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WELLINGTON CITY COUNCIL ABATTOIR EMPLOYEES—AWARD

In the Court of Arbitration of New Zealand, Wellington Industrial District—
In the matter of the Industrial Conciliation and Arbitration Act 1954; and in
the matter of an industrial dispute between the Wellington Abattoir Employees
Industrial Union of Workers (hereinafter called “the union”) and the under-
mentioned council (hereinafter called “the employers”):

Wellington City Council, Town Hall, Wellington.

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 19th day of October 1965 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 9th day of December 1964.

[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 Wellington abattoirs, and shall apply to stockmen and shepherds, but shall not apply to any overseer or foreman employed by the controlling authority of the abattoir, or to clerical workers or tally clerks whose duties are of exclusively a clerical nature.

(b) "Stockmen" and "shepherds" are workers engaged in and about the abattoirs handling stock (as defined in or under the Meat Act 1929) and in other duties incidental to the work of the abattoirs. Such incidental duties shall include everything necessary in connection with the stock from the time of its arrival on the abattoir premises until penned in the slaughtering pens.

Hours of Work

2. (a) (i) Except as otherwise provided, the ordinary hours of work shall be eight per day (including smoko) between 8 a.m. and 5 p.m. on five days of the week, Monday to Friday inclusive.

(ii) When work is performed on Sunday in lieu of Friday as part of the normal working week during the months of October to April, pieceworkers shall be entitled to receive double piece rates for all work performed on Sunday, and other workers shall be paid at ordinary time rates in addition to the weekly wage for time worked on Sunday, with a minimum of eight hours' pay if called upon to work more than four hours on Sunday.

(iii) When work is performed on Sunday in lieu of Friday as part of the normal working week during the months of May to September, the rates prescribed in paragraph (ii) of this subclause shall apply with the addition of a further day's pay to be calculated in the case of pieceworkers on the basis of eight hours at 9s. 8½d. per hour, and in the case of other workers, on the basis of eight hours at ordinary rates.

(b) A smoko of not more than 15 minutes shall be allowed each morning and afternoon.

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

(d) When loading out or working overtime, workers shall be allowed a smoko of 15 minutes every two hours: Provided that a smoko shall not be taken at 5 p.m. unless work is to continue until 5.30 p.m.

(e) Notwithstanding the provisions of paragraph (i) of subclause (a) hereof, the hours of work of the loader-out (whose duties also include some watchman's and other duties) shall be eight hours per day and shall be worked between the following hours:

6 p.m. Sunday to 8 a.m. Monday.
 6 p.m. Monday to 8 a.m. Tuesday.
 6 p.m. Tuesday to 8 a.m. Wednesday.
 6 p.m. Wednesday to 8 a.m. Thursday.
 6 p.m. Thursday to 8 a.m. Friday.

Two separate smokos each of 15 minutes shall be allowed and also 20 minutes' crib time, during each night shift.

(f) In cases where it is essential for workers on their own behalf to carry out preparatory work connected with the normal daily operations reasonable time shall be allowed them on the employer's premises, without payment: Provided that this provision as to non-payment has no application where work has actually been ordered by the employer.

Overtime

3. (a) Except as otherwise provided, all time worked outside or in excess of the hours prescribed in clause 2 of this award 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.

(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 overtime 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 5s. 7d.

(d) (i) When the abattoir is working a Monday to Friday week, payment for Sunday being outside the ordinary working week shall be paid at double time rates with a minimum payment as for three hours.

(ii) Work performed on Sundays by loaders-out shall be paid for at the rate of one hour's pay for each hour worked in addition to the weekly wage.

(e) Stockmen and shepherds who are employed on Saturdays shall receive time and a half for all work performed with a minimum of three hours' pay, except that when the abattoir is working on a normal kill on a Saturday, the conditions of subclause (a) of this clause shall apply.

Wages

4. (a) Workers shall be paid not less than the rates specified in the following schedule:

	Per week		
	£	s.	d.
Slaughtermen	19	7	10
Sawmen	18	5	8
Stockmen and shepherds	17	19	6
Gutmen (pulling sheep and lamb runners)	17	19	6
Loader-out	19	0	9
All other adult male workers	17	10	8

(b) The foregoing rates of pay shall apply to all weekly workers other than workers covered by subclause (e) of this clause.

(c) *Casual Labour*—All workers other than slaughtermen employed on casual work shall be paid not less than 9s. 1½d. per hour. Slaughtermen so engaged shall be paid not less than 11s. 9¾d. per hour or piecework rates at the discretion of the employer.

