

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 undermentioned 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 terms of settlement arrived at in the above-mentioned dispute and forwarded directly to the Court pursuant to the provisions of section 3 of the Industrial Conciliation and Arbitration Amendment Act (No. 2), 1939, 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 30th day of September, 1950, 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 13th day of October, 1949.

[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) Where men are called out to work in the ordinary hours of work and there is no work or less than four consecutive hours' work available, they shall receive not less than four hours' pay at the appropriate rate. Pieceworkers shall be paid in addition to their piecework earnings, 4s. 10½d. per hour for all time not worked within the four hour minimum.

(e) In the case of stockmen, the ordinary hours of work shall be between the hours of 7 a.m. and 4 p.m. Monday to Friday.

(f) Sticking operations may start fifteen minutes earlier than the time specified in this clause.

*"Smoke-oh"*

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

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

*Meal-hours*

3. 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*

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

(a) Sheep and lambs, per hundred, £3 13s. 6d.

Rams and genuine stags, double rates.

Backset lambs, 10½d. each.

All stock, obnoxious to handle, double rates.

Kosher sheep, double rates.

All unshorn sheep after 31st October, double rates.

Dead sheep or lambs, 1s. 7½d. each.

(b) Cattle not otherwise specified, 3s. 1d. each.

Bulls and genuine stags, 3s. 5½d. each.

Bobby calves up to 60 lb. dressed by winch, 9d. each.

Calves up to 200 lb., 2s. 4½d. each.

Calves 200 lb. and over, beef rates, 3s. 1d. each.

Dead calves, double rates.

Cattle brought to the slaughtering board other than by the usual method shall be paid for at the rate of 9s. 4d. each.

(c) Pigs up to 120 lb. (actual dressed weight), 1s. 7¾d. each.

Pigs 121 to 200 lb. (actual dressed weight), 2s. 4¾d. each.

Pigs over 200 lb. (actual dressed weight), 1s. 3½d. per 100 lb. or fraction of 100 lb.

Pigs skinned by winch, up to 200 lb., 2s. 4¾d. each.

Pigs skinned by winch over 200 lb., 1s. 3½d. per 100 lb. or fraction of 100 lb. dressed weight plus 35 lb. for skin.

Genuine boars, 100 lb. and over, double rates.

(d) For any pig singed, 2d. shall be added to the above.

(e) For any pig mechanically scudded, 4d. shall be deducted from the above rates.

(f) Marking down per pig, 1½d.

(g) Abattoir assistants other than slaughtermen shall be paid not less than the following rates:—

	Per Hour.	
	s.	d.
Power saw operator .. ..	4	9½
Mutton classifier .. ..	4	9½
Tripe hands .. ..	4	3½
Tongueing and cheeking .. ..	4	3½
Runner off and stripper .. ..	4	3½
Hide man .. ..	4	3½
Pig singer .. ..	4	3½
Gut hands .. ..	4	2
Chiller hands working in a temperature of not less than 32° Fahrenheit .. ..	4	2
Chiller hands when required shall perform day-time loading .. ..	4	2
Knocker .. ..	4	1½
Fat tallyman .. ..	4	0½
Stockmen .. ..	4	0½
Stockmen, when required to provide and work one or more dogs, 2s. per day extra.		
Worker handling sheep or lamb skins ..	4	0
Worker trimming necks and pulling up saw .. ..	4	0
Offal men .. ..	3	10½ plus 2s. per day extra.
All other workers .. ..	3	10½

Provided that no worker employed under this clause shall be paid less than £7 per week, but when a worker loses time through his own sickness, accident, or default the weekly payment mentioned in this clause shall be reduced proportionately for time so lost.

(h) Assistants loading-out before 7 a.m. shall be paid not less than 4s. 9d. per hour (with a minimum of 9s. 6d. per shift), Mondays to Fridays inclusive, and 7s. 1½d. per hour on Saturdays (with a minimum of 14s. 3d. per shift).

(i) Assistants loading-out between 10 p.m. and midnight Mondays to Fridays 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.

*Boys and Youths*

5. (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 .. .. .	2	5	0
Sixteen to seventeen .. .. .	3	6	0
Seventeen to eighteen .. .. .	4	2	6
Eighteen to nineteen .. .. .	5	5	0
Nineteen to twenty .. .. .	5	16	6
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.

(c) In cases where a weekly wage is paid no deduction shall be made from the weekly wages except for time lost through default or sickness of the worker.

*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 4s. 10½d. 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 three 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. 9d. per hour.

(d) When a worker has been notified on the day previous of intention to work overtime such worker shall receive a minimum of one hour's pay at overtime rates.

(e) When men are required to work more than one hour's overtime and have not been notified the day previous, a substantial hot meal shall be provided by the employer or the employer shall pay each worker the sum of 3s.

(f) If a worker is called out to work outside his ordinary hours of work, he shall receive a minimum payment of two hours at the appropriate rate.

*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 neck-breads 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 tie 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 saw through brisket-bone and aitch-bone.

(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 4 (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 each of the holidays specified in subclause (a) hereof to all workers covered by this award who, in respect of the days named in subclause (a) hereof, have fulfilled the conditions of employment prescribed for payment of wages for holidays set out in section 28 of the Factories' Act, 1946: Provided that if any of the holidays named in subclause (a) hereof fall 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 4s. 9d. 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 4s. 10½d. 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 Holidays*

12. Each worker shall be allowed an annual holiday in accordance with the provisions of the Annual Holidays Act, 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 unsanitary.



*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 concreted and roofed. Wooden gratings shall be provided in the pens for sheep to stand on.

(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.

(k) The employer shall provide suitable appliances and fittings for washing clothing.

(l) A suitable blackboard shall be hung in a conspicuous place upon which the employer shall, when possible, show the approximate daily tallies of all stock to be slaughtered.

(m) Suitable accommodation for the storage of employees' bicycles shall be provided. All bicycles shall be parked in the place provided.

(n) Disinfectants and insecticides shall be supplied to all departments.

*Clothing and Equipment*

15. All workers shall be supplied with materials reasonably necessary to carry on the work, such as overalls, aprons (waterproof where necessary), leggings, respirators, waterproof coats, gloves, vamps, shears, knives, steels, stones, and pouches. Slaughtermen shall be supplied with materials as above, and spraymen on pigs and defrosters with waterproofs where necessary.

All workers shall be entitled to a boot allowance of £5 4s. per annum, payable half-yearly.

On the termination of his employment or when requested by the employer, a worker shall return in good order and condition, fair wear-and-tear excepted, all clothing and equipment supplied under this clause, and if a worker fails to return the clothing and/or equipment the value of same, after allowing for fair wear-and-tear, may be deducted from the wages or other moneys due to him.

#### *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 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.)

#### *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, in so far as it relates to wages, shall be deemed to have come into force on the 4th day of May, 1949, and so far as all the other conditions of this award are concerned it shall come into force on the day of the date hereof; and this award shall continue in force until the 30th day of September, 1950.

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 13th day of October, 1949.

[L.S.]

A. TYNDALL, Judge.

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**MEMORANDUM**

The award embodies the terms of settlement arrived at by the assessors in Conciliation Council.

Wages have been made payable retrospectively, in accordance with the agreement of the parties.

A. TYNDALL, Judge.

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