

AUCKLAND CITY COUNCIL **ABATTOIR ASSISTANTS.**—AWARD

In the Court of Arbitration of New Zealand, Northern Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and its amendments; and in the matter of an industrial dispute between the Auckland Freezing-works and Abattoir Employees' Industrial Union of Workers (hereinafter called "the union") and the under-mentioned Council (hereinafter called "the employers") :—

Auckland City Council, Town Hall, Auckland.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives duly appointed, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, doth hereby order and award :—

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award 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 award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that a penalty as by law provided shall be payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect on the 26th day of June, 1944, and shall continue in force until the 26th day of June, 1945, and thereafter as provided by subsection (1) (d) of section 89 of the Industrial Conciliation and Arbitration Act, 1925.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand, this 22nd day of June, 1944.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Hours of Work

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

(b) Except in the case of assistants loading-out, the ordinary hours shall be worked between 8 a.m. and 5 p.m.

(c) In the case of assistants loading-out, the ordinary hours may be worked at such time as may be required.

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

(e) When loading-out or when working overtime, fifteen minutes "smoke-oh" shall be allowed every two hours.

Meal-hours

2. There shall be one hour allowed on each day for lunch. When loading-out, assistants shall be allowed twenty minutes crib-time every four hours without stoppage of pay.

Rates of Pay

3. Workers shall be paid not less than the following rates:—

(a) Sheep and lambs, £2 5s. per hundred.

Rams and genuine stags, rate and a half.

Backset lambs, 8d. each.

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

	s.	d.
(b) (i) Cattle, other than bulls and stags, each ..	2	8
(ii) Bulls and genuine stags, each ..	3	0
(iii) Bobby calves up to 60 lb., skinned by winch,		
each	0	7
Calves up to 200 lb., each ..	1	10
Calves over 200 lb. beef rates ..	2	8
(iv) Pigs up to 120 lb., each ..	1	4
Pigs, 121 lb. to 200 lb., each ..	1	11
Pigs over 200 lb., per 100 lb. or fraction of		
100 lb.	1	0

(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. 7d. per hour and not less than £4 15s. per week. Casual assistants may be employed at not less than 2s. 9d. per hour.

(g) Assistants loading-out before 7 a.m. shall be paid not less than 3s. 5d. per hour (with a minimum of 6s. 10d. per shift), Mondays to Fridays inclusive, and 4s. per hour on Saturdays (with a minimum of 8s. per shift).

(h) Assistants operating power saws shall be paid at the rate of 3s. 6d. per hour.

(i) 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.

Boys and Youths

4. (a) Boys and youths may be employed at not less than the following rates of pay:—

		Per Week.		
		£	s.	d.
Under sixteen years of age	..	1	10	0
Sixteen to seventeen	..	2	2	6
Seventeen to eighteen	..	2	15	0
Eighteen to nineteen	..	3	5	0
Nineteen to twenty	..	3	15	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.

General Orders under Rates of Wages Emergency Regulations 1940

5. All rates of remuneration (which term includes time and piecework rates, overtime, and other special payments) provided for in this award shall be subject to the provisions of the general order dated the 9th August, 1940, and the 31st March, 1942, under the Rates of Wages Emergency Regulations 1940, increasing rates of remuneration as follows:—

(a) The order dated the 9th August, 1940, increases all rates of remuneration by an amount equal to 5 per cent. thereof:

(b) The order dated the 31st March, 1942, increases all rates of remuneration (inclusive of the August, 1940, bonus) by an amount equal to 5 per cent., but this increase is payable—

(i) In the case of males twenty-one years of age and over, on earnings up to £5 per week only;

(ii) In the case of females twenty-one years of age and over, on earnings up to £2 10s. per week only; and

(iii) In the case of males or females under twenty-one years of age, and apprentices, on earnings up to £1 10s. per week only.

Waiting-time

6. 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. 3d. per hour for all time so waited, the recognized dinner-time to be excluded. In the event of there being two or more periods of waiting-time in any one day, such periods shall be cumulative.

Overtime

7. (a) Except as otherwise provided, all time worked outside of or in excess of the hours prescribed in clause 1 hereof shall be deemed to be overtime, and shall be paid for at the rate of time and one-half for the first four hours and double time thereafter.

