

CHRISTCHURCH ABATTOIR EMPLOYEES—AWARD

In the Court of Arbitration of New Zealand, Canterbury Industrial District—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of an industrial dispute between the Canterbury, Marlborough and Nelson Freezing Works and Related Trades Employees Industrial Union of Workers (hereinafter called “the union”) and the under-mentioned company (hereinafter called “the employers”):

Canterbury Bye-Products Co. Ltd., Christchurch.

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 130 of the Industrial Conciliation and Arbitration Act 1954, 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 1961 and thereafter as provided by section 152 of the Industrial Conciliation and Arbitration Act 1954.

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 23rd day of September 1960.

[L.S.]

A. TYNDALL, Judge.

#### SCHEDULE

##### *Industry to Which Award Applies*

1. (a) This award shall apply to all workers engaged in the normal and usual work carried out in the Christchurch abattoir and shall apply to stockmen and shepherds, but shall not apply to any overseer employed by the controlling authority of the abattoir for the purpose of seeing that the work is done in a proper manner, 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 employer's business.

##### *Hours of Work*

2. (a) The ordinary hours of work shall not exceed 40 per week, to be worked between 7.45 a.m. and 4.45 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 15 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 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 40 hours are worked in any one week without payment of overtime. Unless otherwise varied the ordinary hours of work shall be between the hours of 7 a.m. and 4 p.m. from Monday to Friday.

## Wages

4. (a) The following shall be the minimum rates of wages for adult workers:

	Weekly Basic Rate			Overtime Basic Rate per Hour	
	£	s.	d.	s.	d.
Head shepherd and stockmen .....	18	5	9	9	1 $\frac{3}{4}$
Assistant shepherds and stockmen .....	16	10	9	8	3 $\frac{1}{4}$
Slaughterhouse assistants—					
Men sticking down beef .....	18	5	9	9	1 $\frac{3}{4}$
Beef gutmen .....	17	0	9	8	6 $\frac{1}{4}$
Power saw operators .....	16	15	9	8	4 $\frac{3}{4}$
Worker marking mutton .....	16	15	9	8	4 $\frac{3}{4}$
Chiller hands .....	16	15	9	8	4 $\frac{3}{4}$
Leading tripe hand .....	16	15	9	8	4 $\frac{3}{4}$
Tripe workers .....	16	10	9	8	3 $\frac{1}{4}$
Worker in charge of sheep skins .....	16	10	9	8	3 $\frac{1}{4}$
Cooling floor hands .....	16	2	5	8	0 $\frac{3}{4}$
Workers on hides and pelts .....	16	2	5	8	0 $\frac{3}{4}$
Gut men .....	16	2	5	8	0 $\frac{3}{4}$
Abattoir's labourers .....	16	2	5	8	0 $\frac{3}{4}$

(b) Casual Employees:

	Per Day		
	£	s.	d.
Slaughtermen .....	5	0	0
Assistants .....	3	14	0

(c) Slaughtering piecework rates:

(i) Sheep and lambs, irrespective of classification, condition or weight, and including hoggets with heads left on as required per 100 .....

	Ordinary Time Basic Rates			Overtime Basic Rates		
	£	s.	d.	£	s.	d.
per 100 .....	6	0	0	6	18	0
Rams .....	Double rates			Double rates		

All shorn or crutched sheep and/or lambs not to be slaughtered within three weeks after shearing or crutching.

(ii) Cattle, 200 lb and over, each .....	4	4	4	10 $\frac{1}{2}$
Calves up to 80 lb, each .....	1	8	1	10 $\frac{1}{2}$
Calves 80 lb to 200 lb, each .....	3	4	3	9
(iii) Pigs up to 120 lb dressed weight, each .....	2	2	2	5 $\frac{1}{4}$
Pigs, 121 lb to 200 lb dressed weight, each .....	3	1	3	5 $\frac{3}{4}$
Pigs, 200 lb to 250 lb dressed weight, each .....	4	9	5	4 $\frac{1}{4}$
Pigs, 250 lb to 300 lb dressed weight, each .....	5	6	6	2 $\frac{1}{4}$
Pigs, 300 lb and over dressed weight, each .....	6	6	7	3 $\frac{3}{4}$

The above piecework rates are payable on the following minimum daily tallies:

For beef slaughtermen, 24 head per day.

For sheep or lamb slaughtermen, 70 head per day.

The killing of pigs shall be performed by mutton slaughtermen. The killing of pigs shall continue as and when necessary, up to the usual knocking-off time for the mutton slaughtermen.

(d) *Pieceworkers and Casuals: Increase in Rates of Remuneration*—Where in a pay week pieceworkers whose rates of pay are fixed by clause 4 (c) hereof and casuals whose rates of pay are fixed by clause 4 (b) hereof earn the sum of £13 or more, the sum of £3 2s. 5d. shall be added to their earnings. Where, however, the said pieceworkers and casual workers do not earn £13 in a pay week, the sum actually earned shall be increased by an amount equal to 24 per cent thereof.

For every hour worked by all the said pieceworkers, but not casuals, within the ordinary hours of work they shall be paid the sum of 1d. in addition to their earnings computed at the piecework rates prescribed in this award.

(e) For every pig singed 2d. shall be added to the above rates.

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

(g) A casual employee is a worker employed by the day. The daily hours of work for a casual shall not exceed eight hours without payment of overtime.

(h) In lieu of the holiday pay prescribed in subclause (b) of clause 10 hereof, casual employees who are employed 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.