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

(e) Youths may be employed at not less than the following rates of wages:

	Per week		
	£	s.	d.
16 to 17 years of age	10	2	3
17 to 18 years of age	11	13	3
18 to 19 years of age	12	5	7
And thereafter adult rates.			

(f) Weekly workers handling any obnoxious portion or portions of a condemned carcass shall in addition to their weekly wage be paid the sum of 1s. 1d. each for cattle and 6½d. each for sheep, lambs, and pigs.

(g) Workers other than slaughtermen stunning and sticking pigs by electrical means where 300 or more per week are stuck shall be paid an additional £1 per week.

Special Provisions Relating to Pieceworkers

5. (a) Workers shall be paid not less than the following piecework rates:

Sheep, £6 9s. 10d. per hundred.

Lambs, £5 7s. 4d. per hundred.

Backset lambs, 1s. 3½d. each.

All unshorn sheep after 30 September, and up to 31 October, rate and a half.

All unshorn sheep after 31 October, double rate.

(For the successful operation of the new flat-rate system of payment for slaughtering the above classes of stock, it is essential that a fair and equitable distribution of the heavier and the previously penal-rate stock be made, and every effort shall be made by all concerned to see that this is done. If on any occasion, however, it proves not reasonably practicable to make such distribution, the matter shall be referred to the manager, or corporation officer for the time being in charge for such remedial or other action as he deems the circumstances warrant.)

Fly-blown sheep and lambs, double rate.

All sheep washed immediately prior to slaughtering, rate and a half.

Dead sheep, double rate.

To compensate for rams, stags and overweights, and for work that may be required in accordance with subclause (a) of clause 8 of this award, penalty payment of 14s. 7d. per hundred shall be paid on all sheep and lambs killed and absolutely no other special payments shall be made because of the difficult, dangerous, or objectionable nature of any sheep or lambs slaughtered except where specifically prescribed elsewhere in this award.

	s.	d.
(b) Cattle, other than bulls and stags, each	5	0¾
Bulls and genuine stags, each	5	7½
Bobby calves up to 60 lb	2	9½
Calves up to 200 lb	3	8¾
Calves over 200 lb, beef rates	5	0¾
Condemned cattle skinned when cold outside the beefhouse, each	16	1½

Cattle killed outside the beefhouse and condemned as unfit for human consumption, double rate.

All cattle required to be dragged by other than the usual means into the slaughterhouse for dressing, rate and a half.

Cattle over 936 lb dressed weight, rate and a half.

One half-hour's waiting time shall be allowed when slaughtermen are required to kill cattle or sheep after killing pigs.

	s.	d.
(c) Pigs up to 120 lb	2	5½
Pigs, 121 lb to 200 lb	3	7
Pigs, over 200 lb per 100 lb or fraction of 100 lb	1	10¼
Chopper pigs skinned in the beefhouse by direction of the manager, each	7	4¾

Boars and genuine stags 120 lb and over, double rates.

For any pig singed, 2½d. shall be added to the above rates.

All sucking pigs, rate and a quarter.

(d) Kosher or similar type killings shall be paid for at ordinary rates in addition to the rates required to be paid in this award.

(e) Diseased stock obnoxious to handle (subject to agreement between the union and the employer as to what is obnoxious), double rate.

Deductions

6. (a) The wages prescribed in subclauses (a) and (e) of clause 4 of this award are weekly wages and are not subject to any deductions except for time lost by reason of the default of a worker or by reason of his illness or of any accident suffered by him.

(b) Notwithstanding the provisions of subclause (a) hereof, workers after 12 months' continuous employment with the Wellington City Corporation, in the case of inability to continue work because of sickness, shall be entitled to sick pay not exceeding one week in each year of service, subject (at the manager's discretion) to the production of a doctor's certificate. Sick pay for the actual period of paid sick leave hereunder shall be at the worker's ordinary rate of wages as prescribed by subclause (a) or (e) of clause 4 of this award whichever may be applicable. Sick leave may be cumulative up to a total of 10 working days but payment in respect of any one period of sickness shall not exceed five consecutive working days.

Waiting Time

7. (a) When piecework slaughtermen are required to wait for work at any time after the arranged time of starting they shall be paid at the rate of 9s. 8½d. per hour for all time so waited.

(b) In the event of a "cut-out" on any board and slaughtermen being required to wait 10 minutes or more they shall be paid at the rate of 9s. 8½d. per hour for all time so waited, and in the event of there being two or more periods of waiting time in any one day, such periods shall be cumulative.

