

**(10464.) AUCKLAND (TWENTY-ONE MILES RADIUS) BUTCHERS.—  
CONCURRENCE IN AGREEMENT.**

NOTICES of concurrence in an industrial agreement dated the 3rd day of May, 1933, and recorded in Book of Awards, Vol. XXXIII, p. 498, made between W. W. Bailey and other employers and the Auckland Butchers' Industrial Union of Workers were filed with the Clerk of Awards at Auckland on the 7th day of June, 1933, by the under-mentioned parties.

*Butchers :—*

Arthur Charles Courtney, 41A Sussex Street, Auckland.

Hygienic Meat Co., Ltd. (Manager, E. D. Milne), 144 Queen Street, Auckland.

E. M. MOSLEY, Clerk of Awards.

7th June, 1933.

**(10465.) AUCKLAND (TWENTY-ONE MILES RADIUS) BUTCHERS.—  
INDUSTRIAL AGREEMENT.**

In the matter of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, and in the matter of an industrial dispute between the undermentioned persons, firms, and companies (hereinafter called "the employers")—

Bailey, W. W., 1240 Dominion Road, Mount Roskill, Auckland  
 Barnaby, Edgar, New North Road, Morningside, Auckland  
 Barrett, W. J., Great South Road, Otahuhu, Auckland  
 Baster, T., Ltd., 133 Ponsonby Road, Auckland  
 Blackie, M. B., 627A New North Road, Auckland  
 Brindle, H. R., and Son, 693 Mount Eden Road, Auckland  
 Brindle and Pennell, 81 Sandringham Road, Auckland  
 Brindle, H. R., 811 Mount Eden Road, Auckland  
 Chalmers, T. B., Queen Street, Onehunga, Auckland  
 Collins, T., 36 Brown Street, Avondale, Auckland  
 Conaghan, W., Penrose, Auckland  
 Cooper, A. F., 185 Parnell Road, Auckland  
 Couper, A., 119 Dominion Road, Mount Eden, Auckland  
 Crag, C. H., 6 Karangahape Road, Auckland  
 Cressey, G. F., 45 Mount Eden Road, Auckland  
 Day, J. T., Upland Road, Remuera, Auckland  
 Farnell, F., 238 Hobson Street, Auckland  
 Ferguson, A. E., 5 Park Road, Auckland  
 Godkin, J., Remuera Road, Auckland  
 Green, A., Ellerslie, Auckland  
 Gray and Janson, 446 Manukau Road, Epsom, Auckland  
 Great Central Meat Co., Ltd., 308 Queen Street, Auckland  
 Hale, C., 31 Parnell Road, Auckland  
 Harris, C. A., Te Papapa, Onehunga, Auckland  
 Harrison, G., Queen Street, Onehunga, Auckland  
 Haydon, S. M., Trafalgar Street, Onehunga, Auckland  
 Haynes, R. F., Papakura  
 Heald, Miss M., 748 New North Road, Mount Albert, Auckland  
 Herk and Morley, 64 Ponsonby Road, Auckland  
 Holt, E. H., Prince of Wales Estate, Mount Albert  
 Hollings, S. A., 245 Dominion Road, Auckland