#### *Minimum Weekly Payment*

5. All slaughtermen deemed capable of slaughtering not less than 70 sheep and/or lambs per day and 24 cattle per day shall receive a minimum payment, exclusive of overtime earnings, of £18 12s. 5d. per week at the rate of £3 14s. 6d. per day: ("Week" shall mean the period Monday to Friday inclusive. "Overtime earnings" shall mean all earnings in excess of £3 14s. 6d. per day.)

#### *Youths*

6. Youths may be employed at the following rates:

	Per Week
	£ s. d.
Under 17 years of age .....	8 5 5
Between 17 and 18 years of age .....	9 16 10
Between 18 and 19 years of age .....	12 0 10
Thereafter, the minimum wage for adult workers.	

#### *Waiting Time*

7. Slaughtermen shall wait 10 minutes in the event of a cut out but if required to wait longer than 10 minutes they shall be paid at the rate of 9s. 6½d. per hour in addition to the minimum daily rate for all time so waited, the recognised 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.

#### *Loading Out*

8. Workers required to load out before 7 a.m. shall be paid at the rate of 12s. 8½d. per hour in addition to the ordinary week's wages, the minimum payment for one morning's loading out to be 25s. 5½d., such loading not to start before 5 a.m. 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 18 shall do loading before 7 a.m.

*Overtime*

9. (a) Except as otherwise provided all time worked in excess of eight hours in any one day or 40 hours in any one week shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b) On any day of the week when the number of sheep and/or lambs slaughtered exceeds 70, double rates shall be paid for all sheep or lambs over 70 up to a maximum of 80. For the Christmas kill (i.e. for the week prior to Christmas Day) when the tally exceeds 70, rate and a half shall be paid for the full kill.

(c) On any day of the week immediately prior to Christmas Day when the slaughtermen's tally exceeds 70 per day, mutton slaughterhouse assistants shall be paid rate and a half for the day, computed at one fifth of the highest weekly rate for the full day.

In all or any other weeks of the year where the number of sheep or lambs exceed 70 per day, mutton slaughterhouse assistants shall be paid three-quarters of an hour at double time or rate up to 75 and for up to 80 one and a half hours at double time.

(d) Double rates shall be paid for all beef or calves exceeding 24 per man slaughtered. When up to two extra bodies and/or calves per man are slaughtered beef slaughterhouse assistants shall receive three-quarters of an hour at double time and up to four extra bodies and/or calves one and a half hours at double time or rate.

*Holidays*

10. (a) All workers shall receive the following holidays: New Year's Day, Good Friday, Easter Monday, Anzac Day, Sovereign's birthday, Labour Day, Christmas Day, Boxing Day, and Show Day.

(b) Except as otherwise provided herein, all holidays mentioned in subclause (a) of this clause shall be paid for as an ordinary working day of eight hours. In the case of slaughtermen the hourly rate shall be deemed to be 9s. 6 $\frac{3}{4}$ d. per hour.

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

(d) Subclause (b) of this clause shall be subject to the conditions of the Factories Act 1946.

*Annual Holidays*

11. Annual holidays shall be allowed in accordance with the provisions of the Annual Holidays Act 1944: Provided that weekly employees engaged in loading out operations prescribed in clause 8 shall be allowed extra holiday pay for all time worked loading out.

*General Conditions*

12. (a) Should any of the workers covered by this award be required to attend the Addington saleyards, free luncheon or 5s. 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) All slaughtering of every class of stock shall be turned out in a workmanlike manner, and to the satisfaction of the employer. Heads shall be left on all hoggets as required.

(f) There shall be one "knocker-down" and one "sawyer" for each two tackles.

(g) Fifteen minutes in the morning and 15 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 15 minutes may be taken at 5 p.m. by mutual agreement between the employer and the employees.

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

(i) 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.

(j) As soon as slaughtering operations have ceased for the day in any department after tally is done, the assistants shall do only the necessary cleaning and washing down. Overtime rates shall be paid for washing down time in excess of three-quarters of an hour, and for outside work after slaughtering operations have ceased.

(k) Employers shall provide a first-aid outfit, which shall be kept as near to the board as possible.

(l) Where the employer does not supply 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, pouches, and necessary footwear, the following payment shall be made:

Slaughtermen, 2s. 3d. per working day.

Stockmen, 1s. 9d. per working day.

Slaughterhouse assistants, 1s. 9d. per working day.

All other workers, 1s. 6d. per working day.

All outside workers other than stockmen shall be supplied, when necessary, with oilskins, leggings and sou'wester hats free of charge.

For the purpose of this subclause annual holidays shall be counted as time worked.

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

(n) Compulsory dog dosing fees shall be paid by the employer up to two dogs per stockman or shepherd.

(o) The employer shall provide suitable protective clothing for workers loading out.

(p) Workers required to handle coal shall be paid 6d. per hour dirt money.

(q) An itemised pay envelope shall be provided with each worker's wages.

(r) On Christmas Eve slaughtering shall cease at 11 a.m.

### *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 14 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 174 of the Industrial Conciliation and Arbitration Act 1954, 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 18 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 21 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 (3) of section 174 of the Industrial Conciliation and Arbitration Act 1954 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 14 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*

16. This award shall apply to the Christchurch abattoir, Sockburn, and shall bind only the parties named herein.

*Term of Award*

17. This award, in so far as the provisions relating to the rates of wages to be paid are concerned, shall be deemed to have come into force on the 3rd day of March 1960, and so far as all other provisions of the 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 1961.

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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 23rd day of September 1960.

[L.S.]

A. TYNDALL, Judge.

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MEMORANDUM

The award, including the operative date of provisions relating to wages, embodies the terms of settlement arrived at by the assessors in Conciliation Council.

A. TYNDALL, Judge.

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