(c) In all cases where slaughtermen are called out and a full day's work is not available, a minimum of four hours shall be paid for. For the purpose of this subclause payment shall be assessed at 9s. 8½d. per hour, except when double rates are required to be paid.

(d) The rates specified in subclauses (b) and (c) of this clause shall be read subject to the provisions of clause 3 of this award.

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 of 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 weasand; 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 weasand, bleed and take head off, take out sweatbreads, take off hide; take inside out, strip caul and reed fat, wipe and clean, saw through brisket bone and aitch bone. When required to divide into sides by hand, 11 per cent shall be added to the appropriate rates.

(c) (i) The killing and dressing of pigs shall comprise stunning, hanging up and sticking, scalding, scraping, shaving, singeing, black scraping, scrubbing, and thoroughly cleaning, opening up and removing insides, washing and hanging off.

(ii) When pigs are required to be skinned the killing and dressing shall comprise stunning, hanging up and sticking, grounding and opening up, skinning by winch, gutting, washing and wiping and hanging off.

(iii) All slaughtering of 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 or the person at the time in charge of the abattoir.

Learners

9. (a) Each employer may employ learners on the slaughterboard. 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 five slaughtermen or fraction of the first five 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 muttonboard.

(d) Learners, including beef learners, shall be paid the minimum rate for labourers per day for the first three months, afterwards at the rate specified in subclauses (a) and (b) of clause 4 of this award.

(e) In engaging learners for the muttonboard, preference shall be given to men who have been employed in the works as slaughterhouse assistants for the previous 12 months.

(f) No learners 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 slaughterman and shall be removed from the learner's 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 17 hereof.

Termination of Employment

11. (a) One week's notice of termination of the employment shall be given by either side in the case of weekly workers.

(b) One hour's notice of termination of the employment shall be given by either side in the case of piecework or hourly workers.

(c) Nothing in this clause shall prevent the employer from summarily dismissing a worker for serious misconduct.

Holidays

12. (a) The following holidays shall be allowed without deduction from pay: New Year's Day, 2 January, Anniversary Day or a day to be observed in lieu thereof, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, and Boxing Day. Pieceworkers shall be paid at the rate of 9s. 8½d. per hour.

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

(c) For the purpose of computing the number of hours worked in any week in which a holiday occurs on a working day, eight hours shall be allowed for such holiday.

(d) (i) Where one of the holidays specified in subclause (a) of this clause, other than Anzac Day, falls on a Saturday or a Sunday it shall be observed on the Monday following; and

(ii) Where two of the said holidays, other than Anzac Day, fall successively, either on a Saturday and a Sunday or on a Sunday and a Monday, the second in time of such holidays (in each case) shall be observed on the Tuesday following.

(iii) When a Sunday is observed as a working day in lieu of Friday under the provisions of paragraph (ii) or paragraph (iii) of subclause (a) of clause 2 hereof, and one of the said holidays other than Anzac Day falls on a Friday, all workers shall be granted another day off on pay in lieu of such holiday or payment of one day's pay at the appropriate hourly rate.

This paragraph shall not apply to casuals.

(e) The provisions of the Annual Holidays Act 1944 and its amendments shall apply to all workers employed under this award: Provided that any loader-out regularly employed within the provisions of subclause (e) of clause 2 hereof shall be granted an additional week's leave and any loader-out employed for less than a year under the said provisions, shall receive a part of such extra week proportionate to the period he is so employed.

(f) The annual holiday wage rate for piecework slaughtermen shall be at the rate of £19 7s. 10d. per week.

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 for no other purpose than drying clothes shall be provided.
- (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 room and bathroom.
- (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 room, sufficient to supply each worker.
- (g) Every dining room shall be fitted with fly-proof doors and windows, and shall be cleaned after each meal.
- (h) The employer shall not permit or suffer any dressing room, bathroom, water-closet, or urinal to become insanitary.
- (i) The accommodation above referred to shall be kept clean by the employers, who shall clean the dining room after each meal.
- (j) Subject to the consent of the Court, the conditions of the above subclauses may be varied by arrangement between the employer and the union.

General Conditions

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

All cattle shall be hosed, rinsed, or sprayed before being knocked down: Provided that until such time as the employer provides efficient means of hosing, rinsing, or spraying, a payment of $\frac{3}{4}$ d. per head shall be made for bulls and stags and all other cattle, except vealers.

(b) All saws shall be properly sharpened when required by the workers. Two saw blades shall be kept on hand for the first two days of the week in addition to the blade in the saw.

