

**(10372.) IMLAY FREEZING-WORKERS.—AGREEMENT UNDER
LABOUR DISPUTES INVESTIGATION ACT, 1913.**

THIS agreement, made this 30th day of December, 1932, between the Imlay Slaughtermen and Freezing Workers' Association (hereinafter referred to as "the association") and the New Zealand Refrigerating Company, Limited (hereinafter referred to as "the company"), witnesseth that it is hereby mutually agreed and declared between and by the association and the company as follows :—

That, as between the parties hereto, the terms, conditions, and provisions (set out in the schedule hereto annexed) shall be binding upon the said parties, and the said terms, conditions, and provisions shall be deemed to form part of this agreement ; and, further, the said parties

shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this agreement.

SECTION 1.

A. *Hours of Work.*

Eight hours shall constitute a day's work at ordinary rates of pay.

Except where otherwise provided, the hours of work at ordinary rates shall be in the case of shift workers any consecutive eight hours in twenty-four, and for all other hourly workers any eight hours between 7.30 a.m. and 5 p.m. on five days of the week, and four hours between 7.30 a.m. and 12 noon on Saturdays.

The hours of work for freezing-chamber hands as hereinafter defined shall be eight hours in any twenty-four, reckoning from midnight to midnight. Overtime rates shall be paid for all time worked in excess of eight hours in each twenty-four: Provided that if men are required to work between the hours of 11 p.m. and 6.30 a.m. they shall be paid 5d. extra per hour for all hours worked at ordinary rates within that period of time: Provided also that when a worker who is working overtime at midnight on any day is required to continue working after midnight, the overtime rate shall continue as if the time worked had all been worked on one day, until he has had a break of at least one hour for each two hours' continuous time worked: Provided further that when a worker has worked overtime on any day and is required to recommence work on the following day, he shall be paid at the overtime rates for all time worked on such following day unless or until he has had a break of at least one hour for each two hours worked. Whenever a worker is being paid overtime rates under the last two provisos, the rate of overtime payment (after eight hours have been worked at overtime rates) shall be double time. The maximum compulsory break shall be eight hours in any case.

B. *Overtime.*

Except where otherwise provided, all time worked in excess of the hours mentioned in subsection A hereof in any one day shall be considered overtime, and shall be paid for at the rate of time and a quarter for the first two hours, and time and a half thereafter.

On Saturday afternoon time and a quarter shall be paid for all time worked between 12 noon and 1 p.m. and time and a half thereafter.

Overtime rates shall not apply to piecework.

C. *Preparatory Work.*

Employers shall be at liberty to start men before the hours mentioned in subsection A hereof to do essentially necessary preparatory work for the day's operations without overtime being paid for such work.

D. *Meal-intervals.*

Except where otherwise mutually arranged in any department in any works, meal-time shall be one hour, and when working overtime meal-time shall be taken at intervals of not more than five hours.

E. "Smoke-oh."

Provided that two hours' work shall have been performed since commencing work or since a meal-interval, as the case may be, an interval of fifteen minutes for chamber hands and an interval of ten minutes for all other workers shall be allowed for "smoke-oh" each morning and afternoon, and when working overtime and on shifts at intervals of approximately two hours except when working the full five hours between meals, when "smoke-oh" shall be allowed at the end of two and one-half hours after each meal. Where loading-out is being done at a roadstead port the "smoke-oh" shall be allowed at a time when the lighters have completed loading.

F. *Waiting-time.*

When pieceworkers are required to wait for work immediately after the arranged time of starting they shall be paid at the rate of 1s. 9d. per hour for all time so waited.

If in the event of a cut-out on any board slaughtermen are required to wait fifteen minutes or more, excluding "smoke-oh" periods, they shall be paid at the rate of 1s. 9d. per hour from the time the last man cuts out.

Any hourly workers required to wait for work after the notified time of starting shall be paid at the rate of 1s. 9d. per hour until actual time of starting.