(b) When an assistant has been required to report for work more than once in any one day he shall be paid overtime rates for all work done in excess of eight hours.

(c) The overtime rates for boys shall be as prescribed in subclause (a) hereof, but in no case shall the rate be less than 1s. 6d. per hour.

Slaughtermen's Work

8. (a) Mutton-butchers' work shall consist of killing and dressing of sheep and lambs, and taking out tongues if required; 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 cleaning and wiping up carcasses; taking out lamb neckbreads when required; hanging off; properly tying and drawing weasands; breasts and cods to be split, and all skins to be turned out square and free from cuts and scores.

(b) Beef-butchers' work shall be to the 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; saw 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 shall be turned out in a workmanlike manner and in accordance with this award and to the satisfaction of the foreman butcher.

Learners

9. (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 rates for labourers per day for the first three months, afterwards at the rate specified in clause 3 (a) and (b) hereof.

(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

10. Should any alteration in the dressing of sheep, lambs, beef, or pigs be required at any time, then the union shall meet the employer's 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 18.

Holidays

11. (a) A whole holiday shall be observed on each of the following days: New Year's Day, the day following New Year's Day, Anniversary Day, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, and Boxing Day.

(b) Payment of wages as for an ordinary working-day of eight hours shall be made for New Year's Day, 2nd January, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, and Boxing Day to all workers covered by this award who, in respect of the days named in this subclause, have fulfilled the conditions of employment prescribed for payment of wages for holidays set out in paragraphs (a) and (b) of subsection (2) of section 14 of the Factories Amendment Act, 1936: Provided that if any of the holidays named in this subclause falls on a Saturday, payment of wages for such holiday shall be made only to those workers the terms of whose engagement entitles the employer to require them to work on Saturdays.

An assistant who, during the ten working-days preceding a holiday, has been wholly or substantially employed between the hours of 5 p.m. and 7 a.m. loading-out, and is entitled under the provisions of this clause to payment for a holiday, shall be paid at the rate of 3s. 5d. per hour.

(c) Where the ordinary rate for any worker is by piece-work and not by time, payment of wages for holidays shall be based on an ordinary rate of 3s. 6d. per hour.

(d) Every worker who is actually employed on any of the holidays prescribed in subclause (a) of this clause shall, in addition to the payment to which he is entitled under the foregoing provisions of this clause, be paid therefor at not less than double the ordinary rate.

(e) All work performed on a Sunday or on a Saturday shall be paid for at double rates.

(f) In the event of any holiday, other than Anzac Day, falling on a Sunday, such holiday shall be observed on the succeeding Monday, and in the event of another holiday falling on such Monday, such other holiday shall be observed on the succeeding Tuesday.

Annual Holiday

12. (a) Each worker shall be allowed a special holiday of one week on completion of each year of service. Fourteen days' notice of the date of commencement shall be given by the employer to the worker. Such special holiday shall be exclusive of and in addition to any holiday mentioned in subclause (a) of clause 11. The wage payable for such holiday shall, in the case of an adult worker, be £5. In the case of youths, the rate prescribed in subclause (a) of clause 4 hereof shall apply. The payment to adult workers mentioned in this clause shall not be subject to the general order of the Court dated 9th August, 1940.

(b) Any worker who has completed six months' service in the employment of any employer and who shall leave such employment without having been allowed a special holiday in respect of any part of the period of such employment shall, in lieu of that special holiday, be paid wages in proportion to the length of that part of the period of employment for which no special holiday has been allowed: Provided that no worker who has been dismissed for misconduct shall receive any such payment.

(NOTE.—Attention is drawn to the provisions of the Annual Holidays Act, 1944, which will apply to workers covered by this award as from the 1st August, 1944.)

