

**CHRISTCHURCH CITY ABATTOIR EMPLOYEES.—AWARD**

In the Court of Arbitration of New Zealand, Canterbury 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 **Canterbury Freezing-works and Related Trades' Employees' Industrial Union of Workers** (hereinafter called "the union") and the undermentioned Council and firm (hereinafter called "the employers") :—

The Christchurch City Council, Christchurch.  
W. Lewis and Sons, Soekburn.

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 as hereinafter provided and shall continue in force until the 31st day of July, 1946, 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 3rd day of October, 1945.

[L.S.]

A. TYNDALL, Judge.

#### SCHEDULE

##### *Industry to which Award applicable*

1. (a) This award shall apply to all workers engaged in the normal and usual work carried out in the abattoir and shall apply to stockmen and shepherds, but shall not apply to any member of the contract party, or overseer employed by the controlling authority of the abattoir for the purpose of seeing that the work of the contractor is carried out in accordance with the contract, or to clerical workers, or to tally clerks whose duties are of exclusively a clerical nature.

(b) Stockmen and shepherds are workers substantially employed in or about the abattoir on the delivery, receiving, drafting, and penning up stock at the abattoir and/or at Addington Saleyards as required to suit the conditions of the employers' business.

*Hours of Work*

2. (a) The ordinary hours of work shall not exceed forty per week, to be worked between 8 a.m. and 5 p.m. on five days of the week, Monday to Friday inclusive.

(b) Provided that on one day of the week, or on a day preceding a holiday, the starting-hour may be 7 a.m., and on one day of the week the finishing-hour for slaughtermen may be extended for a cut-out with a minimum payment for fifteen minutes at double the ordinary rate.

(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.

*Shepherds and Stockmen*

3. Shepherds and stockmen employed by the contract party shall come under the provisions of this award, except that daily starting and finishing times as provided for in clause 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. The following shall be the minimum rates of wages for adult workers:—

				Per Week.		
				£	s.	d.
(a)	Slaughtermen	..	..	7	1	8
	Men sticking down beef	..	..	6	6	8
	Beef-gut men	..	..	5	19	2
	Slaughterhouse assistants and labourers			5	14	2
	Shepherds and stockmen	..	..	5	19	2
	Assistant shepherds and stockmen	..	..	5	14	2
				Per Day.		
				£	s.	d.
(b)	Casual employees—					
	Slaughtermen	..	..	1	14	10
	Labourers	..	..	1	3	4

(c) A casual employee is a worker employed for one week of forty hours or less. The daily hours of work for a casual shall not exceed eight hours without payment of overtime.

(d) On sale-day, casual slaughtermen may be started at 1 p.m. and paid for half a day, but the time worked in excess of four hours shall be paid for at overtime rates.

(e) In lieu of the holiday pay prescribed in clause 10, subclause (b), hereof, casual employees who are employed at any time during the week ending on the day of the holiday shall be paid one-quarter as much again as the ordinary rate for each day worked, and for work done on statutory holidays they shall be paid on the same basis as weekly workers.

### *Youths*

5. Youths may be employed at the following rates:—

	Per Week.
	£ s. d.
Under seventeen years of age ..	2 19 2
Between seventeen and eighteen years of age ..	3 6 8
Between eighteen and nineteen years of age ..	4 11 8
Thereafter, the minimum wage for adult workers.	

### *Tripe-workers and Labourers*

6. (a) Tripe-workers and abattoir labourers employed by the City Council shall be covered by all the conditions of this award.

(b) *Wages.*—The following shall be the minimum rates of pay:—

	Per Week.
	£ s. d.
Leading tripe-hand ..	5 19 2
Tripe-workers ..	5 14 2
Abattoir labourers ..	5 14 2

### *Increase in Rates of Remuneration*

7. All rates of remuneration, including time and piece wages and overtime and any other special payments, provided for in this award shall be increased to the extent and in the manner prescribed by the two general orders of the Court made under the Rates of Wages Emergency Regulations 1940, and dated the 9th August, 1940, and the 31st March, 1942, respectively.

EXPLANATORY NOTE.—(1) The general order of the 9th August, 1940, increased rates of remuneration determined by awards and industrial agreements and apprenticeship orders by an amount equal to 5 per cent. thereof.

(2) (a) The general order of the 31st March, 1942, further increased rates of remuneration determined by awards and industrial agreements and apprenticeship orders (inclusive of the 5 per cent. increase provided by the general order of the 9th August, 1940) by an amount equal to 5 per cent. thereof, but excluded from the increase such portion of the remuneration of each worker as exceeded—

(i) The amount of £5 a week in the case of male workers twenty-one years of age and over;

- (ii) The amount of £2 10s. a week in the case of female workers twenty-one years of age and over;
  - (iii) The amount of £1 10s. a week in the case of male and female workers under twenty-one years of age; and
  - (iv) The amount of £1 10s. a week in the case of apprentices under apprenticeship orders.
- (b) The increase in *rates of remuneration* provided by the order referred to in (a) hereof applied to the unexcluded portion of the *remuneration* of each worker, irrespective of his or her total weekly *remuneration*.
- (3) The term "*rates of remuneration*" includes time and piece wages and overtime and any other special payments. The term "*remuneration*" means actual earnings, including time and piece wages and overtime and any other special payments.

