

## CANTERBURY INDUSTRIAL DISTRICT.

(10965.) KAIAPOI FREEZING WORKERS.—AGREEMENT UNDER THE LABOUR DISPUTES INVESTIGATION ACT, 1913.

THIS agreement, made this 19th day of December, 1935, under the Labour Disputes Investigation Act, 1913, between the North Canterbury Freezing Co., Ltd. (hereinafter called "the employers"), of the one part, and the Kaiapoi Freezing Workers' Industrial Union of Workers (hereinafter called "the union"), of the other part, witnesseth that it is mutually agreed by and between the parties 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.

## SCHEDULE.

## 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 and chain slaughtermen, any eight hours between 7 a.m. and 5 p.m. on five days of the week, and four hours between 7 a.m. and 12 noon on Saturdays.

The hours of work for freezing-chamber hands shall be eight hours in any twenty-four, reckoning from midnight to midnight: 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. Overtime rates shall be paid for all time worked in excess of eight hours in each twenty-four at the rate of time and a quarter for the first two hours, time and a half for the succeeding six hours, with double rates for all time worked after eight hours have been worked at overtime rates, or until the worker has had a break of at least one hour for each two hours' continuous time worked. The maximum compulsory break shall be eight hours in any case. Work done on Saturday afternoons shall be paid for at overtime rates.

### 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, except where otherwise provided, time and a quarter shall be paid for all time worked between 12 noon and 1 p.m., and time and a half thereafter.

*Special Overtime for Chain Slaughtermen and Slaughtermen on Chilled Beef.*—When required to work overtime, and except in the case where a “cut-out” is required as provided for in section 5 (clause F), chain slaughtermen shall be paid at rate and a quarter.

When killing cattle for shipment as chilled beef outside or in excess of the hours specified for hourly workers and chain slaughtermen in section 1 (A) hereof, a special rate of 2s. 6d. per head shall be paid for all cattle so killed.

Except as provided in this clause 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 chamberhands 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. 11d. 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. 11d. per hour from the time the last sheep leaves legging-table to go on chain, until next sheep following is ready to go on chain from legging-table.

For the purpose of this and the preceding subclause, each chain shall be regarded as a separate unit.

Any hourly workers required to wait for work after the notified time of starting shall be paid at the rate of 1s. 11d. 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. 11d. 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.

Except where otherwise provided, any time worked in excess of eight hours on five days of the week and four hours before noon on Saturday shall be paid for at overtime rates.

## SECTION 2.

*Rates of Pay.**(a) Slaughtering:—*

Hourly rates of pay for chain slaughtering:

	£	s.	d.
All sheep and all lambs (including ram lambs), per hour	0	2	0

This rate per hour shall be paid until a chain is capable of earning equivalent to 2s. per hour at piecework rates.

At works where the ring system of slaughtering is installed hourly rates of pay shall be as mutually arranged. Minimum rate, 2s. per hour.

Workers shall be interchangeable on the chain or ring, where required by the employer.

Piecework rates:—		£	s.	d.
All sheep not otherwise specified, per 100		1	15	0
All lambs (including ram lambs) not otherwise specified, per 100 .. ..		1	10	0
Show sheep and lambs, per 100 .. ..		1	17	0
All unshorn sheep after 30th November..	Rate and a half.			
Rams and genuine stags .. ..	Double rates.			
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	2
All cattle (other than bulls and stags) for boning, each .. ..		0	1	10
Bulls and genuine stags, each .. ..		0	2	5
(All cattle, if sawn by machinery, 10-per-cent. reduction on above rates.)				
Dead cattle, when required, each ..		0	6	0
Bobby or mechanically skinned calves up to 80 lb., each .. ..		0	0	5
Calves up to 130 lb., each .. ..		0	1	0
Calves—131 lb. to 220 lb., each .. ..		0	1	6
Calves over 220 lb. .. ..	Cattle rates.			
Skinning dead bobby calves when required, each .. ..		0	0	6
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	2	6
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.)				
<b>(b) Slaughterhouse and Cooling-room Assistants:—</b>				
Boners, per hour.:		0	2	2
Boners on piecework: Bull beef, per quarter		0	0	7
Boners on piecework: Ox, heifer, and cow beef, per quarter .. ..		0	0	5
Boners on piecework: Ox, heifer, and cow beef, per long hindquarter, including six ribs .. ..		0	0	6
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

	£	s.	d.
Boners on piecework: Calves 131 lb. to 220 lb., each .. .. .	0	1	0
Cooling-floor hands, gutmen, trimmers, labour- ers, and others not otherwise stated, per hour .. .. .	0	1	11 $\frac{3}{4}$
Pulling and stripping runners, per hour ..	0	2	0 $\frac{1}{2}$
Machine stripping, per hour .. .. .	0	1	11 $\frac{1}{2}$
<i>(c) Fellmongery:—</i>			
Pullers, per 100 skins .. .. .	0	5	3
Skins pulled on Sundays shall be paid for at rate and a third.			
Skinwashers, painters, and trimmers, per hour	0	1	11 $\frac{3}{4}$
Piece or piemen (piecework at per pound on weight of dry wool), per pound, 1 $\frac{1}{4}$ d. plus 10 per cent.			
The above rates are applicable where pieces are picked from 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 piemen, per hour .. .. .	0	1	11
Wool-driers, per hour .. .. .	0	1	11
Pressers, per hour .. .. .	0	1	11
<i>Pelt Department:—</i>			
Limers, per hour .. .. .	0	1	11 $\frac{3}{4}$
Fleshers, machine-feeder, per hour ..	0	1	11 $\frac{5}{8}$
Scudders, per hour .. .. .	0	1	11 $\frac{3}{4}$
Pelt-classers, per hour .. .. .	0	2	2
<i>(d) Freezing Chamber-hands:—</i>			
Workers employed in handling produce in freezing-rooms and cold stores, includ- ing "running-in" and "loading-out" whether into trucks, wagons, or light- ers—			
Meat and/or meat products, per hour ..	0	2	0 $\frac{1}{2}$
Dairy-produce, per hour .. .. .	0	1	11 $\frac{3}{4}$
<i>(e) Preserving Department:—</i>			
Boners, per hour .. .. .	0	2	2
Tinsmiths, per hour .. .. .	0	1	11
<i>(f) Casings Department:—</i>			
Hand scrapers and scraping-machine feeders, per hour .. .. .	0	2	11 $\frac{1}{2}$
Measurers and tank-hands, per hour ..	0	2	0 $\frac{1}{2}$
Salters, per hour .. .. .	0	1	11 $\frac{1}{2}$

