

**(10934.) THE R. AND W. HELLABY, LTD., WESTFIELD MEAT-PRESERVING WORKERS.—INDUSTRIAL AGREEMENT.**

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 22nd day of November, 1935, between the R. and W. Hellaby, Ltd., Westfield Meat-preserving Workers, Slaughterhouse Assistants, and Freezing-chamber Hands Industrial Union of Workers (hereinafter referred to as "the union"), of the one part, and Messrs. R. and W. Hellaby, Ltd. (hereinafter referred to as "the employers"), of the other part, whereby it is mutually agreed by and between the said parties hereto as follows, that is to say:—

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 incorporated in and 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) (i) The ordinary hours of work for all workers except freezing-chamber hands 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.

(ii) The ordinary hours shall be worked between 7.30 a.m. and 5 p.m. on the five full days of the week, and between 7.30 a.m. and 12 noon on Saturday, except where otherwise mutually arranged.

(iii) The employer may be at liberty to start men or boys before the hours mentioned in the preceding paragraph to do essentially necessary preparatory work for the day's operations without overtime being paid for such work.

(iv) There shall be ten minutes allowed both morning and afternoon for "smoke-oh": Provided that in those departments where "smoke-oh" is already allowed the existing time and practice shall be continued.

(b) The hours of work for freezing-chamber hands as hereinafter defined shall be eight and a half hours in any

twenty-four, reckoning from midnight to midnight, Mondays to Fridays inclusive, and four and a quarter hours on Saturday. Overtime rates shall be paid for all time worked in excess of the hours above mentioned 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 6d. 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 provisoes, the rate of overtime payment (after eight and a half hours have been worked at overtime rates) shall be double time. The maximum compulsory break shall be eight hours in any case.

*Rates of Pay.*

	£	s.	d.
2. Slaughtering department—			
(a) Sheep, per hundred .. ..	1	15	0
Lambs, backset, each .. ..	0	0	6
Lambs, dressed for export, per hundred ..	1	10	4½
(b) Cattle (other than boner cows, bulls, stags, and calves up to 200 lb.), per head ..	0	2	3
Boner cows, per head .. ..	0	2	0
Boner cows, winch-pulled, each .. ..	0	1	9
Bulls and stags, per head .. ..	0	2	5
(c) Calves: Winch skinned, each .. ..	0	0	5
Dead calves, skinning, each .. ..	0	0	6
Up to 120 lb., each .. ..	0	1	3
121 lb. to 200 lb., each .. ..	0	1	7
Over 200 lb. .. ..	..	..	.. Beef rates.
(d) Stock killed as kosher: Rate and a half.			
(e) Dead cattle and sheep: Double rates.			
(f) Rams and genuine stags: Double rates.			
(g) Unshorn sheep after 30th November: Rate and a half.			
(h) Pigs: (i) Workers stunning, sticking, scalding, disembowelling, 2s. 3d. per hour.			
(ii) All other workers assisting in the work of slaughtering and dressing pigs, 2s. per hour.			

(iii) As to slaughtering pigs, the employer may agree with the workers for piecework rates so long as such rates shall return to the workers not less than 10 per cent. above the hourly rates.

(i) (a) Abattoir assistants (other than slaughtermen and workers employed on the pig-killing floor) shall be paid not less than 1s. 11½d. per hour and not less than £3 12s. per week. Casual assistants may be employed at the rate of 2s. per hour, or 15s. for a day of eight hours.

(b) Assistants operating power saws shall be paid at the rate of 2s. 3d. per hour.

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

(k) Slaughtermen shall wait ten minutes in the event of a cut-off, but if required to wait longer than ten minutes they shall be paid at the rate of 2s. 9d. per hour for all time so waited, the recognized dinner-time to be excluded.

(l) Boys and youths employed on the mutton, beef, and pig-killing floors and on the gut-floor shall be paid at the following rates:—

	Per Week.		
	£	s.	d.
Under sixteen years of age .. .. .	1	1	0
Sixteen to seventeen .. .. .	1	13	6
Seventeen to eighteen .. .. .	2	2	6
Eighteen to nineteen.. .. .	2	12	6
Nineteen to twenty .. .. .	3	0	0
Thereafter—adult rates.			

But boys so employed shall not be in greater number than one boy or youth to four men, including slaughtermen, or fraction of the first four employed on those floors.

In cases where a weekly wage is paid, no deduction shall be made from same, except for time lost through the sickness or default of the worker.

3. (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 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 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) The killing and dressing of pigs shall include—stun, bleed, remove all hair and hoofs from carcass, open out and remove intestines and take pluck out, cut jowls for inspection according to instructions, and wash carcass clean.

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

<i>Rates of Pay.</i>		Per Hour.	
		s.	d.
4. Meat-preserving department:—			
Boners .. .. .	.. .. .	2	2½
All other adult workers ..	.. .. .	1	11½

<i>Rates of Pay.</i>			
5. Freezing-chamber hands ..	.. .. .	2	0¾

<i>Rates of Pay.</i>			
6. In hide department ..	.. .. .	1	11½

<i>Rates of Pay.</i>		Per Week.		
		£	s.	d.
7. Boys and youths (other than boys and youths employed on the killing and gut floors)—				
For the first year .. .. .	.. .. .	0	16	0
For the second year .. .. .	.. .. .	1	1	0
For the third year .. .. .	.. .. .	1	11	6
For the fourth year .. .. .	.. .. .	1	19	6
For the fifth year .. .. .	.. .. .	2	7	6

and thereafter the appropriate minimum wage for adult workers according to the department where employed.

No deduction shall be made from these wages except, say, for time lost through the sickness or default of the worker.

#### *Overtime.*

8. All work done outside the hours specified in clause 1 shall be paid for at the rate of time and a half in the case of piece-workers, and in the case of all other workers, save as hereinafter specified, at time and a quarter for the first two hours and time and a half thereafter.

*Payment of Wages.*

9. All wages shall be paid on Friday of each week. Such wages shall be paid on the cessation of work. Two days lie time will be allowed.

10. Slaughtermen-learners may be employed in accordance with the practice usually observed in the industry.

*General.*

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

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

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

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

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

(f) All saws shall be properly sharpened when required.

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

(h) None but competent slaughtermen shall be engaged.

(i) For the purposes of this award a competent slaughterman shall mean a man who can kill and dress eight sheep per hour.

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

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

(l) Electric lighting shall be provided in every slaughterhouse in which lighting is necessary to enable work to be carried on continuously.

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

(n) 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.

(o) Suitable material for aprons will be provided for slaughterhouse assistants and for freezer-workers when handling unfrozen boneless beef.

(p) Tea to be supplied when men are required to work two hours or more after 5 p.m. and have not been notified on the previous day.

(q) 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.

*Term of Agreement.*

12. This agreement shall come into force on the 30th day of August, 1935, and shall continue in force until the 31st day of July, 1936.

Signed on behalf of the R. and W. Hellaby, Ltd., Westfield Meat-preserving Workers, Slaughterhouse Assistants, and Freezing-chamber Hands Industrial Union of Workers—

B. GERMAN, President.

J. FIDDES, Secretary.

W. DOHERTY, Delegate.

R. F. ELLIS, Delegate.

Witness—Wm. W. Luke, Works Manager, Otahuhu.

Signed on behalf of Messrs. R. and W. Hellaby, Ltd.—

F. HELLABY, Managing Director.

JOHN HELLABY, Director.

Witness—Wm. W. Luke, Works Manager, Otahuhu.