

## ASHBURTON ABATTOIR EMPLOYEES—INDUSTRIAL AGREEMENT

THIS Industrial Agreement made in pursuance of the Industrial Conciliation and Arbitration Act, 1954, this 1st day of July, 1966 between the Ashburton Borough Council and C. V. O'Grady, contractor (hereinafter called the "employer") of the one part and the Canterbury, Marlborough and Nelson Freezing Works and Related Trades Union of Workers (hereinafter called the "union"), of the other part, witnesseth that it is hereby mutually agreed between the employer and the union as follows.

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### SCHEDULE

#### *Clause 1—Industry to Which Agreement Applies*

This agreement shall apply to all workers engaged in the normal and usual work carried out in the Ashburton Abattoirs, but shall not apply to yardmen.

#### *Clause 2—Hours of Work*

(a) The ordinary hours of work shall consist of 40 hours, eight hours to be worked on five days of the week, Monday to Friday inclusive, between 7 a.m. and 5 p.m.

(b) One hour shall be allowed for all meals except where otherwise mutually agreed between the union and the employer concerned.

#### *Clause 3—Overtime*

(a) All time worked in excess of the hours mentioned in clause 2 hereof in any one day shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b) Work done on Saturday shall be paid for at the rate of time and a half for the first three hours and double time thereafter and after mid-day shall be paid for at double time or rate.

(c) All work performed on a Sunday shall be paid for at double time or rate.

(d) When workers are required to work overtime and have not been notified on or before the night previously a suitable hot meal shall be provided by the employer or the employer shall pay each worker the sum of 6s. 0d.

(e) When a worker has been notified on the previous night of intention to work overtime after the ordinary ceasing time as specified in clause 2 hereof, such worker shall receive a minimum of 1 hours pay at overtime rates.

(f) When workers are employed before 5 a.m. they shall be allowed a breakfast hour as far as practicable between 7 a.m. and 8 a.m.

#### Clause 4—"Smoke-oh"

Fifteen minutes in the morning and 15 minutes in the afternoon shall be allowed for smoko. On any day where nine hours or more are being worked, a smoko of 15 minutes may be taken at 5 p.m. by mutual agreement between the employer and the employees.

#### Clause 5—Wages

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

	Per Week			Overtime Basic Rate per hour	
	£	s.	d.	s.	d.
(a) Slaughtermen .....	24	7	6	12	2½
Gutman and/or skin man employed by the Ashburton Borough Council .....	17	0	0	8	6
Slaughterhouse Assistants .....	17	0	0	8	6

(b) No deduction in respect of time lost by any worker shall be made from the amount payable to him under subclause (a) of this clause, except for time lost by reason of the default of the worker, or by reason of his illness, or of any accident suffered by him.

(c) *Casuals*—Casual workers may be employed on an hourly basis and paid pro rata to the hours worked.

#### Clause 6—Holidays

(a) All workers shall receive the following holidays in each year: New Year's Day, 2 January, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Show Day or Anniversary Day, Christmas Day, and Boxing Day.

(b) When a holiday other than Anzac Day falls on a Saturday or Sunday, such holiday shall be observed on the Monday following. When Christmas Day falls on a Sunday, Boxing Day shall be observed on the Tuesday following.

(c) All work performed on holidays mentioned in subclause (a) of this clause shall be paid for at double rates in addition to the ordinary rate prescribed in clause 3 hereof. All work done on Easter Saturday shall be paid for at ordinary time or rate in addition to the ordinary rate prescribed in clause 3 hereof.

(d) Annual holidays shall be allowed in accordance with the provisions of the Annual Holidays Act 1944: Provided that upon completion of 10 years' continuous service with the same employer workers shall be granted, in respect of each further year of service with that employer, an annual holiday of three weeks instead of two weeks.

