

(10883.) AUCKLAND CITY COUNCIL ABATTOIR ASSISTANTS.—  
INDUSTRIAL AGREEMENT.

THIS industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 25th day of September, 1935, between the Auckland City Council, Auckland (hereinafter called "the employers") of the one part, and the Auckland Abattoir Assistants and Freezing-works Employees' Industrial Union of Workers (hereinafter called "the union") of the other part, whereby it is mutually agreed by and between the said parties as set out in the following schedule:—

SCHEDULE.

*Hours of Work.*

1. (a) The ordinary hours of work for all workers shall be eight hours (including "smoke-oh") per day on the five days, from Monday to Friday inclusive, and four hours (including "smoke-oh") on Saturday.

(b) Except in the case of assistants loading out, the ordinary hours shall be worked between 8 a.m. and 5 p.m. on the five full days of the week, and between 8 a.m. and 12 noon on Saturday: Provided that where mutually arranged the ordinary hours may commence at 7 a.m. In the case of assistants loading-out, the ordinary hours may be worked at such time as may be required.

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

*Rates of Pay.*

2. (a) Sheep, lambs, long shanked, £2 3s. 9d. per hundred.  
Sheep and lambs, short shanked, £1 18s. 9d. per hundred.

Rams and genuine stags, rate and a half.

Backset lambs, 6½d. each.

All unshorn sheep after 30th November, rate and a half.

	s.	d.
(b) (i) Cattle, other than bulls and stags, each ..	2	6
(ii) Bulls and genuine stags, each .. .. .	3	0
(iii) Bobby calves, up to 60 lb. skinned by winch, each .. .. .	0	6
Calves up to 120 lb. each .. .. .	1	5
Calves, 121 lb. to 200 lb. .. .. .	1	9
Calves over 200 lb., beef rates .. .. .	2	6
(iv) Pigs up to 120 lb., each .. .. .	1	0
Pigs 121 lb. to 200 lb. .. .. .	1	3
Pigs over 200 lb. .. .. .	2	8
Pigs up to 120 lb. unsinged, each .. .. .	1	1

(c) For any pig singed, 2d. shall be added to the above rates.

(d) For any pig mechanically scudded, 4d. shall be deducted from the above rates.

(e) Dead cattle and sheep, double rates.

(f) Abattoir assistants, other than slaughtermen, shall be paid not less than 2s. 1d. per hour and not less than £4 per week. Casual assistants may be employed at not less than 2s. 2d. per hour.

(g) Assistants loading-out before 7 a.m. shall be paid not less than 3s. per hour, with a minimum of 5s. per shift.

(h) In the event of arrangements being made by which slaughtermen are not required to divide the beef carcasses, 10 per cent. may be deducted from the above rates.

(i) Assistants operating power-saws shall be paid at the rate of 2s. 6d. per hour.

#### *Boys and Youths.*

3. (a) Boys and youths may be employed at the following rates of pay:—

	Per Week.		
	£	s.	d.
Under sixteen years of age .. .. .	1	2	6
Sixteen to seventeen .. .. .	1	16	0
Seventeen to eighteen .. .. .	2	8	0
Eighteen to nineteen .. .. .	2	17	6
Nineteen to twenty .. .. .	3	5	0
Thereafter adult rates.			

(b) Boys and youths 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 paid, no deduction shall be made from the weekly wages provided in this clause, except for time lost through sickness or default of the worker.

#### *Waiting-time.*

4. 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.

#### *Overtime.*

5. All work done outside the hours specified in clause 1 hereof shall be paid for at the rate of time and a half for hourly workers and rate and a half for piece workers.

*Slaughtermen's Work.*

6. (a) Mutton-butchers' work shall consist of killing and dressing of sheep and lambs, and shall include killing and leaving shanks on (in case of freezing sheep being short-shanked, tongues to be cut 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 shanks shall not be made before wiping carcasses clean.

(b) Beef-butchers' work shall be to tie weasand, bleed, and take head off, take out sweetbreads, take off hide, take insides out, strip caul and reed-fat, wipe and clean, and divide into sides; sawing through brisket bone, aitch bone, rump-bone, and to the sixth prime rib.

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

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

*Learners.*

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

(b) Learners may be employed on the mutton or beef board in such proportion to mutton or beef slaughtermen that there shall not be more than one learner to every seven slaughtermen or fraction of the first seven slaughtermen in each department. One set of learners only in each department shall be allowed in any year.

(c) The employer shall be allowed to allocate one beef tackle to learners. Preference shall be given to men employed as slaughtermen on the mutton-board.

(d) Learners, including beef-learners, shall be paid the minimum rate for labourers per day for the first three months for mutton learners, and for the first six months for beef learners, afterwards at the rate specified, clause 2 (a) and (b). The preference clause shall apply to learners so long as the union's rules permit learners to join.

(e) In engaging learners for the mutton-board, preference shall be given to men who have been employed in the works as slaughterhouse assistants 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 two head of cattle or eight sheep or lambs per hour for shop trade, 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.

#### *Alteration in Dressing.*

8. Should any alteration in the dressing of sheep, lambs, beef, or pigs be required at any time, then the union 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, and in default of any agreement shall be determined in accordance with the provisions of clause 13.

#### *Holidays.*

9. (a) The following holidays shall be observed: New Year's Day and the following day, Anniversary Day, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Christmas Day, Boxing Day, and the day of the annual picnic.

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

#### *General.*

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

(b) A hot-water urn shall be provided in each dining-room, and in a place convenient for the employees.

(c) The employer shall provide sufficient labour to ensure that all daggy sheep and lambs shall be dagged before being penned.

(d) All saws shall be properly 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 purposes of this award a competent slaughterman shall mean a man who can kill and dress eight sheep or two head of cattle per hour.

(h) A suitable grindstone driven by power shall be provided in each slaughterhouse, and shall be kept in good condition.

(i) Every outside holding-pen for sheep for immediate killing shall be kept clean, and shall be either metalled, paved, concreted, or roofed.

(j) Electric lighting shall be provided in every slaughter-house in which lighting is necessary to enable work to be carried on continuously.

(k) While loading-out workers shall be supplied with loading-smocks.

#### *Wages.*

11. All wages shall be paid on Thursday or Friday of each week. Such wages shall be paid immediately on the cessation of work.

#### *Preference.*

12. 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 5s. with contributions not exceeding 1s. per week.

#### *Interpretation.*

13. Any matter incidental to or arising out of this agreement shall be determined by the committee consisting of one representative appointed by the employers and one representative appointed by the union. In event of no agreement being arrived at, the matter shall be referred to the Conciliation Commissioner for the district whose decision shall be final, subject to the party dissatisfied having a right to appeal to the Court within fourteen days after the decision shall have been communicated to that party.

#### *Term of Agreement.*

14. This agreement shall come into force on the day of the date hereof and shall continue in force until the 4th day of September, 1937.

Signed on behalf of the Auckland City Council—

R. W. RUGG, Manager.

C. BAILEY, Chairman.

Witness—J. B. Lorimer.

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

G. BAKER, President.

WM. E. SILL, Secretary.

Witness—J. G. Lumsden.