

NELSON CITY **ABATTOIR EMPLOYEES**—VARIATION OF INDUSTRIAL AGREEMENT

AMENDMENT to the industrial agreement above pursuant to the Industrial Conciliation and Arbitration Act 1954 dated this 23rd day of February 1960 between the Nelson City Council, Nelson, hereinafter referred to as the employer of the one part and the Nelson Operative Butchers' Industrial Union of Workers hereinafter referred to as the union of the second part, wherein it was mutually agreed by and between the parties as set out below:

That the Nelson City Abattoir Employees' Industrial Agreement dated the 28th day of May 1956 and numbered 4 in the *Book of Awards* as amended by agreement dated the 17th day of March 1958 be further amended as set out hereunder:

Clause 4

The following shall be the minimum rates of wages for adult workers:

		Per Week		
		£.	s.	d.
A.	Slaughtermen	16	3	3
	Slaughterhouse assistants, labourers	14	7	9
	Shepherds and stockmen	14	7	9
B.	Any worker who has been directed by the council or its abattoir manager to take charge of at least two other adult workers shall be classed as a leading hand and shall be paid the sum of 10s. per week whilst in that position.			
C.	Casual employees—	Per Hour		
		s.	d.	
	Slaughtermen	8	11½	
	Labourers	7	9	
D.	A casual employee is a worker employed for one week of 40 hours or less. The daily hours of work for a casual shall not exceed eight hours without payment of overtime.			

Clause 11 (b)

Fifteen minutes in the morning and 15 minutes in the afternoon to count as time worked shall be allowed for "smoko". On any day when more than eight hours are being worked, a "smoko" of 15 minutes may be taken at 5 p.m. by mutual agreement between the employer and the employee.

Clause 11 (f)

Subject to the proper care being taken of them the employer shall provide aprons (rubber where necessary), singlets and trousers, canvas for leggings, knives, steels and pouches wherever necessary, two pairs of socks every three months and one pair of boots per year. Workers working outside shall be provided with waterproof coats. Each worker requiring footwear shall be supplied as required.

Clause 11 (o)

A worker who is required to work overtime exceeding one hour after his ordinary hours on any day shall be paid meal money, and if the overtime exceeds four hours he shall be paid meal money in respect of each complete four hours. The amount payable as meal money shall be 5s.

Clause 11 (p)

Workers after 12 months continuous employment with their employer shall in the case of inability to continue work because of sickness be entitled to sick pay at ordinary rates up to one week in each year, such leave to be cumulative up to three weeks provided that the abattoir manager may at his discretion grant sick leave to a worker who may not have fully qualified with 12 months continuous service. If required by the employer sick leave shall be subject to the worker concerned producing a medical certificate from a doctor approved by the employer certifying to the worker's indisposition and inability to continue working.

This amendment insofar as it relates to rates of wages shall be deemed to have come into force on the 15th day of January 1960, and so far as all other conditions of the agreement are concerned shall come into force on the day of the date hereof; and this agreement with all its amendments shall continue in force until the 31st day of March 1961.

In witness whereof the parties hereto have executed these presents this 23rd day of February 1960.

The common seal of the union was affixed hereto in the presence of—

[L.S.]

E. PEARCE, Secretary.

Witness to the above signature—S. Bate.

The common seal of the Mayor Councillors and Citizens of the City of Nelson was affixed hereto in the presence of—

[L.S.]

S. I. RUSSELL, Mayor.

W. E. McCULLOUGH, Town Clerk.
