

(7237.) AUCKLAND ABATTOIR ASSISTANTS AND FREEZING-WORKS EMPLOYEES.—AGREEMENT WITH R. AND W. HELLABY (LIMITED), UNDER THE LABOUR DISPUTES INVESTIGATION ACT, 1913.

THIS industrial agreement, made in pursuance of the Labour Disputes Investigation Act, 1913, this 12th day of July, 1922, between the Auckland Abattoir Assistants and Freezing-works Employees' Industrial Union of Workers (Abattoir Branch) (hereinafter called "the union") of the one part, and R. and W. Hellaby (Limited) (hereinafter called "the employers") of the other part, whereby it is mutually agreed by and between the parties hereto as follows:—

1. That the terms, conditions, stipulations, and provisions contained and set out in the schedule hereto shall be binding upon the said parties, and they shall be deemed to be and are hereby declared to form part of this agreement.

2. The said parties hereto shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, stipulations, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this agreement or of the said terms, conditions, stipulations, and provisions, but shall in all respects abide by and perform the same.

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SCHEDULE.

Hours of Work.

1. (a.) The ordinary hours of work on five days of the week shall fall between the hours of 8 a.m. and 5 p.m. On Saturday work shall commence at 8 a.m., and shall cease not later than 12 noon. By mutual arrangement the ordinary hours of work on any day may fall between 7 a.m. and 5 p.m., provided that each day's work shall not exceed eight hours.

(b.) There shall be one hour allowed on each day for dinner, except on the day of the weekly half-holiday.

(c.) There shall be fifteen minutes allowed both morning and afternoon for "smoke-oh."

Overtime.

2. All work done outside the hours specified in clause 1 shall be paid for at rate and a half in the case of pieceworkers, and in the case of all other workers, save as hereinafter specified, at time and a half.

Rates of Pay.

3. (a.) Sheep and lambs, £1 18s. per hundred.

(b.) Cattle, other than bulls, 2s. 4d. per head.

(c.) Backset lambs, 6d. each.

(d.) Rams and stags, double rates.

(e.) Bulls and stags, 3s. per head.

(f.) Calves up to 200 lb., 1s. 9d. per head; calves over 200 lb., beef rates.

(g.) Pigs up to 120 lb., 1s. 3d. per head; pigs from 121 lb. to 200 lb., 1s. 9d. per head; pigs over 200 lb., 1s. per 100 lb. or fraction of 100 lb.

(h.) No dead stock to be skinned more than twelve hours after death. Double rates to be paid for any skinned within that time.

(i.) Abattoir assistants other than slaughtermen shall be paid not less than 1s. 9d. per hour, with a minimum of £3 10s. per week.

(j.) Assistants loading out before 7 a.m. shall receive not less than 3s. per hour, with a minimum of 5s. per shift for each assistant so engaged.

(k.) In addition to the wages of abattoir assistants other than slaughtermen, a bonus of 2d. per hour shall be paid; such bonus shall be subject to any general order of the Arbitration Court in regard to cost-of-living bonuses.

Youths and Boys.

4. Up to seventeen years of age, £2 per week; seventeen to eighteen years of age, £2 10s. per week; over eighteen years, man's wages.

Youths and boys shall not be employed in any department in a greater number than one boy or youth to every four men or fraction of the first four. In cases where a weekly or daily wage is fixed no deduction shall be made therefrom save for time lost through the worker's default. In all other cases the worker shall be entitled to be paid for time actually worked by him.

Waiting-time.

5. Slaughtermen shall wait ten minutes in the event of a cut-out, but if required to wait longer than ten minutes they shall be paid at the rate of 3s. per hour for all time so waited, the recognized dinner-time to be excluded.

Slaughtermen's Work.

6. (a.) Mutton-butchers' work shall consist of killing and dressing of sheep and lambs, and shall include killing, leaving shanks on (in case of freezing-sheep being short-shanked, tongues to be taken out), taking off skins, opening up and removing insides, skinning wool portions off head, and leaving same attached to skins; taking off heads and trotters; thoroughly clean and wipe up carcasses, take out lamb neckbreads when required, hang off. Properly tie and draw weasands; breasts and cods to be split, and all skins to be turned out square and free from cuts and scores, the incision necessary for tucking up front shank not to be made before wiping carcasses clean.

(b.) Beef-butchers' work shall be to stun or pith, bleed, and take head off, take out sweetbreads, take off hide, take insides out, strip caul, wipe and clean and divide into sides, sawing through brisket-bone, aitch-bone, rump-bone, and to the fifth prime rib.