Hood, H. W., and Son, Manurewa  
 Hood, H. W., and Son, 423 Dominion Road, Mount Eden, Auckland  
 Hutchinson, J. H., Great South Road Terminus  
 Hutchinson, T. W., 9 Garnett Road, Grey Lynn, Auckland  
 Jones, A., Dominion Road, Auckland  
 Johnson, F. J., 86 Victoria Street, Auckland  
 Kent, R. H., 162 Mount Albert Road, Mount Roskill, Auckland  
 Lister, L., 384 Dominion Road, Auckland  
 Lockhart, W., Station Road, Otahuhu, Auckland  
 Lousich, J., 588 Dominion Road, Auckland  
 McLaren, C. R., Mangere Road, Otahuhu, Auckland  
 Magill, R. S., 237 Upper Symonds Street, Auckland  
 Mann, D., and Co., 53 Richmond Avenue, Grey Lynn, Auckland  
 Matthews, T. J., 545 Dominion Road, Auckland  
 Mayer, S., and Son, 420 Mount Eden Road, Auckland  
 Mille, L., 530 Manukau Road, Epsom, Auckland  
 Millerchen, G. W., 865 New North Road, Mount Albert, Auckland  
 Morrow, D. H., 738 Manukau Road, Royal Oak, Auckland  
 Naylor, A. F., New Lynn  
 Nears, C. A., Point Chevalier, Auckland  
 Nield, C. W., Great South Road, Otahuhu, Auckland  
 Papatoetoe Meat Co., Papatoetoe  
 Parsons, F. W., 310 Dominion Road, Auckland  
 Parsons, H. S., 193 Great North Road, Grey Lynn, Auckland  
 Parsons, V., Avondale, Auckland  
 Ratchiffe, A., 314 Sandringham Road, Mount Albert, Auckland  
 Rowe, J., Broadway, Newmarket, Auckland  
 Scotting, A. W., St. Heliers Bay, Auckland  
 Shand, George, 248 Sandringham Road, Mount Albert, Auckland  
 Shand, James, Campbell Road, Onehunga, Auckland  
 Smith, A. E., 81 Panmure Road, Ellerslie, Auckland  
 Smith, E. L., 885 Mount Eden Road, Auckland  
 Smith, F. J., 604 New North Road, Mount Albert, Auckland  
 Smith, J. T., 222 Sandringham Road, Auckland  
 Smith, Walter C., 138 Queen Street, Onehunga, Auckland  
 Stanfield, E., 159 Karangahape Road, Auckland  
 Steane, T., 91 Richmond Road, Ponsonby, Auckland  
 Scott, R. E., Onewa Street, Birkenhead, Auckland  
 Thorpe, C., and Son, Queen Street, Onehunga, Auckland  
 Tucker, G., 401 New North Road, Auckland  
 Ward, W. J., 236 Jervois Road, Ponsonby, Auckland  
 Wengdal, H. J., 25 Sandringham Road, Auckland  
 Wengdal, W. H., 262 Ponsonby Road, Auckland  
 Williams, J. B., 181 Broadway, Newmarket, Auckland  
 Woodhall, B., 227 New North Road, Auckland  
 Robertson, Charles, Glen Eden  
 Auckland Meat Company, Ltd., Wakefield Street, Auckland  
 Berquist, H. L., 23 Karangahape Road, Auckland  
 Billings, W., 141 Panmure Road, Ellerslie, Auckland  
 Binsted, J. C., 547 Mount Eden Road, Auckland  
 Brideson, D., 390 Manukau Road, Epsom, Auckland  
 Bridges Overington and Co., 65 Wellesley Street, Auckland  
 Caddy Bros., 34 Richmond Avenue, Grey Lynn, Auckland  
 Farmers Meat Auction Co., Ltd., 6 College Hill, Ponsonby, Auckland  
 Fearon Bros., Avondale, Auckland  
 Fresh Meat Market Company, 195 Karangahape Road, Auckland  
 Hawthorne and Munro, Clevedon  
 Hellaby, R. and W., Quay Street, Auckland  
 Holborow, P. C., Henderson  
 Jones, N. L., 113 Remuera Road, Auckland

Knight, F., Papakura  
 Knight, G. O., 266 Karangahape Road, Auckland  
 Lawson, W. E., 86 Mount Eden Road, Auckland  
 Leigh, N., 954 Dominion Road, Mount Roskill, Auckland  
 Hydra Bacon Co., Limited, Margaret Street, Ponsonby, Auckland  
 McKechnie, T. H., Massey Road, Mangere, Auckland  
 McLoughlin, E., Victoria Road, Belmont, Takapuna, Auckland  
 Manurewa Meat Co., Ltd., Great South Road, Manurewa  
 Pascoe and Sons, 310 Dominion Road, Auckland  
 Reeves, T., 297 Ponsonby Road, Auckland  
 Reid, Ernest, 128 Grey's Avenue, Auckland  
 Rich, W. J., and Company, 618A Manukau Road, Epsom, Auckland  
 Scotts, W., Ltd., 33 Calliope Road, Devonport, Auckland  
 Sealy, Percy, Howick, Auckland  
 Swaffield, H., Papatoetoe  
 Vuglar, W. J., 50 Great North Road, Auckland  
 Wadsworth, Mrs. W., 885 Mount Eden Road, Auckland  
 White, L., and Sons, Howick, Auckland  
 Birch, A., Ltd., 109 Symonds Street, Auckland  
 Chesney, R., Ltd., Queen Street, Auckland  
 Lea, C. J., 59 Karangahape Road, Auckland  
 Nikau Bacon Co., Ltd., 273 New North Road, Auckland

and

The Auckland Butchers' Industrial Union of Workers (hereinafter called "the union").