In all cases where men are called out and there is no work or less than two hours' work available they shall receive not less than two hours' pay at the rate of 1s. 9d. per hour.

G. *Shifts.*

Except in the slaughterhouse, shifts may be worked in any department to whatever extent necessary to cope with the work, and a shift shall consist of eight consecutive hours, including twenty minutes crib-time.

SECTION 2.

Rates of Pay.

| <i>(a) Slaughtering :—</i> | £ | s. | d. |
|---|---|----|----|
| All sheep not otherwise specified, per 100 .. | 1 | 10 | 0 |
| All lambs (including ram lambs) not otherwise specified, per 100 | 1 | 7 | 0 |
| Show sheep and lambs, per 100 | 1 | 15 | 0 |
| All unshorn sheep after 30th November, rate and a half. | | | |
| Rams and genuine stags, rate and a half. | | | |
| Dead sheep or lambs when required, each .. | 0 | 0 | 9 |
| Back-set lambs, each | 0 | 0 | 6 |
| All cattle, other than boners, bulls, and genuine stags, each | 0 | 2 | 1 |
| All cattle (other than bulls and stags) for boning, each | 0 | 1 | 9 |
| Bulls and genuine stags, each | 0 | 2 | 4 |
| (All cattle, if sawn by machinery, 10 per cent. reduction on above rates.) | | | |
| Dead cattle, when required, each | 0 | 6 | 0 |
| Bobby or winch-skinned calves up to 80 lb., each | 0 | 0 | 3 |
| Calves up to 130 lb., each | 0 | 1 | 0 |
| Calves 131 lb. to 220 lb., per head | 0 | 1 | 6 |
| Calves over 220 lb., cattle rates. | | | |
| Pigs up to 120 lb., per head | 0 | 0 | 11 |
| Pigs 121 lb. to 200 lb., per head | 0 | 1 | 2 |
| Pigs over 200 lb., per head | 0 | 1 | 5 |
| For every pig singed 1½d. shall be added to the above rates. | | | |
| For every pig mechanically scudded 4d. shall be deducted from the above rates. | | | |
| (The ruling of the foreman butcher as to the description of any class of stock shall be final.) | | | |
| Slaughtering by competent team workers, per hour | 0 | 2 | 6 |
| <i>(b) Slaughterhouse and Cooling-room Assistants :—</i> | | | |
| Boners, improvers first year, per hour .. | 0 | 1 | 9¼ |
| Boners, after first year, per hour | 0 | 2 | 0¼ |
| Boners on piecework : Ox and bull beef, per quarter | 0 | 0 | 7 |
| Boners on piecework : Heifer and cow beef, per quarter | 0 | 0 | 5 |
| Boners on piecework : Calves up to 80 lb., each | 0 | 0 | 4 |
| Boners on piecework : Calves 81 lb. to 130 lb., each | 0 | 0 | 8 |
| Boners on piecework : Calves 131 lb. to 220 lb., each | 0 | 1 | 0 |

| | | | |
|--|---|----|------------------|
| (b) <i>Slaughterhouse, &c., Assistants</i> —continued :— | £ | s. | d. |
| Cooling-floor hands, gutmen, trimmers, labourers, and others not otherwise stated, per hour .. | 0 | 1 | 9 $\frac{3}{4}$ |
| Pulling and stripping runners, per hour .. | 0 | 1 | 10 $\frac{1}{2}$ |
| Machine stripping, per hour | 0 | 1 | 9 $\frac{1}{2}$ |

(c) *Fellmongery* :—

| | | | |
|--|---|---|-----------------|
| Pullers, North Island, per 100 skins | 0 | 5 | 9 |
| Pullers, South Island, per 100 skins | 0 | 5 | 0 |
| Pullers, per hour | 0 | 2 | 9 |
| Skinwasher, painter, and trimmers, per hour .. | 0 | 1 | 9 $\frac{3}{4}$ |
| Piece or pie men (piecework at per pound on weight of dry wool), per lb. | 0 | 0 | 1 $\frac{1}{4}$ |