(c.) Killing and dressing of pigs shall continue in accordance with present practice.

(d.) Calves required to be dressed as beef to be paid for at beef rates.

(e.) All slaughtering on every class of sheep and lambs, cattle, calves, and pigs is to be turned out in a workmanlike manner in accordance with this agreement and to the satisfaction of the foreman butcher.

Learners.

7. (a.) The employer may employ learners on the slaughtering-board. Each learner shall be provided with a hook. The hooks for the learners shall be kept separate from the hooks for slaughtermen as far as practicable.

(b.) Learners shall be employed in such proportion to the slaughtermen that there shall not be more than one learner to every ten slaughtermen or fraction of the first ten slaughtermen.

(c.) The employer shall be allowed to have one learner in each beef-slaughterhouse. Preference shall be given to a man employed as a slaughterman on the mutton-board.

(d.) Learners shall be paid at the minimum rate for labourers per day for the first month, afterwards at the rate specified. The preference clause shall apply to learners.

(e.) In engaging learners for the mutton-board, preference shall be given to men who have been employed in the works as gut hands for the previous twelve months.

(f.) No learner shall be employed under the age of eighteen years.

(g.) A learner when capable of killing and dressing eight sheep or lambs per hour for freezing purposes to the satisfaction of the foreman butcher shall be classed as a competent slaughterman, and shall be removed from the learners' class.

(h.) The employers may employ competent workers to teach such learners, or may arrange with slaughtermen who have hooks in the slaughterhouse to teach learners. Such slaughtermen when taken off the board shall be paid the board's average tally rate.

Alteration in Dressing.

8. Should any alteration in the dressing of sheep, lambs, or beef for export be required at any time, then the unions shall meet the employers' wishes in this respect. The payment for any extra work entailed by such alteration shall be mutually agreed upon between the union and the employers.

Alteration to Plant.

9. In the event of plant being installed different from that at present in use, then the provisions of this agreement shall be subject

to revision in so far as the rates of pieceworkers and conditions of work are effected by the introduction of such plant.

Holidays.

10. (a.) The following holidays shall be observed: New Year's Day, 29th January, Good Friday, Easter Monday, birthday of reigning Sovereign, Labour Day, Christmas Day, and Boxing Day.

(b.) All work done on any of the aforementioned holidays or on a Sunday shall be paid for at double rates.

General.

11. (a.) Suitable dressing and dining rooms and drying-rooms shall be provided, also bathrooms with hot and cold water laid on.

(b.) A hot-water urn shall be provided in each dining-room.

(c.) No daggy sheep shall be dressed.

(d.) All saws shall be sharpened when required.

(e.) A hook or receptacle for caul-fat shall be provided at the hook and tackle.

(f.) None but competent slaughtermen shall be engaged.

(g.) For the purpose of this agreement a "competent slaughterman" shall mean a man who can kill and dress eight sheep per hour.

(h.) A grindstone driven by power shall be provided for each slaughterhouse.

(i.) All stock the day previous to killing shall be penned up under cover as material becomes available.

Payment of Wages.

12. All wages shall be paid weekly.

Preference.

13. Preference for employment shall be given to members of the union, provided that the rules of the union with respect to admission of members shall provide that no ballot or other election shall be required in the case of any person of good character and who is a competent slaughterman, and provided further that the entrance fee at no time shall exceed 10s.

Interpretation.

14. Any matter incidental to or arising out of this agreement shall be determined by a committee consisting of one representative appointed by each party to this agreement. In the event of no agreement being arrived at the matter shall be referred to the Conciliation Commissioner for the district, whose decision shall be final.

Term of Agreement.

15. This agreement shall come into force on the 12th day of July, 1922, and shall continue in force until the 12th day of July, 1924.

In witness whereof the parties hereto have executed these presents on the day and year first written above.

Signed on behalf of the Abattoir Branch of the Auckland Abattoir Assistants and Freezing-works' Employees Industrial Union of Workers :—

JOHN CARTER.
JAMES DUNSTER.
WM. E. SILL.

Signed on behalf of R. and W. Hellaby (Limited)—

R. and W. Hellaby (Limited):

F. A. HELLABY.
SAMUEL WING.
S. E. WRIGHT.

Witness to all the above signatures—Charles Ranson, Chairman, Labour Disputes Committee.

Dated at Auckland, this 12th day of July, 1922.

NOTE.—This agreement, made under the Labour Disputes Investigation Act, 1913, was filed with the Clerk of Awards, at Auckland, pursuant to section 8 (1) of the said Act, on the 18th day of July, 1922.