THE above-mentioned dispute having come before a duly constituted Council of Conciliation for inquiry, and in the course of the said inquiry a settlement of the said dispute having been arrived at, the terms of the said settlement are set forth in the Schedule annexed hereto: And it is hereby agreed between the parties that the said terms of settlement shall hereafter be deemed to be and shall operate as an industrial agreement pursuant to the provisions of section 5 (i) of the Industrial Conciliation and Arbitration Amendment Act, 1932: And it is hereby further agreed that the said terms of settlement shall take effect from the 3rd day of May, 1933, and shall continue in force until the 2nd day of May, 1935, and thereafter as provided by subsection (4) of section 28 of the Industrial Conciliation and Arbitration Act, 1925.

In witness whereof we have hereunto set our hands at Auckland, this 3rd day of May, 1933—

A. W. SCOTTING, R. E. STOTT, M. J. BARRETT, C. H. CRANG, Assessors for the employers,	}	Assessors.
W. E. SILL, E. SPARROW, C. KELLY, H. J. NIEPER, Assessors for the union of workers,	}	

Witness to signatures—Pat Hally.

## THE SCHEDULE.

*Hours of Work.*

1. (a) For butchers' assistants the ordinary hours of work shall not exceed forty-eight per week, and they shall be worked as follows:—

(i) In all shops, other than those mentioned in paragraph (ii) of this subclause and in subclause (c) hereof, Mondays to Fridays (inclusive) from 7.30 a.m. to 5 p.m., with one hour allowed for dinner, and on Saturdays from 6 a.m. to 12 noon, with one half-hour allowed for breakfast.

(ii) For butchers' assistants employed in or about the Wakefield Street premises of the Auckland Meat Co., Ltd., and the Quay Street premises of R. and W. Hellaby, Ltd., the hours of work from Mondays to Fridays (inclusive) shall be from 7 a.m. to 4.30 p.m., with one hour each day allowed for dinner, and on Saturdays from 6 a.m. to 12 noon, with one half-hour allowed for breakfast.

(b) In the case of workers specified in subclause (a) carting meat to shops, supplying early shipping, or attending an early morning train, such workers may be required to commence work not earlier than 6 a.m.: Provided that such workers shall be allowed half an hour for breakfast and time off at the end of the day equivalent to the time worked before 7 a.m. in excess of the breakfast half-hour.

(c) The hours of work for workers exclusively employed as pork-butchers and small-goods shop-assistants shall not exceed forty-eight per week, arranged as follows: On Mondays, Tuesdays, Wednesdays, and Thursdays, between 8 a.m. and 5.30 p.m., with one hour allowed for dinner; on Fridays the hours shall be worked between 8 a.m. and 9 p.m., with one hour allowed for dinner, and if employed after 6 p.m. one hour allowed for tea; on Saturdays the hours shall be from 7.30 a.m. to 12.30 p.m.

The hours of work, save for meals, shall in all cases be consecutive.

(d) For small-goods factory and bacon-factory workers the ordinary hours of work shall not exceed forty-eight per week, and shall be worked as follows: On Mondays to Fridays (inclusive) from 7.30 a.m. to 4.30 p.m., with one hour allowed for dinner, and on Saturdays from 7.30 a.m. to 11.30 a.m. The time of starting and finishing work and the time allowed for dinner in any bacon or small-goods factory may be varied by arrangement between the employer and the union.