#### Clause 7—Payment of Wages

(a) Wages shall be paid weekly not later than Thursday, in the employer's time. Two days' lie-time shall be allowed. Any error or omission in the pay sheets shall be adjusted within 48 hours after notice has been given.

(b) If a worker leaves his employment with the employer's consent or is dismissed by his employer, his wages shall be paid in cash or by cheque immediately following such leaving or dismissal.

(c) Where wages are weekly, no deduction shall be made therefrom save for time lost through the workers sickness, accident or default.

#### *Clause 8—Termination of Employment*

Except in the case of casual workers, one week's notice of the termination of the employment shall be given by the employer or the worker, as the case may be, but this shall not prevent the employer from summarily dismissing a worker for serious misconduct. If appropriate notice is not given, one week's wages shall be paid or forfeited as the case may require.

#### *Clause 9—General Conditions*

(a) Disinfectant shall be supplied in any department where necessary.

(b) A St. John Ambulance or similar first aid outfit shall be provided in each factory.

(c) (i) Workers shall be provided with all necessary knives, steels, pouches and belts.

(ii) Gloves and jerseys shall be supplied to workers when required to work in freezing chambers or chillers.

(iii) Workers shall be supplied with gumboots, boots, leggings, waterproof aprons, bib overalls and towels. All such equipment when worn out as the result of fair wear and tear shall be replaced by the employer.

All wearing apparel and towels provided under this clause shall be laundered at least once each week by the employer.

(iv) All such gear and clothing as is mentioned in paragraph (i), (ii) and (iii) of this subclause shall remain the property of the employer and such clothing shall be worn on the employer's premises only. Workers shall be responsible for the proper care of clothing and equipment supplied to them.

(v) In lieu of the requirements of paragraph (i) to (iv) of this subclause, a payment at the rate of £36 per annum, payable at the rate of £3 per calendar month, may be made.

(d) A sufficient supply of good boiling water shall be provided convenient to the dining room.

(e) Sufficient drinking water of good quality shall be available.

(f) Full and proper provision shall be made for lavatory accommodation which shall be kept clean and tidy to the satisfaction of the local Inspector of Awards.

(g) Suitable dining accommodation, suitable facilities for washing (including showers) and dressing and for hanging clothes shall be provided with provision for drying wet clothes.

(h) No reduction shall be made in the wages of any worker at present employed by virtue of the coming into force of this award.

(i) The secretary or other authorised representative of the union shall with the consent of the employer (which consent shall not be unreasonably withheld) be entitled to enter at reasonable times upon the premises or works, and there interview any workers, but not so as to interfere unreasonably with the employer's business.

(j) In the event of a circumstance existing whereby diseased stock and obnoxious stock is required to be slaughtered, the union and the employer shall agree on a special rate for such work.

*Clause 10—Disputes Committee*

Anything not provided for in this award, or any dispute that may arise over anything that is provided for in this award, shall be mutually arranged between two representatives of the union and two representatives of the employer. In the event of their being unable to agree, the matter shall be referred to the Conciliation Commissioner for settlement. Either side, if dissatisfied with the decision of the Conciliation Commissioner, shall have the right to appeal to the Court.

*Clause 11—Unqualified Preference*

(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 an 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 purpose 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.)

*Clause 12—Scope of Agreement*

This agreement shall apply to the Ashburton Abattoir and shall bind the parties named herein.

*Clause 13—Term of Agreement*

This agreement shall come into force on the day of the date hereof and shall continue in force until the 31st day of March, 1967.

The common seal of the Mayor, Councillors and Citizens of the Borough of Ashburton was hereto affixed in the presence of:

[L.S.]

Signed on behalf of C. V. O’Grady, Contractor—

J. DAVIDSON, Mayor.  
H. C. CHILDS, Town Clerk.

Signed—C. V. O’GRADY.

Signed on behalf of the Canterbury, Marlborough and Nelson Freezing Works and Related Trades Union of Workers—

[L.S.]

Signed—S. Arnst, Secretary.