

CHRISTCHURCH CITY **ABATTOIR EMPLOYEES.**—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 24th day of December, 1937, between the Canterbury Freezing-works and Related Trades Industrial Union of Workers (hereinafter referred to as "the union"), of the one part, and the Blumsky Abattoir Co-operative Party, Ltd., of Sockburn, and the Christchurch City Council (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) *Slaughtermen.*—An ordinary week's work shall not exceed forty hours, to be worked between the following hours:—

Between 8 a.m. and 1 p.m. Saturday;

Between 8 a.m. and 5 p.m. on Monday, Tuesday, Wednesday, and Friday;

Between 8 a.m. and 6 p.m. on Thursday:

Provided it shall be competent for the employer to employ slaughtermen from 7 a.m. on one other day of the week:

(b) Provided it shall be competent for the employers to employ these workers on one day of the week for fifteen minutes (later than the prescribed time) for a cut-out, on payment of double rates.

(c) It is further provided that employers may employ slaughtermen from 7 a.m. on the day preceding a holiday, in which case the starting-time for Saturday in that week shall be 8 a.m. instead of 7 a.m. as mentioned in clause 1 (a).

2. (a) *Slaughtermen's Assistants and Labourers.*—An ordinary week's work shall not exceed forty hours, to be worked between the following hours:—

Between 8 a.m. and 1 p.m. Saturday;

Between 8 a.m. and 5 p.m. on Monday, Tuesday, Wednesday, and Friday;

Between 8 a.m. and 6 p.m. on Thursday:

(b) Provided it shall be competent for the employers to employ assistants and labourers from 7 a.m. on the day preceding a holiday, in which case the starting-time for Saturday in that week shall be 8 a.m. instead of 7 a.m. as mentioned in clause 2 (a).

(c) Employers may employ assistants to have gambrels and wheels ready for slaughtermen by starting-time, and to do the necessary cleaning-down when required to do so after the slaughtermen have ceased work: Provided that overtime rates shall be paid for all time worked in excess of forty hours in a week.

*Shepherds and Stockmen.*

3. Shepherds and stockmen employed by the Blumsky Co-operative Contract Party shall come under the provisions of this agreement, except that daily starting and finishing times as provided for in sections 1 and 2 hereof may be arranged between the employer and the employee: Provided that not more than forty hours are worked in any one week without payment of overtime.

*Wages.*

4. (a) Slaughtermen shall receive £6 per week.

(b) Beef-gut men shall receive £5 2s. 6d. per week. Slaughtermen's assistants and labourers shall receive £4 17s. 6d. per week.

(c) Youths may be employed at the following rates: Under seventeen years of age, £2 5s. per week; between seventeen and eighteen years of age, £2 12s. 6d. per week; between eighteen years and twenty years of age, £3 17s. 6d. per week. Thereafter the rates set out in subclauses (a) and (b) hereof.

(d) Shepherds and stockmen shall be paid £5 2s. 6d. per week. Assistant stockmen and shepherds shall be paid at the wages rate provided for in this agreement for other employees.

*Casual Employees.*

5. (a) Casual slaughtermen shall be paid £1 8s. 6d. per day, the day not to exceed eight hours. All time worked in excess of eight hours in any one day, with the exception of Saturday, when work shall cease at noon, to count as overtime. A casual

slaughterman who may be employed by the week must be paid not less than £6 5s. A "casual slaughterman" is defined as one who is not employed continuously for more than one week.

(b) Notwithstanding the provisions of clause 4 (a), it shall be competent for the employers to start casual slaughtermen at 1 o'clock in the afternoon on sale day, in which case they shall be paid for half a day. Any time worked in excess of four hours shall be paid for at the rate of time and a half.

(c) Casual labourers shall be paid £1 1s. per day, the day not to exceed eight hours without payment of overtime.

#### *Overtime.*

6. (a) *Slaughtermen.*—All work done in excess of forty hours in any one week to count as overtime, and to be paid for at the rate of time and a half.

(b) *Slaughtermen's Assistants and Labourers.*—All work in excess of forty hours in any one week to count as overtime, and to be paid for at the rate of time and a half.

#### *Loading.*

7. If slaughtermen's assistants and labourers are required to load out before 7 a.m., such work shall be paid for at the rate of 3s. per hour in addition to the ordinary week's wages, the minimum payment for one morning's loading-out to be 5s., such loading not to start before 5 a.m. Men not attending for loading at the time appointed by the contractor shall be paid for the time worked only. Men for loading to be taken in rotation. No worker under the age of eighteen to do loading before 7 a.m.