Dressing, Dining, and Drying Rooms

13. Accommodation for dining, for dressing, and for drying clothes shall be provided in accordance with the following conditions:—

- (a) A room sufficiently large to provide space for dining and dressing or one room for dining and another room for dressing shall be provided.
- (b) A separate drying-room used for no purpose other than drying clothes and having no direct opening on to any room used either for the purpose of dining or dressing or for both purposes shall be supplied.
- (c) Separate rooms, fitted with shower-baths, shall be provided.
- (d) Hot water shall be laid on to all rooms used for dining, dressing, or bathing, and cold water laid on to the dining-rooms and bathrooms. The dining-rooms shall contain provision for heating food.
- (e) Hot-water urns and an ample supply of fresh drinking-water and sufficient accommodation for the seating of all workers properly using the dining-room shall be provided in the dining-room.

- (f) A number of lockers shall be provided in the dressing-rooms sufficient to supply each worker who requires to use same with a separate locker.
- (g) Every dining-room shall be fitted with fly-proof doors and windows, and shall be cleaned after each meal.
- (h) The employers shall not permit any dressing-room, bathroom, water-closet, or urinal to become insanitary.

General

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

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

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

(d) None but competent slaughtermen shall be engaged.

(e) 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.

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

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

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

(i) All calves over 120 lb. shall be dressed on the beef-board.

(j) Assistants who are in a heated condition through working outside shall be allowed a reasonable time to cool before entering the chiller.

Clothing and Equipment and Tool Allowance

15. A worker required to provide the clothing, equipment, and tools necessary to carry out his work (except such clothing, equipment, and tools as the employer has heretofore supplied) shall provide same and shall be paid 6d. per day for any day on which he works. Increases awarded under the Rates of Wages Emergency Regulations shall not apply to payments under this clause.

Payment of Wages

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

Workers to be Members of Union

17. (a) Subject to the provisions of section 18 (5) of the Industrial Conciliation and Arbitration Amendment Act, 1936, it shall not be lawful for any employer bound by this award

to employ or to continue to employ in any position or employment subject to this award any adult person who is not for the time being a member of an industrial union of workers bound by this award.

(b) For the purposes of subclause (a) of this clause a person of the age of eighteen years or upwards, and every other person who for the time being is in receipt of not less than the minimum rate of wages prescribed by this award for workers of the age of twenty-one years and upwards, shall be deemed to be an adult.

(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.)

Interpretation

18. Any matter incidental to or arising out of this award shall be determined by the committee consisting of one representative appointed by the employers and one representative appointed by the union. In the 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.

Application of Award

19. This award shall apply to the workers specified who are employed at the Auckland Municipal Abattoir.

Term of Award

20. This award shall come into force on the 26th day of June, 1944, and shall continue in force until the 26th day of June, 1945.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 22nd day of June, 1944.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

The award embodies the agreement of the parties, and in making the award the Court has had regard to the provisions of the Economic Stabilization Emergency Regulations 1942, and in particular the amendment of 14th June, 1944 (Statutory Regulations 1944, Serial number 1944/93).

A. TYNDALL, Judge.

AUCKLAND CITY COUNCIL **ABATTOIR ASSISTANTS.**—AMEND-
MENT OF AWARD

In the Court of Arbitration of New Zealand, Northern Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and its amendments; and in the matter of the Auckland City Council Abattoir Assistants' award, dated the 22nd day of June, 1944, and recorded in 44 Book of Awards 312.

Thursday, the 14th day of December, 1944

UPON reading the joint application of the parties for amendment of the Auckland City Council Abattoir Assistants' award, dated the 22nd day of June, 1944, and recorded in 44 Book of Awards 312, and upon hearing the duly appointed representative of the union of workers party to the said award, this Court, in pursuance and exercise of the powers vested in it by section 92 (1) (c) of the Industrial Conciliation and Arbitration Act, 1925, and of every other power in that behalf thereunto enabling it, and with the consent of the parties, doth hereby order as follows:—

1. That the said award shall be amended by adding to subclause (g) of clause 3 the following words: "Provided that, except in the case of a worker engaged in preparing carcasses for despatch, all workers engaged in loading-out between 10 p.m. and midnight on Mondays to Saturdays (inclusive) shall be paid not less than one-half as much again as the rate in this clause prescribed for work done between midnight and 7 a.m. on Mondays to Fridays (inclusive) and on Saturdays respectively."

2. That this order shall operate and take effect as from the day of the date hereof.

[L.S.]

A. TYNDALL, Judge.