

## 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 1954; 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 under-mentioned council (hereinafter called “the employers”):

Auckland City Council, 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 13 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 here 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 1962 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 7th day of September 1961.

[L.S.]

A. TYNDALL, Judge.

### SCHEDULE

#### *Hours of Work*

1. (a) The ordinary hours of work for all workers shall be eight hours (including smoko) 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 8s. 9½d. 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 15 minutes earlier than the time specified in this clause.

#### *Smoko*

2. Provided that two hours' work has been performed since commencing work or since a meal interval, as the case may be, an interval of 15 minutes for all workers shall be allowed for smoko each morning and afternoon and when working overtime at intervals of approximately two hours. When work is to be continued for more than half an hour after the ordinary time of ceasing work the smoko shall be allowed at the expiration of two hours from the last smoko in ordinary time: Provided, further, when loading-out is being done smoko shall be deferred for up to five minutes to allow completion of loading of vehicles.

#### *Meal Hours*

3. There shall be one hour allowed on each day for lunch. When loading-out, assistants shall be allowed 20 minutes' crib-time every four hours without stoppage of pay.

#### *Rates of Pay*

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

	Ordinary Time			Overtime		
	Basic Rate			Basic Rate		
	£	s.	d.	£	s.	d.
(a) (i) Sheep and lambs not otherwise specified, per hundred .. .. .	5	3	4·9	5	18	11·02

- (ii) In addition to the piecework rates specified above for sheep and lambs there shall be paid the following sum on all sheep and lambs killed except those specifically exempted in subclause (iv) hereunder: per hundred, 17s. 4d.

This additional sum is payable for long or short wool, horned, inoculated or fly-blown sheep and lambs, and for sheep and lambs infested with gorse, thistle, idi bidi, blackberry, Bathurst burr, seed or other vegetable matter and/or in a sandy or other mineral matter), dirty, bloody, or wet condition, and/or diseased sheep and lambs obnoxious to handle (except those specifically exempted below) and absolutely no other special payment shall be made because of the difficult, dangerous, or objectionable nature of any sheep or lambs slaughtered.

(iii) If the general piecework rates of pay for slaughtering sheep and lambs are amended by way of increase or decrease except by way of a wage pronouncement of the Court of Arbitration, then the additional payments provided in subclause (ii) above shall be increased or decreased by the same percentage alteration as occurs in the said piecework rates of pay.

(iv) These payments shall not include the following items which are specifically exempted therefrom: Rams and genuine stags (not lambs), dead sheep or lambs, backset lambs, sheep and lambs diseased and obnoxious to handle owing (a) to facial eczema or (b) a major epidemic of stock disease which is certified as such by the Department of Agriculture and the Department orders large quantities of stock to be slaughtered. In the latter event the union is at liberty to re-open this question with the employer in respect of such affected stock.

	Ordinary Time		Overtime	
	Basic Rate		Basic Rate	
	s.	d.	s.	d.
Rams and genuine stags (not lambs), double rates.				
Backset lambs, each .. .. .	1	4	1	6.4
All stock obnoxious to handle (other than sheep and lambs), double rates.				
Kosher sheep, double rates.				
Dressed sheep with heads left on, per hundred ..	3	2.5	3	8.275
Dead sheep and lambs, each .. .. .	2	4	2	8.2
All unshorn sheep after 31 October, double rates.				
An unshorn sheep is one which has not been shorn during the 12 months prior to date of slaughter.				
Shorn or crutched sheep and lambs shall not be slaughtered within three weeks after shearing or crutching.				
(b) Cattle not otherwise specified .. .. .	4	2.68	4	9.015
Bulls and genuine stags .. .. .	4	3.68	4	10.14
All cattle over 936 lb actual dressed weight, rate and a half.				
Grossly overfull cattle, rate and a half.				
Bobby calves up to 60 lb dressed by winch ..	0	11.29	1	0.701
Calves up to 130 lb, each .. .. .	3	0.18	3	4.702
Calves 131 lb to 199 lb, each .. .. .	3	7.07	4	0.454
All calves up to 200 lb dressed in beef house, each ..	3	7.07	4	0.454
All calves 200 lb and over, beef rates.				
Dead calves and slinks, double rates.				
Cattle unable to reach knocking pen under their own power, each .. .. .	13	2	14	9.7
(c) Pigs up to 120 lb (actual dressed weight), each ..	2	1.205	2	4.356
Pigs 121 lb to 200 lb (actual dressed weight), each	3	0.205	3	4.731
Pigs over 200 lb (actual dressed weight) per 100 lb or fraction of 100 lb .. .. .	1	7	1	9.375
Pigs skinned by winch up to 200 lb, each ..	3	0.08	3	4.59
Pigs skinned by winch over 200 lb per 100 lb or fraction of 100 lb dressed weight plus 35 lb for skin .. .. .	1	7	1	9.375
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 .. .. .	0	2	0	2.5

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

	Per Hour	
	s.	d.
Power saw operator .. .. .	8	5½
Mutton classifier .. .. .	8	5¼
Tripe hands .. .. .	8	0¾
Tongueing and cheeking .. .. .	8	0¾
Runner off and stripper .. .. .	8	0¾
Hide man .. .. .	8	0¾
Pig singer .. .. .	8	0¾
Gut hands .. .. .	7	11
Chiller hands working in a temperature of not less than 32 degrees Fahrenheit .. .. .	7	9¾
Chiller hands when required shall perform day time loading .. .. .	7	9¾
Knocker .. .. .	7	8½
Fat tallyman .. .. .	7	8
Stockmen .. .. .	7	8½

Stockmen when required to provide and work one or more dogs 3s. 6d. per day extra. Half dosing fee under the Hydatids Act 1959, up to a maximum of three dogs, shall be reimbursed on production of a receipt.