### *Loading out*

8. Workers required to load out before 7 a.m. shall be paid at the rate of 3s. 8½d. per hour in addition to the ordinary week's wages, the minimum payment for one morning's loading out to be 7s. 5d., such loading not to start before 5 a.m. For loading out on Saturday mornings the rate shall be 4s. 3½d. per hour, with a minimum payment of 8s. 7d. Men not attending for loading out at the time appointed by the contractor shall be paid for the time worked only. No worker under the age of eighteen shall do loading before 7 a.m.

### *Overtime*

9. Except as otherwise provided, all time worked in excess of forty hours in any one week shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

### *Holidays*

10. (a) All workers shall receive the following holidays:—

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

(b) Except as otherwise provided herein, all holidays mentioned in paragraph (i) of subclause (a) hereof shall be paid for as an ordinary working-day of eight hours.

(c) All time worked on holidays mentioned in paragraph (i) of subclause (a) hereof shall be paid for at double rates in addition to the ordinary rate.

(d) All time worked on the holidays mentioned in paragraph (ii) of subclause (a) hereof shall be paid for at the rate of time and a half.

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

### *Annual Holidays*

11. Annual holidays shall be allowed in accordance with the provisions of the Annual Holidays Act, 1944.

### *General Conditions*

12. (a) Should any of the workers covered by this award be required to attend the Addington Saleyards, free luncheon or 2s. meal allowance shall be provided for them.

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

(c) All stock shall be penned.

(d) All stock that die outside the slaughterhouse shall not 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 employer and the employees.

(f) Wages shall be paid weekly in cash on the ceasing of work on Tuesdays. Casual employees shall be paid when discharged.

(g) The employer shall have the fullest right of control (subject to the special conditions of this award) 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 the proper care being taken of them, the employer shall provide aprons (rubber where necessary), canvas for leggings and vamps, knives, steels, and pouches wherever necessary. Workers working outside shall be provided with waterproof coats. Each worker requiring clogs shall be supplied as required.

(k) The man in charge of sheep-skins shall be supplied with two pairs of suitable short-top gum boots per year.

*Disputes*

13. If any dispute or difference should arise between the parties bound by this award, or any of them, as to any matter whatsoever arising out of or connected therewith and not satisfactorily dealt with in this award, every such dispute or difference, as the same shall arise, shall be referred to a committee to be composed of two representatives of each side, together with an independent chairman to be mutually agreed upon or, in default of agreement, to be appointed by the Conciliation Commissioner for the district. Either side shall have the right to appeal to the Court against a decision of any such committee upon giving to the other side written notice of such appeal within fourteen days after such decision has been made known to the party desirous of appealing.

*Workers to be Members of Union*

14. (a) Subject to the provisions of subsection (5) of section 18 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.

(c) Every person who, being obliged to become a member of any union by the operation of the foregoing provisions, fails to become a member of that union when requested so to do by his employer or any officer or representative of the union commits a breach of this award, and shall be liable accordingly.

(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.)

*Under-rate Workers*

15. (a) Any worker who considers himself incapable of earning the minimum wage fixed by this award 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.

#### *Increased Payments*

16. All rates of pay, including overtime, specified in the Christchurch City Abattoir Employees' industrial agreement, and recorded in 41 Book of Awards 1663, shall be deemed to have applied to the parties to this award, and shall be increased as follows:—

- (a) All rates in clause 4 (a) shall be increased by 11s. 8d. per week of forty hours.
- (b) All rates in clause 4 (b) shall be increased by 2s. 4d. per day.
- (c) The rates for youths in clause 4 shall be increased as follows: £2 5s. to £2 10s.; £2 7s. 6d. to £2 15s.; 3 17s. 6d. to £4 7s. 6d.
- (d) The rates for loading-out specified in clause 7 shall be increased in the manner and to the extent specified in clause 8 of this award.
- (e) All rates in clause 10 (c) shall be increased by 11s. 8d. per week of forty hours.



*Application of Award*

17. This award shall apply to the original parties named herein, and shall extend to and bind as subsequent party hereto every trade-union, industrial union, industrial association, or employer who, not being an original party hereto, is, when the award comes into force or at any time whilst this award is in force, connected with or engaged in the industry to which this award applies at the Christchurch City Abattoir, Sockburn.

*Scope of Award*

18. This award shall apply to the Christchurch City Abattoir, Sockburn.

*Term of Award*

19. This award, in so far as it relates to the rates of wages specified in clause 16 hereof, shall be deemed to have come into force on the 1st day of April, 1945, and to have continued in force until the 19th day of August, 1945; and in so far as it relates to other rates of wages specified herein shall be deemed to have come into force on the 20th day of August, 1945; and so far as all the other conditions are concerned it shall come into force on the day of the date hereof; and this award shall continue in force until the 31st day of July, 1946.

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 3rd day of October, 1945.

[L.S.]

A. TYNDALL, Judge.

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MEMORANDUM

In making the award, which embodies the agreement reached by representatives of the parties, the Court has had regard to the provisions of the Economic Stabilization Emergency Regulations 1942. Wages have been made retrospectively, in accordance with the agreement of the parties.

A. TYNDALL, Judge.