(The above rate is applicable where pieces are picked from a sweated heap and includes all labour for spreading, turning, picking, and wheeling away waste residue. Wool pieces to be delivered to pie-house by the employer. In all other cases the rates are to be agreed upon between the employer and the worker.)

| | | | |
|----------------------------------|---|---|---|
| Piece or pie men, per hour | 0 | 1 | 9 |
| Wool-driers, per hour | 0 | 1 | 9 |
| Pressers, per hour | 0 | 1 | 9 |

Pelt Department :—

| | | | |
|--|---|---|-----------------|
| Limers, per hour | 0 | 1 | 9 $\frac{3}{4}$ |
| Fleshers, machine-feeder, per hour | 0 | 1 | 9 $\frac{3}{4}$ |
| Scudders, per hour | 0 | 1 | 9 $\frac{3}{4}$ |
| Pelt-classers, per hour | 0 | 2 | 0 |

(d) *Freezing-chamber Hands* :—

| | | | |
|--|---|---|------------------|
| Workers employed in handling produce in freezing-rooms and cold stores, including "running-in" and "loading-out" whether into trucks, wagons, or lighters, per hour .. | 0 | 1 | 10 $\frac{1}{2}$ |
|--|---|---|------------------|

(e) *Preserving Department* :—

| | | | |
|---------------------------|---|---|-----------------|
| Boners, per hour | 0 | 2 | 0 $\frac{3}{4}$ |
| Tinsmiths, per hour | 0 | 1 | 9 $\frac{3}{4}$ |

(f) *Casings Department* :—

| | | | |
|--|---|---|------------------|
| Scraping-machine feeders, per hour | 0 | 2 | 0 $\frac{1}{2}$ |
| Hand-scrapers, per hour | 0 | 1 | 11 $\frac{1}{2}$ |
| Classers, measurers, and tank hands, per hour .. | 0 | 1 | 10 $\frac{1}{2}$ |
| Salters, per hour | 0 | 1 | 9 $\frac{1}{2}$ |

(g) *Manure, Tallow, and Oleo Department, and Hidehouse* :—

| | | | |
|----------------|---|---|---|
| Per hour | 0 | 1 | 9 |
|----------------|---|---|---|

(h) *Engine-room* : Greasers and firemen, at the rate of 14s. per watch of eight hours.

Greasers and firemen shall work, if required, seven watches per week without extra payment for work done on Sundays and holidays, but shall in that case receive an additional 6d. per hour for the seventh watch. The workers specified in this clause shall have an annual holiday of one week on full pay for each six months' complete service as a greaser or fireman, with a proportionate holiday allowance for each month served if the worker's service is terminated by the employer for any cause other than the misconduct of the worker before the current six months' service has been completed.

When engaged in removing soot from flues or when employed inside the boilers cleaning by chipping or otherwise the insides of the boilers, workers shall be paid 2s. per day extra.

For this purpose a flue shall be deemed to extend from the firing-door of boiler to foot of smoke-stack.

(i) *Fitting Shop, Loco-drivers, Motor-drivers, Horse-drivers, and other Trades.*—The rates ruling for the particular trades in the district.

(j) *Shunters* and other workers not otherwise specified in any department other than the slaughterhouse, per hour, 1s. 9d.

(k) *Employment of Youths.*—Boys and youths up to the age of twenty years may be employed in the proportion of one boy or youth to every three men employed in departments other than the preserving and casing departments. In the preserving and casing departments boys and youths may be employed in the proportion of one boy or youth to every two men or fraction of the first two. In the bag-room there shall be no limitation.