The employer shall supply food and shelter for dogs up to the number he nominates.

Worker handling sheep or lamb skins .. .. .	7	8
Beef washer .. .. .	7	7¾
Offal man .. .. .	7	10½
Cooling floor hands and slaughterhouse assistants .. .. .	7	6¾
Worker dropping front foot and marking shank and tongue .. .. .	7	10½
Worker quartering and opening of joints and trimming necks .. .. .	7	10½
All other workers .. .. .	7	1¼

Provided that no worker employed under this clause shall be paid less than £13 5s. 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 lost.

- (h) Assistant loading-out before 7 a.m. shall be paid not less than 8s. 5½d. per hour (with a minimum of 16s. 11½d. per shift), Mondays to Fridays inclusive, and 12s. 8¾d. per hour on Saturdays (with a minimum of £1 5s. 5½d. 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.
- (j) Sucking pigs up to 20 lb (actual dressed weight) 6d. per head extra.

#### 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 16 years of age .. .. .	5	9	0
16 to 17 years of age .. .. .	7	2	5
17 to 18 years of age .. .. .	8	8	7
18 to 19 years of age .. .. .	10	1	4
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 three men or fraction of the first three.

(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 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 8s. 9½d. per hour 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.

#### *Overtime*

7. (a) Except as otherwise provided, all time worked outside 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) 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.

(d) 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 5s.

(e) 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.

#### *Pieceworkers - Increase in Rates of Remuneration*

8. (a) Where in a pay week pieceworkers earn more than the sum of £13 the sum of £3 2s. 5d. shall be added to their earnings. Where, however, the said pieceworkers do not earn £13 in a pay week the sum actually earned shall be increased by an amount equal to 24 per cent.

(b) Where in a pay week pieceworkers not provided for in this award work overtime outside the hours specified in clause 1 hereof there shall be added to that portion of their earnings representing work performed by them in that period of overtime an amount equal to 12½ per cent.

#### *Slaughtermen's Work*

9. (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; breast 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 off head, take out sweetbreads, take off hide, take insides out, strip caul and reed fat (except as provided in subclause (b) of clause 4), wipe and clean and saw through brisket-bone and aitch-bone.

When nine or less piecework slaughtermen are engaged on any day the work of the beef piecework slaughtermen shall include the shackling of all beasts.

When the complement of beef piecework slaughtermen actually working exceeds nine, then the employer shall by agreement with the union either pay into the earnings of those piecework slaughtermen's pool a shackler's pay at slaughterman's hourly rates for the time actually worked by the pieceworkers, or in lieu thereof engage a shackler at slaughterman's hourly rates for the time worked.

(c) When less than 13 piecework beef slaughtermen are actually engaged on the work covered by this section, the work of gutting of beasts referred to in this section shall be excluded from the work of the piecework slaughtermen, by the employer engaging an assistant at slaughterman's hourly rates for the time worked on the gut table provided.

(d) When less than 13 piecework slaughtermen are actually engaged in the beef house on the work of skinning of pigs by winch referred to in this section, the work of gutting those beasts shall be excluded from the work of those piecework slaughtermen by the employer engaging an assistant on the gut table provided, at slaughterman's hourly rates for the time worked.

(e) Calves required to be dressed as beef shall be paid for at beef rates.

(f) 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.

(g) The killing and dressing of pigs shall comprise stunning, killing, scalding, scraping, black scraping, scrubbing and thoroughly cleaning, opening up and removing insides and washing.

#### *Learners*

10. (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) Mutton learners shall be paid 8s. 3d. per hour for the first three months, afterwards at the rate specified in subclauses (a) and (b) of clause 4 hereof.

Beef learners shall be paid 8s. 9 $\frac{3}{4}$ d. per hour for the first three months, afterwards at the rate specified in subclauses (a) and (b) of clause 4 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 12 months.

(f) No learner shall be employed under the age of 18 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*

11. 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 19.

*Holidays*

12. (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) of this clause to all workers covered by this award who, in respect of the days named in subclause (a) of this clause, 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) of this clause shall 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 10 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 8s. 5½d. per hour.

(c) Where the ordinary rate for any worker is by piecework and not by time, payment of wages for holidays shall be based on an ordinary rate of 9s. 8½d. 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*

13. Each worker shall be allowed an annual holiday in accordance with the provisions of the Annual Holidays Act 1944.

*Dressing, Dining, and Drying Rooms*

14. 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 purposes 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 provisions 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 insanitary.

#### *General*

15. (a) The employer shall provide sufficient labour to ensure that all daggy sheep and lambs shall be daggged 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.
  - (o) When a worker is transferred to a higher paid job for a period exceeding 15 minutes, he shall receive not less than one hour's pay at the higher rate.
  - (p) Each worker shall be given with his wages a statement showing time worked and amount of wages due to such worker.

#### *Clothing and Equipment*

16. 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.

On the request of a mutton or beef butcher a winter issue of clothing consisting of two pairs of worsted trousers and two elbow length woollen singlets will be made available between the 1st day of May and the 30th day of September each year. This issue shall be separate and apart from the summer issue and shall be maintained in a sanitary condition by the worker who receives them.

All workers shall be entitled to a boot allowance of £6 10s. 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*

17. 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*

18. (a) Subject to the provisions of sections 174 (5) and 175 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 section 174 (3) of the Industrial Conciliation and Arbitration Act 1954 which gives to workers the right to join the union.)

*Interpretation*

19. 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 14 days after the decision shall have been communicated to that party.

*Application of Award*

20. This award shall apply to the workers specified who are employed at the Auckland Municipal Abattoir.

*Term of Award*

21. 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 1st day of July 1961, 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 1962.

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 7th day of September 1961.

[L.S.]

A. TYNDALL, Judge.

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.