(e) In the case of motor-drivers, horse-drivers, and workers hawking and/or delivering ice, the ordinary hours of work shall not exceed forty-eight per week. They shall be regulated in advance by the employer, subject to the following restrictions:—

That the hours worked in any one day of the week shall be consecutive, save that if a worker is required to commence work before 6.30 a.m. he shall be allowed one half-hour for breakfast, and if he is required to work after 12 noon he shall be allowed one hour for dinner.

That the hours worked shall not exceed eight hours and a half in any day of the week, nor more than five hours and a half on the day of the half-holiday.

*Closing of Butchers' Shops.*

(2) (a) In exercise of the powers conferred by section 17 of the Shops and Offices Act, 1927, and subject to the limitations therein contained, it is ordered that all butchers shops, and the shops of every person, firm, or company in which fresh meat, exclusive of pork, is sold, shall be closed as follows:—

(i) Shops mentioned in section (i) of subclause (a) of clause 1—At the hour of 5 p.m. on five days of the week, and at 12 noon on one day of the week.

(ii) Shops mentioned in section (ii) of subclause (a) of clause 1—At the hour of 4.30 p.m. on five days of the week, and at 12 noon on one day of the week.

(b) All the above-mentioned shops shall be closed from the hour of 7 a.m. on those days set out in clause 9 as holidays, or days observed in lieu thereof.

*The Regulation and closing of Pork-butchers' and Small-goods Shops.*

3. (a) In exercise of the powers conferred by section 17 of the Shops and Offices Act, 1927, it is ordered that all pork-butchers' and small-goods shops shall be closed for the sale of fresh uncooked meat, exclusive of pork, at the hours at which butchers' shops are required to be closed, but that otherwise pork-butchers' shops and small-goods shops shall be closed at the following hours: On four days of the week at 5.30 p.m.; on one day of the week at 9 p.m.; and on one day of the week at 12.30 p.m.: Provided that on Christmas and New Year Eves the provisions of section 3 (2) of the Shops and Offices Act, 1921-22, shall apply, notwithstanding anything to the contrary appearing in this award.

(b) All the above-mentioned shops shall be closed from the hour of 7 a.m. on those days set out in clause 9 as holidays, or days observed in lieu thereof.

*Overtime.*

4. (a) All work done, of whatever nature or kind, in excess of the hours specified, or before the time specified for commencing work, or after the time specified for ceasing work, or on a holiday, shall be deemed to be overtime, and shall be paid for at time and a half rates on all days, except Sundays, Christmas Day, Good Friday, and Anzac Day, on which days double time shall be paid.

(b) No work shall be done before 6 a.m. or after 5.30 p.m. on Mondays, Tuesdays, Wednesdays, Thursdays, and Fridays, or before 5 a.m. on Saturdays.

### Wages.

5. Workers shall be paid not less than the wages specified in the following scale :—

	Per Week.		
	£	s.	d.
(a) In the case of butchers' assistants—			
First shopman, or man in charge .. .. .	5	5	0
Second shopman .. .. .	4	11	0
All other butchers' assistants .. .. .	4	6	0
Cellarmen and packers .. .. .	4	6	0
Ice-roundsmen .. .. .	4	4	0
Chamber hands .. .. .	4	6	0
Boners .. .. .	4	6	0
Butchers over twenty-one years of age and under twenty-two .. .. .	4	2	6

(b) In the case of pork-butchers' assistants and small-goods shop-assistants—

	Per Week.		
	£	s.	d.
First assistant or person in charge (male) ..	5	5	0
Second male assistant .. .. .	4	11	0
All other male assistants .. .. .	4	6	0
Female assistants (if in charge) .. .. .	3	10	0
All other female assistants—			
First year .. .. .	1	10	0
Thereafter .. .. .	2	2	6
In shops where both male (other than boys) and female assistants are employed, the female assistant, if in charge, shall be paid not less than .. .. .	5	5	0

(c) In the case of workers engaged in small-goods factories and bacon-factories—

	Per Week.		
	£	s.	d.
First small-goods man .. .. .	5	5	0
First bacon-curer .. .. .	5	5	0
Chamber hands .. .. .	4	6	0
All other workers employed in bacon or small-goods factories .. .. .	4	6	0
Labourers .. .. .	4	0	0
Female workers may be employed at suitable work in small-goods factories and in packing-rooms, and shall be paid a minimum wage of .. .. .	2	2	0