The minimum rates of wages to boys and youths shall be :—

| | Per Week. | | |
|---|-----------|----|----|
| | £ | s. | d. |
| Under sixteen years of age | 1 | 0 | 0 |
| Between the ages of sixteen and seventeen years .. | 1 | 7 | 6 |
| Between the ages of seventeen and eighteen years .. | 1 | 15 | 0 |
| Between the ages of eighteen and nineteen years .. | 2 | 7 | 6 |
| Between the ages of nineteen and twenty years .. | 2 | 15 | 0 |

(In the case of a youth attaining the age of twenty years during the season his wages shall continue at the rate of £2 15s. per week until the end of such season : thereafter the minimum wage.)

(l) *Employment of Female Workers.*—Female workers may be employed on suitable work.

SECTION 3.

Holidays.

Double rates shall be paid for all work done on Christmas Day, Good Friday, and Sundays. Rate and a half shall be paid for all work done on each of the following days, viz. : New Year's Day, Easter Saturday, Easter Monday, Labour Day, Sovereign's Birthday, Boxing Day, and one other holiday convenient to the management.

SECTION 4.

Contract Work.

Where contracts are let all contractors shall pay the workers engaged by them the minimum rate of wages herein prescribed. Every contract shall be in writing, and the person or firm letting the contract shall make it a binding term of any such contract that the contractor shall comply with these conditions.

SECTION 5.

Slaughtermen's Work.

(a) The killing and dressing of sheep and lambs shall include killing, taking out tongues, taking off skins, opening up and removing insides, tapping, skinning wool portions of heads and leaving same attached to skins, taking off heads and trotters, cutting wool-pieces either up or down, but not to a greater length than 3 in. below knee or hock, and leaving all wool-pieces attached to skins if required. Thoroughly clean and wipe up the carcasses, scrape back the veins, put on neck-strings, or neck-sets if required, and butchers' tags, except where other means of identification are provided; take our neck sweetbreads, and hang off. Properly draw and tie weasands; neck not to be trimmed on floor; not more than two rings of windpipe to be left attached to weasand. Breast and cods to be split, and all skins turned square and free from cuts and scores.

(b) The killing and dressing of cattle and calves other than bobby or winch-skinned calves shall include stunning or pithing, bleeding, tying weasands, taking head off, taking tongue out, hoisting to bleeding-rail, grounding, taking head and feet off, skinning and taking tail off, taking inside and kidneys out, stripping caul, wiping and cleaning, sawing through rump-bone and to the fourth rib from neck into sides, trimming and hanging back.

(c) The killing and dressing of bobby or winch-skinned calves up to 80 lb. weight shall include stunning, sticking, and hanging on the bleeding-rail, opening up for skinning by winch, skinning by winch, gutting, taking out tongue, wiping carcass, and hanging off.

(d) The killing and dressing of pigs shall include killing, scalding, scraping, singeing, black scraping, scrubbing, and thoroughly cleaning, opening up and removing insides, washing, and hanging off.

(e) All butchering of every class of sheep, lambs, cattle, calves, and pigs shall be turned out in a workmanlike manner, in accordance with the instructions and to the satisfaction of the foreman butcher.

(f) In order to cut out any stock which may be on hand at knocking-off time slaughtermen shall thereafter, if required, slaughter up to three sheep, lambs, or calves per man.

(g) Killing pace for all classes of stock shall be regulated by the employer.

(h) In the event of any slaughterman either through carelessness or neglect damaging any skins, hides, or carcasses, the foreman in charge shall have the right to restrict the tally of any such worker, or may instantly dismiss such worker.

SECTION 6.

Learners.

(a) The employer may employ learner slaughtermen, wool-pullers, and casing-scrapers in the proportion of not more than one learner to every three journeymen or fraction of the first three, subject to the special provisions for beef slaughtermen in subsection (c) hereof.

(b) Learners shall be paid at the minimum rate per hour for labourers in the department in which they are employed until in the opinion of the foreman of the department they are competent to be classed as journeymen.

(c) The employer shall be allowed to have one learner in each beef slaughterhouse for each two tackles or fraction of the first two. Such learners shall be paid at the minimum rate per hour for slaughterhouse labourers for the first month, thereafter at the rates as specified for beef slaughtermen.

