

BLenheim BOROUGH COUNCIL **ABATTOIR EMPLOYEES—**
AWARD

In the Court of Arbitration of New Zealand, Marlborough 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 Wellington, Nelson, Marlborough, and Taranaki Freezing Works, Abattoir, and Related Trades Employees' Industrial Union of Workers (hereinafter called "the union") and the undermentioned Council (hereinafter called "the employers") :—

Blenheim Borough Council, Blenheim.

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 June, 1951, 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 4th day of April, 1950.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Industry to Which Award Applies

1. This award shall apply to all workers engaged in the normal and usual work carried out in abattoirs, but shall not apply to any overseer employed by a controlling authority of an 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.

Hours of Work

2. (a) The ordinary hours of work shall not exceed eight per day or forty per week, to be worked between the hours of 7 a.m. and 5 p.m. on five days of the week, Monday to Friday inclusive.

(b) A "smoke-oh" of not more than fifteen minutes shall be allowed each morning and each afternoon.

(c) One hour shall be allowed each day for lunch.

(d) On any day when 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.

Overtime

3. (a) Except as otherwise provided, all time worked outside of or in excess of the hours prescribed in clause 2 hereof shall be deemed to be overtime and shall be paid for at the rate of time and a half for the first three hours and double time thereafter. All overtime shall be calculated on a daily basis.

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

(c) When men are required to work more than one hour's overtime and have not been notified the night previously, a suitable meal, consisting of at least bread, butter, meat, and tea, coffee, or cocoa, shall be provided by the employer, or the employer shall pay each worker the sum of 2s. 6d.

(d) Time worked on Saturdays between the hours of 7 a.m. and noon shall be paid for at the rate of time and a half for the first three hours, and thereafter at the rate of double time. Time worked on Sundays and after noon on Saturday shall be paid for at the rate of double time. Any worker required to work on Sundays or Saturdays shall be paid not less than four hours' pay at overtime rates.

Wages

4. (a) Workers shall be paid not less than the following rates of wages:—

				Per Week.		
				£	s.	d.
Slaughtermen	..	..	..	8	7	6
Slaughter-house assistants and labourers				7	19	6
<i>Casual Workers—</i>				Per Hour.		
					s.	d.
Slaughtermen	..	..	..	5	9	
Labourers	..	..	..	3	10½	

(b) A "casual worker" is a worker who is employed for less than one week.

Youths

5. Youths may be employed at not less than the following rates of wages:—

				Per Week.		
				£	s.	d.
Sixteen to seventeen years of age	..			3	5	0
Seventeen to eighteen years of age	..			4	0	0
Eighteen to nineteen years of age	..			4	15	0

And thereafter, adult rates.

Youths under the age of sixteen years shall not be employed.

Holidays

6. (a) The following holidays shall be allowed without deduction from pay: New Year's Day, Anniversary Day or a day in lieu thereof, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, and Boxing Day.

(b) All work performed on the holidays mentioned in subclause (a) hereof shall be paid for at the rate of double time in addition to the ordinary pay.

(c) The provisions of the Annual Holidays Act, 1944, shall apply to all workers employed under this award.

General Conditions

7. (a) All daggy sheep and lambs shall be dagged before being penned in the slaughtering pens.

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

(c) A suitable grindstone shall be provided, and shall be kept in good condition.

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

(e) Wages shall be paid fortnightly, but two days lie-time shall be allowed.

(f) The employer shall provide first-aid outfits which shall be kept adjacent to the slaughtering floor.

(g) Subject to proper care being taken of them, the employer shall provide aprons (rubber where necessary), canvas for leggings, knives, steels, and pouches wherever necessary. Workers working outside shall be provided with waterproof coats. Each worker requiring footwear shall be supplied as required.

(h) The union representatives shall be allowed to visit the works to deal with any matter arising out of this award, but not so as to interfere with the employer's business.

Disputes

8. If any dispute or difference shall 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 specifically 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

9. (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 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

10. (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.

Scope of Award

11. This award shall apply to the parties hereto.

Term of Award

12. This award, in so far as it relates to rates of wages, shall be deemed to have come into force on the 2nd day of March, 1950, 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 June, 1951.

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 4th day of April, 1950.

[L.S.]

A. TYNDALL, Judge.

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.