Clause 6: Term of Agreement;

(a) This Employment Agreement shall come into force on the first day of January 2012 & shall continue in force 31 December 2013.

~~(b) Current pay rates contained within this document shall be increased by 3% effective from 10th January 2011. In addition there will be a further movement of 5% from the 1st January 2012.~~

~~2. Clause 10: Overtime;~~

~~(g) Payment for all overtime shall be calculated across all paid rates whether hourly, piece rate or incentive bonus~~

~~3. Clause 29: Security of Employment;~~

~~(b) ..... Incompetent &/or unsatisfactory workers shall be dealt with "at the time of offending" through the disciplinary procedures laid down in clauses 32, 33 & 34~~

4. Clause 30: Seniority;

(d) ..... be made available to the delegate at the beginning of each season & prior to the commencement of seasonal layoff. The seniority list(s) shall be posted on the notice boards in each department & in the main dining room (s) for the information of all workers.

(k) Workers holding unbroken seniority under the terms of clauses 29 & 30, shall not be required to re-apply for their jobs at the commencement of each season & shall be considered to be continuously employed as defined in clause 23 (d)

s. Clause 38: Union Representatives:

{a) The Company shall recognise the Union & its elected plant officials & departmental delegates on each plant & their right to represent their members & speak on their collective behalf

{b) {i) Full time officials of the Union shall have access to each plant, to the dining rooms & to the employees. They shall also be given access to attend Board of Control meetings & plant {shed) meetings on each plant.

{ii) Plant officials from other plants operated by the Company & national officials of the New Zealand Council of Trade Unions shall be allowed to visit the plants.

{iii) In all cases plant management shall be notified not less than 24 hours prior to each visit

{c) The Company shall allow Union representatives reasonable paid time off to represent workers & to attend to the business of the Union

{d) One plant official (president or secretary) shall be paid by the Company to attend to Union business for up to ? hours per day/week

{e) Plant officials shall be notified of, and be in attendance at, all induction programs & meetings for new starters. For ease of recognition, plant officials & departmental delegates clothing & headgear will carry the Union logo.

{f) The Union may request unpaid leave for site officials and or delegates to attend to union affairs. Although such leave shall not be unreasonably withheld, the Company shall take into consideration the ongoing operation and industrial needs of the site

6. Clause 40: Union Meetings:

~~{a) Meetings of the plant Board of Control (plant officials & department delegates) shall be held monthly for up to two hours duration. The Company shall pay full makeup of wages to those attending or departmental production hourly rate in the case of delegates whose department is not working at the time of the meeting~~

{b) Meeting of all Union members on the plant may be held up to a total of four hours per calendar year.

- Payment shall be at the appropriate departmental production hourly rate
- A minimum of 14 days notice shall be given by the Union
- The plant officials will consult with the Company in regard to the date & timing of such meetings
- Meetings convened in respect of Collective Employment Agreement remits, report backs, & ratification shall be in addition to the four hours per year

7. Clause 41: Union Offices;

..... of operation is small.

However, the Company shall also provide a lockable notice board for the sole use of the union in the main dining room (s) on all sites

~~8. Appendix A: Redundancy Provisions:~~

~~3. Selection~~

~~(c) However, where the redeployment offered entails a change in shift pattern or hours of work from essentially day work to essentially night work or vice versa, then redeployment shall only occur in preference to redundancy at the choice of the employee/s.~~

~~9. Job Sharing:~~

~~Open for discussion during C.E.CA negotiations.~~