(d) In the mutton slaughterhouse there shall be not more than two learners to one hook. The hooks for learners shall be kept separate from the hooks for slaughtermen as far as practicable.

(e) Not more than one set of learners shall be employed in any one department in any one season: Provided that in the event of a learner proving incapable of carrying on he may be replaced by another learner in the same season.

SECTION 7.

Exemption of Foremen, &c.

These provisions shall not apply to foremen, leading hands, watchmen, shepherds, board-walkers, graders, or permanent hands.

SECTION 8.

Payment of Wages.

Where possible, wages will be paid weekly. Two days' lie-time will be allowed. Any error or omission in the pay-sheet will be adjusted within forty-eight hours.

SECTION 9.

General Conditions.

(a) Materials for leggings for slaughtermen shall be supplied at cost price. One set of material shall be supplied to learners free of cost. All workers other than slaughtermen and workers in engine-room department shall be supplied with materials reasonably necessary to carry on the work.

(b) An employee shall not cease work at any time other than the arranged time for ceasing work, unless he shall have obtained the permission of the foreman.

(c) A grindstone driven by power where practicable shall be provided for every twenty slaughtermen. A separate stone shall be provided for beef-men.

(d) Every outside holding-pen for sheep for immediate killing shall be kept clean.

(e) The slaughterhouse shall be properly ventilated.

(f) Suitable provision shall be made for dressing, drying, and bathing accommodation where necessary, and a hot-water urn shall be provided convenient to the dressing-rooms, and sufficient drinking-water of good quality shall be provided.

(g) The employer shall provide sufficient labour to ensure that all daggy sheep and lambs shall be dagged.

(h) Spells of reasonable time shall be allowed chamber hands who are in a heated condition through working outside to cool before entering the freezing-chambers. No deduction shall be made from the men's wages on account of such spell.

(i) All freezing-chambers shall be provided with a light and adequate provision for communication with the outside.

(j) Disinfectants shall be supplied in any department where necessary.

(k) Chambermen's overalls shall be washed weekly by the employer.

(l) The employer shall provide first-aid outfits in convenient positions.

(m) When men are required to work more than two hours' overtime and have not been notified the night previously, a suitable meal consisting of at least bread, butter, meat, and tea, coffee, or cocoa, shall be provided by the employer.

(n) Any question incidental to or arising out of the interpretation of this agreement shall be referred for settlement to a committee of three representatives of the employers and three representatives of the workers. The decision of the majority of such committee to be accepted as final.

In the case of a dispute arising, work shall proceed in the customary manner whilst any such dispute is under consideration.

SECTION 10.

Management.

Subject to these provisions, the employers shall retain and have full power to manage and control their own business and the conduct of their employees in connection therewith, and to make reasonable rules and regulations not inconsistent with these provisions relating to the management thereof, and to the hiring, conduct, duties, and dismissal of persons in their employment.

SECTION 11.

Term.

These rates and conditions will come into operation on Monday, 17th October, 1932, and will apply for the period of the 1932-33 killing season.

Signed on behalf of the association—

[SEAL.]

J. E. REID.

G. T. BENGE.

Signed on behalf of the company—

FOR THE NEW ZEALAND REFRIGERATING COMPANY, LIMITED—

H. S. E. TURNER, Secretary.

Dated the 5th day of January, 1933.

I hereby certify that the above agreement has been duly executed by the representatives, above named, of the association on behalf of the Imlay Slaughtermen and Freezing-workers' Association and the New Zealand Refrigerating Company, Limited—G. Trengrove, Clerk.

Dated at Wanganui this 5th day of January, 1933.

NOTE.—This agreement, made under the Labour Disputes Investigation Act, 1913, was filed with the Clerk of Awards at Wellington, pursuant to section 8 (1) of the said Act, on the 7th day of January, 1933.