(d) In the case of drivers engaged in carting meat or other material in wholesale quantities only—

	Per Week.
	£ s. d.
(i) For those driving and attending one horse ..	3 17 6
(ii) For those driving and attending two horses ..	4 0 0
(iii) For those driving and attending to motor-vehicles with a combined weight of vehicle and maximum load not exceeding 2 tons ..	4 0 0
(iv) For those driving and attending to motor-vehicles with a combined weight of vehicle and maximum load exceeding 2 tons but not exceeding 4 tons ..	4 2 0
(v) For those driving and attending to motor-vehicles with a combined weight of vehicle and maximum load exceeding 4 tons but not exceeding 5½ tons ..	4 4 0
(vi) For those driving and attending to motor-vehicles with a combined weight of vehicle and maximum load exceeding 5½ tons but not exceeding 10 tons ..	4 7 6
(vii) For those driving and attending to motor-vehicles with a combined weight of vehicle and maximum load exceeding 10 tons ..	4 10 0

(e) All wages prescribed in this clause are weekly wages, and are not subject to any deduction save for time lost through illness or default of the worker, or for any cause over which the employer has no control.

#### *Casual Labour.*

6. (a) Male workers employed on casual work, other than those mentioned in subclause (e), shall be paid not less than 2s. 3d. per hour for work done on any Monday, Tuesday, Wednesday, Thursday, or Friday, and not less than 2s. 9d. per hour for work done on Saturdays.

(b) Female workers employed as pork butchers' assistants shall be paid not less than 1s. 3d. per hour for work done on any Monday, Tuesday, Wednesday, Thursday, or Friday, and not less than 2s. per hour for work done on Saturdays.

(c) No casual worker (whether male or female) shall be employed for less than six hours on any Monday, Tuesday, Wednesday, Thursday, or Friday, or less than four hours on any Saturday.

(d) No casual worker under the age of twenty-one years shall be employed.

(e) Labourers employed on casual work in bacon-factories shall be paid not less than 1s. 10d. per hour.

*Boys and Youths.*

7. (a) Employers may employ boys and youths.

(b) All boys and youths shall be paid not less than the wages specified in the following scale :—

	Per Week.		
	£	s.	d.
Under sixteen years of age .. .. .	0	17	6
From sixteen to seventeen years of age .. .. .	1	5	0
From seventeen to eighteen years of age .. .. .	1	10	0
From eighteen to nineteen years of age .. .. .	2	0	0
From nineteen to twenty years of age .. .. .	2	10	0
From twenty to twenty-one years of age .. .. .	3	0	0

(c) The proportion of boys and youths employed in any branch of the industry shall not exceed one boy or youth to every three journeymen or fraction of three journeymen employed.

(d) No boy under the age of twenty-one years shall carry quarters of beef.

(e) The wages prescribed in this clause are weekly wages, and are not subject to any deduction save for lost time through default of the worker.

In the event of any general order fixing the conditions of apprenticeship in the butchery trade being made under the Apprentices Act, 1923, the provisions of this clause shall be subject to variation in accordance with the terms of such order.

*Payment of Wages.*

8. All wages shall be paid on Friday of each week, and shall be paid up to and including the day of payment: Provided that in the case of all workers employed in or about the Quay Street premises of R. and W. Hellaby, Ltd., or in or about the Wakefield Street premises of the Auckland Meat Co., Ltd., the wages shall be paid up to and including the day preceding the day of payment.

*Holidays.*

9. (a) The following shall be observed as holidays: New Year's Day, 2nd January, 29th January, Good Friday, Easter Monday, Labour Day, Sovereign's Birthday, Christmas Day, Boxing Day, and Anzac Day.

(b) An employer may arrange with any worker to work for not more than two hours on the morning of any of the foregoing holidays provided he shall pay, in addition to ordinary pay, overtime as specified in clause 4 hereof.

(c) Each worker shall be allowed a special holiday of one week on full pay on completion of each year of service. Such holiday shall commence within one month before or after the completion of each year of service, and in each case fourteen days' notice of the date of



commencement shall be given by the employer to the worker. Such special holiday shall be exclusive of and in addition to any holiday mentioned in subclause (a) of this clause.