#### *Holidays.*

8. (1) All workers shall receive the following holidays in each year.

(a) New Year's Day, Good Friday, Easter Monday, Anzac Day, Sovereign's Birthday, Labour Day, Christmas Day, and Boxing Day.

(b) Show Day.

(2) All holidays mentioned in paragraph (a) of subsection (1) hereof shall be paid for as an ordinary working-day of eight hours.

(3) All work performed on the holidays mentioned in paragraph (a) of subsection (1) hereof shall be paid for at double rates in addition to the ordinary rate prescribed in the preceding subsection.

(4) All work performed on the holidays mentioned in paragraph (b) of subsection (1) hereof shall be paid for at the rate of time and a half.

(5) Subclause (2) of this section shall be subject to the conditions of section 14 (2) of the Factories Amendment Act, 1936.

(6) The holiday payments to be made to casual employees shall be referred to and fixed by the officer in charge of the Labour Department, Christchurch, whose decision shall be final.

*Tripe-workers and Labourers.*

9. (a) Tripe-workers employed by the City Council shall work forty hours per week, and shall be paid overtime as provided for in clause (b) of section 6 hereof.

(b) *Holidays.*—In addition to the paid holidays as provided for in section 8 hereof, each worker shall receive one week's holiday per annum on full pay.

(c) *Wages.*—The leading tripe-hand shall receive not less than £5 2s. 6d. per week, and other tripe-workers shall receive not less than £4 17s. 6d. per week. City Council abattoir labourers shall receive not less than £4 17s. 6d. per week.

(d) Clogs, and canvas for aprons and leggings, shall be provided by the employer.

*General.*

10. (a) Should any of the workers covered by this agreement be required to attend the Addington sale-yards, free luncheon (and tea-money if necessary) shall be provided for them.

(b) When Addington sale day falls on any of the above-mentioned holidays, employers may employ such men as are required to do any work there on payment of ordinary rate for such time worked in addition to the weekly wage.

(c) All stock to be penned.

(d) All stock that die outside the slaughterhouse not to be skinned by slaughtermen. Slaughtermen shall not be required to skin or dress sheep or lambs not killed in the pen.

(e) Fifteen minutes in the morning and fifteen minutes in the afternoon shall be allowed for "smoke-oh." On any day where nine hours or more are being worked a "smoke-oh" of fifteen minutes may be taken at 5 p.m. by mutual agreement between the party and the employees.

(f) Wages to be paid weekly in cash, on the ceasing of work on Fridays. Casual employees to be paid when discharged.

(g) The employer shall have the fullest right of control (subject to the special conditions of this agreement) over its abattoirs and works, and make such rules for the necessary and proper management thereof as may be deemed expedient.

(h) As soon as slaughtering operations have ceased for the day, the assistants shall do only the necessary cleaning

and washing-down. When asked to do outside work after slaughtering-operations have ceased they shall be paid overtime rates.

(i) Employers shall provide a first-aid outfit, which shall be kept as near to the board as possible.

(j) Subject to proper care being taken of them, the employer shall provide aprons wherever necessary. All such material shall remain the property of the employer.

*Workers to be Members of Union.*

11. (a) It shall not be lawful for any employer bound by this agreement to employ or to continue to employ in any position of employment subject to this agreement any person who is not for the time being a member of the Canterbury Freezing-works and Related Trades Industrial Union of Workers:

Provided, however, that any non-unionist may be continued in any position or employment by any employer bound by this agreement during any time while there is no member of a union bound by this agreement who is available to perform the particular work required to be done and is ready and willing to undertake it.

(NOTE.—Attention is drawn to subsection (4) of section 18 of the Industrial Conciliation and Arbitration Amendment Act, 1936, which gives to workers the right to join the union.)

*Scope.*

12. This industrial agreement shall bind only the parties named herein.

*Term.*

13. This industrial agreement shall come into operation on the 1st day of January, 1938, and shall continue in operation until the 30th day of September, 1939.

Signed on behalf of the Blumsky Abattoir Co-operative Party, Ltd., Sockburn—

W. S. MACGIBBON, Director.

L. G. BLUMSKY, Director.

Signed on behalf of the Christchurch City Council—

JOHN W. BEANLAND, Mayor.

J. S. NEVILLE, Town Clerk.

Signed on behalf of the Canterbury Freezing-works and Related Trades Industrial Union of Workers—

H. G. KILPATRICK, Secretary.

A. A. MACKWELL, President.

M. G. WEBB, Delegate.

Witness to the above signatures—S. Ritchie, Commissioner.