(g) *Manure, Tallow, and Oleo Department and Hidehouse, per hour* .. .. . £ s. d.  
0 1 11

(h) *Engine-room*: Greasers and firemen at the rate of 15s. 4d. 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 firemen, 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, irrespective of time spent in boilers.

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* .. .. . 0 1 11

(k) Notwithstanding the provisions of paragraph 2, section 1, shunters' hours of work at ordinary rates shall be any eight hours in the twenty-four.

(l) *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 Hour.			Minimum per Week.		
	£	s.	d.	£	s.	d.
Under sixteen years of age	0	0	7	0	15	0
Between the ages of sixteen and seventeen years ..	0	0	8½	1	0	0
Between the ages of seventeen and eighteen years .. ..	0	0	10½	1	5	0
Between the ages of eighteen and nineteen years .. ..	0	1	2	1	10	0
Between the ages of nineteen and twenty years .. ..	0	1	4	1	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 1s. 4d. per hour with a minimum of £1 15s. per week until the end of such season.)

Thereafter the minimum hourly rate.

(m) *Employment of Female Workers:* Female workers may be employed on suitable work.

### SECTION 3.

#### *Holidays.*

Except where otherwise specified 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 on 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 catching, shackling, and killing, changing from leg-hook to gambrel, taking out tongues, properly drawing and tying weasands leaving not more than two rings of windpipe attached to same, taking out sweetbreads, skinning woolled portions of heads and leaving same attached to skins, cutting off heads and trotters, taking off skins to open out square and free from cuts and scores, opening up carcasses, splitting breasts and cods, removing insides, removing livers from paunches if required, and tapping. Thoroughly trim, clean, and wipe 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, and hang off.

(b) The killing and dressing of cattle and calves other than bobby or mechanically-skinned calves shall include stunning or pithing, bleeding, tying weasands, taking head off, taking tongue out, hoisting to bleeding rail, grounding, taking 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 mechanically-skinned calves up to 80 lb. weight shall include stunning, sticking and hanging on bleeding rail, opening up for mechanical-skinning, mechanically skinning, gutting, taking out tongue, washing and 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, chain slaughtermen shall thereafter, if required, work a further ten minutes at ordinary rates, and solo slaughtermen shall, if required, slaughter up to three sheep, lambs, or calves per man. This clause shall not apply where overtime is worked on the chain.

(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.*

(Excluding workers on chain in slaughterhouse.)

(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.

#### SECTION 7.

##### *Exemption of Foremen, &c.*

These provisions shall not apply to foremen, leading hands, watchmen, shepherds on weekly wages, 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) All workers other than slaughtermen, workers on the chain, and in the 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 shall be provided.

(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.

### *Under-rate Workers.*

(a) Any worker who considers himself incapable of earning the minimum wage fixed by this agreement may be paid such lower wage as may from time to time be fixed, on the application of the worker after due notice to the union, by the Local Inspector of Awards or such other person as the Court may from time to time appoint for that purpose; and such Inspector or other person in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector or other person shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b) Such permit shall be for such period, not exceeding six months, as such Inspector or other person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been given to such worker by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability it may be fixed for such longer period as such Inspector or other person shall think fit.

(c) Notwithstanding the foregoing, it shall be competent for a worker to agree in writing with the president or secretary of the union upon such wage without having the same so fixed.

(d) It shall be the duty of the union to give notice to the Inspector of Awards of every agreement made with a worker pursuant hereto.

(e) It shall be the duty of an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

## SECTION 11.

### *Preference.*

Preference of employment, all things being equal, shall be given to members of the Kaiapoi Freezing Workers' Industrial Union of Workers for as long as the constitution of the union provides that its executive officers are engaged as workers in the North Canterbury Freezing Co., Ltd.'s works:

Provided that for the purposes of this agreement no ballot or other election shall be required in the case of any person the employer sees fit to engage or may have in his employ at the date of this agreement.

Nothing herein contained shall prevent the continued employment or re-employment of any workers now in the employment of the North Canterbury Freezing Co., Ltd.

## SECTION 12.

### *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 13.

*Term.*

This agreement shall come into operation on the 1st July, 1935, and continue in force until 30th June, 1936.

Signed on behalf of the Kaiapoi Freezing Workers' Industrial Union of Workers—

J. J. LYNSEY, President.  
H. J. CHAPMAN, Secretary.

Witness—A. K. Johnson.

Signed on behalf of the North Canterbury Freezing Co., for North Canterbury Sheepfarmers Co-operative Freezing Export and Agency Co., Ltd.—

N. S. WYBER, Secretary.

Witness—A. K. Johnson.

NOTE.—This agreement, made under the Labour Disputes Investigation Act, 1913, was filed with the Clerk of Awards, at Christchurch, pursuant to section 8 (1) of the said Act, on the 20th day of December, 1935.

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