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MEAT PACKERS (N.Z.) LTD. **EMPLOYEES**—VARIATION OF INDUSTRIAL  
AGREEMENT

*[Filed in the Office of the Clerk of Awards, Wellington]*

THIS industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 27th day of April, 1966 between Meat Packers (N.Z.) Ltd. (hereinafter called “the employer”) of the one part, and the New Zealand (Except Northern, Westland, and Otago and Southland Industrial Districts) Food Processing, Chemical & Related Products Factory Employees’ Industrial Union of Workers (hereinafter called “the Union”) of the other part, whereby it is mutually agreed by and between the said parties as follows:

“That the Meat Packers (N.Z.) Ltd. Employees Industrial Agreement dated 25th February, 1965 shall be and is varied in manner as follows:

*Clause 2 (c)* By deleting the figures “7s. 3d.” and substituting therefor the figures “7s. 6d.”

Clause 4 (e) By deleting the figure "6s. 0d." and substituting therefor the figure "6s. 3d."

Clause 5 (a) By deleting all rates in sub-clause (a) and substituting therefor the following:

Butchers fully qualified to perform all operations to specifications:

	Per Week		
	£	s.	d.
During the first six months of employment .....	19	10	0
Thereafter for workers employed:			
From six months to 12 months .....	19	16	8
From 12 months to 18 months .....	20	3	4
From 18 months to 24 months .....	20	10	0
From 24 months to 30 months .....	20	16	8
From 30 months to 36 months .....	21	3	4
Thereafter .....	21	10	0

(b) By deleting all rates in sub-clause (b) and substituting, therefor the following:

Butchers employed on general processing work and small goods men:

	Per Week		
	£	s.	d.
During the first six months of employment .....	18	6	8
Thereafter for workers employed:			
From six months to 12 months .....	18	13	4
From 12 months to 18 months .....	19	0	0
From 18 months to 24 months .....	19	6	8
From 24 months to 30 months .....	19	13	4
From 30 months to 36 months .....	20	0	0
Thereafter .....	20	6	8

(c) By deleting all rates in sub-clause (c) and substituting therefor the following:

	Per Week		
	£	s.	d.
Freezer hands:			
During the first six months of employment .....	18	0	0
Thereafter for workers employed:—			
From six months to 12 months .....	18	6	8
From 12 months to 18 months .....	18	13	4
From 18 months to 24 months .....	19	0	0
From 24 months to 30 months .....	19	6	8
From 30 months to 36 months .....	19	13	4
Thereafter .....	20	0	0

(d) By deleting all rates in sub-clause (d) and substituting therefor the following:

	Per Week		
	£	s.	d.
Labourers and handymen:			
During the first six months of employment .....	16	10	0
Thereafter for workers employed:			
From six months to 12 months .....	16	16	8
From 12 months to 18 months .....	17	3	4
From 18 months to 24 months .....	17	10	0
From 24 months to 30 months .....	17	16	8
From 30 months to 36 months .....	18	3	4
Thereafter .....	18	10	0

- (e) By deleting all rates in sub-clause (e) and substituting therefor the following:  
 Female workers aged 18 years and over:

	Per Week		
	£	s.	d.
During the first three months of employment .....	11	10	0
Thereafter .....	12	0	0
Female workers under 18 years .....	9	5	0

- (f) By deleting all rates in subclause (f) and substituting therefor the following:

Youths employed on process work other than in butchering department:

	Per Week		
	£	s.	d.
Aged under 18 years .....	9	17	6
Aged under 19 years .....	13	0	0
Thereafter labourers rates.			

- (h) By deleting all rates in sub-clause (h) and substituting therefor the following:

Youths under 19 years of age at the commencement of the employment may be employed as improvers to learn the trade in the proportion of one youth to each three butchers or part thereof at the following rates:

	Per Week		
	£	s.	d.
During the first six months of employment .....	8	6	8
Thereafter for workers employed under this sub-clause:			
From six to 12 months .....	9	6	8
From 12 to 18 months .....	10	16	8
From 18 to 24 months .....	12	16	8
From 24 to 30 months .....	13	16	8
From 30 months to 36 months .....	16	16	8
Thereafter .....	17	16	8

Notwithstanding the rates specified above, the minimum commencing rate for a worker over 16 years of age and under 19 years of age shall be £10. 16s. 8d. per week.

*Clause 10* (b) By deleting sub-clause (b) and substituting therefore the following:

(b) Workers shall be provided with suitable protective clothing and gloves. Workers working in damp or wet conditions shall be supplied with new warm socks, new gumboots and in the case of workers working in the open, adequate weatherproof clothing. Workers obliged to work on serrated plates or duck boards shall be supplied with boots.

A worker required to work in a refrigerated store or chamber where the temperature is 32°F or less shall be provided with warm protective clothing, which shall include tweed trousers, suitable footwear and gloves. Workers working in air conditioned rooms shall be supplied with jerseys as required. Such clothing shall be kept clean and in good order at the expense of the employer and shall remain his property.

Permanent freezer hands shall be given a boot allowance of £5 per annum at the commencement of employment in the freezer and on such anniversary thereof. Should the employment of the worker terminate within 12 months after the boot allowance has been paid the worker shall repay the employer £1. 5s. 0d. for each unexpired quarter.

*Clause 16—Terms of Agreement*

This variation of agreement shall come into force in as far as it relates to wages on the 9th day of February, 1966, and in all other matters on the date of signing by the parties, and shall continue in force until the 9th day of February, 1967.

Dated this 27th day of April, 1966.

For and on behalf of The New Zealand (Except Northern, Westland and Otago and Southland Industrial Districts) Food Processing, Chemical and Related Products Factory Employees' Industrial Union of Workers:

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D. G. NOLAN, General Secretary.

Witness to the above signature—T. C. Gallagher.

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For and on behalf of Meat Packers (N.Z.) Ltd.:

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J. M. RYAN, General Manager.

Witness to the above signature—  
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