(d) Any worker who has completed six months' service in the employment of any employer and who shall leave such employment without having been allowed a special holiday in respect of any part of the period of such employment shall, in lieu of a special holiday, be paid wages in proportion to the length of that part of the period of employment for which no special holiday has been allowed: Provided that no worker who has been dismissed for misconduct shall receive any such payment.

(e) In the event of a holiday, other than Anzac Day, falling on a Sunday, the succeeding Monday shall be observed as a holiday, and in the event of another holiday falling on such Monday such other holiday shall be observed on the succeeding Tuesday.

#### *General.*

10. (a) In the case of weekly employment, where a worker is substantially employed in any class of employment other than that of a labourer he shall be paid the rate of wages laid down for that class of work. This shall not apply to any worker relieving another worker employed in the same shop while on annual holiday. Where a worker is employed part of his time as a labourer and part of his time in any class of employment other than that of a labourer he shall be paid the rate of wages laid down for that other class.

(b) At each stable and motor-garage there shall be kept a time-book in which there shall be entered day by day the time that each motor-driver, horse-driver, and ice-roundsman employed in connection with such stable or garage commences and the time at which he ceases work. Every such entry shall be signed by the worker whose time is recorded.

(c) All freezing-chamber hands and all motor-drivers and horse-drivers and drivers' assistants engaged in carting, loading, unloading, or handling meat shall be provided with overalls, and all workers in bacon-factories shall, where necessary, be provided with gum boots and waterproof aprons.

(d) Where workers are required to stand and work in wet places wooden gratings shall be provided for the workers to stand upon.

(e) At all establishments where six men or more are employed suitable dressing-rooms shall be provided.

(f) First-aid appliances for use in case of accident shall be provided at each shop or factory.

(g) Spells of a reasonable time shall be allowed chamber hands who are in a heated condition through working outside to cool before entering the freezing-chambers.

(h) All workers who are not provided with overalls shall, when unloading or loading meat, be provided with carrying-covers.

(i) In combined butchers' and pork-butchers' shops the leading hand, other than the first assistant in each department, shall be classed as second shopman.

(j) When an employer is substantially performing the work of a shopman in his own shop, he shall be classed as first shopman.

(k) No female shall be employed as a butcher's assistant or in doing in or about a butcher's shop or the butcher's department of a combined butchers' and pork-butchers' shop work usually done by a butcher's assistant, or in handling, other than in the form of small-goods, any beef, veal, mutton, or lamb.

#### *Preference.*

11. (a) If any employer shall hereafter engage any worker coming within the scope of this award who shall not be a member of the union, and who shall not become a member thereof within seven days after his engagement and remain such member, the employer shall dismiss such worker from his service if requested to do so by the union, provided there is then a member of the union equally qualified to perform the particular work required to be done, and ready and willing to undertake the same. The provisions of this subclause relating to the dismissal of workers shall apply, with equal effect, to any worker coming within the scope of this award engaged since the 3rd day of July, 1926, but before the coming into force of this award, who is not a member of the union during the currency of this award.

(b) The provisions of this clause shall operate only if and so long as the rules of the union shall permit any worker coming within the scope of this award of good character and sober habits to become a member of the union, upon payment of an entrance fee not exceeding 5s., upon a written application, without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 1s. per week, and such fines as may be lawfully imposed on him for non-attendance without reasonable excuse at a specially called meeting of the union, of which written notice has been given to him or sent to him by post at his last address as notified by him to the union, or for misconduct at a meeting of the union, or for being more than three months in arrear, without reasonable excuse, in his contributions to the union: Provided that the maximum fine shall not exceed 2s. 6d. for non-attendance at a meeting of the union or for being in arrear with his contributions, and £1 for misconduct at a meeting of the union.

#### *Under-rate Workers.*

12. Court's usual clause.

*Scope of Agreement.*

13. This agreement shall operate throughout that part of the Northern Industrial District lying within a radius of twenty-one miles from the Chief Post-office in the City of Auckland.

*Term of Agreement.*

14. This agreement shall come into force on the 3rd day of May, 1933, and shall continue in force for two years.

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