

THE R. AND W. HELLABY, LTD., WESTFIELD, **MEAT-PRESERVING WORKERS.**—VARIATION OF INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 17th day of February, 1942, between the R. and W. Hellaby, Ltd., Westfield, Meat-preserving Workers, Slaughter-house 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:—

That the industrial agreement dated the 30th day of June, 1941, and contained in 41 Book of Awards 717, be varied as follows:—

1. By adding to clause 7 the following subclause:—

"(g) Notwithstanding anything contained in subclauses (e) or (f) of this clause, a youth on attaining the age of nineteen years shall be paid the appropriate minimum wage for an adult worker."

2. By including the following clause:—

"7A. (a) *Employment of Females*.—Females over the age of sixteen years may be employed in the preserving department and bag-room on suitable work, subject to the following conditions.

"(b) Provided that no female worker shall be required to handle raw meats or to handle any weight in excess of 20 lb.

"(c) The ordinary hours of work shall not exceed forty hours per week for females; not more than eight hours shall be worked on five days of the week, Monday to Friday (both days inclusive), between the hours of 8 a.m. and 5 p.m. The hours of work shall be continuous save for an interval of one hour for lunch.

"(d) Time worked on any day in excess of the hours mentioned in the preceding subclause shall be deemed to be overtime, and shall be paid for at the rate provided in clause 2 hereof.

"(e) *Rates of Pay*.—The following shall be the minimum rates payable to female workers:—

	Per Week.		
	£	s.	d.
" First six months	1	10	0
" Second six months	1	17	6
" Third six months	2	5	0
" Fourth six months	2	12	6
" Fifth six months and thereafter ..	3	0	0

" Provided that female workers shall receive not less than the following rates:—

	Per Week.		
	£	s.	d.
" At the age of eighteen years ..	1	17	6
" At the age of nineteen years ..	2	5	0
" At the age of twenty-three years ..	2	10	0

With increments of 5s. per week every six months thereafter until £3 is reached.

"(f) For the purpose of determining the minimum rate of pay to which any worker being a female is entitled, the following provisions will apply:—

"(i) All periods of that worker's employment in any department of any freezing-works, or in any establishment in which work similar in nature to that of any department of a freezing-works is carried on, shall be taken into account.

"(ii) Any such worker put off temporarily by the employer shall, for the purpose of this clause, be deemed to have been continuously employed.

“(g) No female under the age of sixteen years shall be employed.”

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

[L.S.]

HERBERT RICE, President.
GORDON OLIVER DIXON, Secretary.
WILLIAM LANGMAID, Delegate.

Witness—W. J. Plant, Clerk, Westfield.

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

[L.S.]

F. A. HELLABY, Managing Director.
A. W. HICKMAN, Works Manager.

Witness—W. J. Plant, Clerk, Westfield.