(c) A suitable power grindstone shall be provided, and 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) While loading out, workers required to carry meat shall be supplied with smocks.

(f) Assistants who are in a heated condition, through working outside, shall be allowed a reasonable time to cool before entering the chiller.

(g) Wages shall be paid weekly, but two days' lie-time shall be allowed.

(h) The ordinary day's work shall not be delayed through the preparatory work not having been completed before the time agreed on for ordinary work to commence.

(i) No worker shall cease work at any time other than the arranged time for ceasing work except by permission of the employer.

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

(k) Except as provided in the learner's clause, none but competent slaughtermen shall be employed as slaughtermen. A competent slaughterman is a man who is capable of killing and dressing three cattle or 10 sheep per hour to the satisfaction of the employer.

(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 payments shall be made:

	Per Working Day	
	s.	d.
Slaughtermen and two beefhouse labourers to be determined by the management	2	6
Slaughtermen's assistants, stockmen and shepherds	2	0
All other workers	1	9

(m) The union or association representative shall be allowed to visit the works to deal with any matter arising out of this award but not so as to interfere unreasonably with the employer's business.

(n) Stockmen who, in connection with their work, are required to provide their own working dogs shall be paid an allowance of 11s. per week therefor. Suitable lock-up kennels shall be provided for all necessary dogs by the employer. Registration and hydatids fees for up to three dogs shall be paid by the employer. The dog allowance shall continue to be paid during holiday periods.

(o) *Stockmen and Shepherds*—Instructions for "Order of Preference Killing" shall in all cases be obtained from the manager, foreman, or other corporation officer for the time being in charge and not from any other source.

(p) Where at any smoko or lunchtime break not more than four sheep per man or four cattle per stand remain to complete the kill for the day, the slaughterman may complete such kill before taking such smoko or lunchtime break.

(q) Subject to arrangement between the employer and the union, a tally sheet for mutton slaughtermen shall be posted on the wall daily, and all workers shall receive details weekly as to how their pay is computed.

(r) Unless approved by the union delegate no mutton slaughterman shall be required to handle any sheep shorn within the previous three weeks.

Unqualified Preference

15. (a) Any adult person engaged or employed in any position or employment subject to this award by any employer bound by this award shall, if he is not already a member of a union of workers bound by this award, become a member of such union within 14 days after his engagement, or after this clause comes into force, as the case may require.

(b) Subject to subclause (a) hereof, every adult person so engaged or employed shall remain a member of a union of workers bound by this award so long as he continues in any position or employment subject to this award.

(c) Every worker obliged under subclause (a) hereof to become a member of a union who fails to become a member, as required by that subclause, after being requested to do so by an officer or authorised representative of the union, and every worker who fails to remain a member of a union in accordance with subclause (b) hereof commits a breach of this award.

(d) Every employer bound by this award commits a breach of this award if he continues to employ any worker to whom subclauses (a) and (b) apply, after having been notified by any officer or authorised representative of the union that the worker has been requested to become a member of the union and has failed to do so, or that the worker having become a member of the union has failed to remain a member.

(e) For the purposes of this clause "adult person" means a person of the age of 18 years or upwards, or a person who for the time being is in receipt of not less than the minimum rate of wages prescribed for adult workers by this award.

(NOTE—Attention is drawn to section 174H of the Industrial Conciliation and Arbitration Act 1954 which gives to workers the right to join the union.)

Under-rate Workers

16. (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.

Matters Not Provided For

17. The essence of this award being that the work of the employers shall not on any account whatsoever be impeded but shall always proceed as if no dispute had arisen, it is provided that 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 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 of Arbitration 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.

Application of Award

18. This award shall apply to the parties named herein.

Term of Award

19. 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 22nd day of November 1964, 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 19th day of October 1965.

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 9th day of December 1964.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

The award, including the operative date of provisions relating to wages, incorporates the terms of settlement arrived at by the parties in the course of an inquiry held before a Council of Conciliation.

Upon being satisfied by supporting documentary evidence that an unqualified preference provision has been agreed to by all the assessors in accordance with section 174B of the Industrial Conciliation and Arbitration Act 1954 (as enacted by the Industrial Conciliation and Arbitration Amendment Act 1961), the Court has inserted clause 15 in the award in the form in which it was agreed upon in the Council of Conciliation.

The rates of remuneration prescribed by this award are *not* to be increased by the application of the provisions of the Court's general order of 19 August 1964.

A. TYNDALL, Judge.