

Please post in a Conspicuous Place accessible to Workers

---

**Blenheim Municipal Abattoir  
Workers — Collective Agreement  
(Voluntary)**

Dated 12/8/77

---

NOTE: See clause 23 herein for the date on which rates of wages come into force

## Form 6

Under the Industrial Relations Act 1973

## REGISTERED COLLECTIVE AGREEMENT

In the matter of the Industrial Relations Act 1973; and in the matter of the Blenheim Municipal Abattoir Workers Dispute of Interest between the New Zealand Labourers, General Workers' and Related Trades Industrial Union of Workers and the Blenheim Borough Council.

The Industrial Commission, having before it the terms of a voluntary settlement arrived at in the above-mentioned dispute of interest and submitted or notified to the Commission pursuant to the provisions of section 65 of the Industrial Relations Act 1973, hereby registers as a collective agreement the terms, conditions, and provisions set out in the schedule hereto and orders:

1. That the said terms, conditions, and provisions shall be binding on the parties hereto; and

2. That the said parties shall respectively do, observe, and perform every matter and thing by this collective agreement required to be done, observed, and performed and shall not do anything in contravention of this collective agreement but shall in all respects abide by and perform it.

In witness of the registration of this collective agreement the seal of the Industrial Commission has hereto been affixed and the President of the Commission has hereunto set his hand, this 12th day of August 1977.

(L.S.)

G.O. Whatnall, President.

## Form 5

Sections 65 and 66

Regulation 9 (4)

Under the Industrial Relations Act 1973

## SUBMISSION OF VOLUNTARY SETTLEMENT FOR REGISTRATION

In the matter of the Industrial Relations Act 1973; and in the matter of the Blenheim Municipal Abattoir Workers' Dispute of Interest 1977, between the New Zealand labourers, General Workers and Related Trades Industrial Union of Workers and Blenheim Borough Council, Blenheim.

To the Registrar of the Industrial Commission:

We hereby submit to you a signed copy of the terms of voluntary settlement of the above-mentioned dispute of interest arrived at by the parties pursuant to Section 65 of the Industrial Relations Act 1973, for registration by the Industrial Commission as a collective agreement.

Dated at Wellington this 6th day of March 1977.

For and on behalf of Blenheim Borough Council:

B.J. Kilgour, Chief Executive Officer/Town Clerk.

For and on behalf of New Zealand Labourers, General Workers and Related Trades Industrial Union of Workers:

W.J. Anton, Secretary.

BLenheim MUNICIPAL ABATTOIR WORKERS' DISPUTE OF INTEREST 1977

Terms of Voluntary Settlement Under Section 65 of the  
Industrial Relations Act 1973

Except as varied or modified by the provisions contained herein, the terms and conditions of the Blenheim Municipal Abattoir Workers' Collective Agreement dated 11th day of March 1976 shall stand part of this agreement.

SCHEDULE

OVERTIME

4. (a) All time worked outside of or in excess of the hours prescribed in sub-clause (a) of clause 3 of this agreement 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; Provided that all time worked after noon on Saturday shall be paid for at double time rates.

(b) When a worker has been notified on the previous day of intention to work overtime, such worker shall receive a minimum of two hours' pay at overtime rates.

(c) When workers are required to work more than one hours' overtime 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 \$1.50.

(d) All work performed on Sundays shall be paid for at the rate of double time in addition to the ordinary weekly wage with a minimum payment of four hours at overtime rates; Provided that in the case of stockmen the minimum shall be three hours.

(e) All work performed on holidays shall be paid for at double time rates in addition to the ordinary weekly wage, with a minimum of four hours at overtime rates; Provided that in the case of stockmen the minimum shall be three hours.

WAGES

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

	Per Week \$
Slaughtermen . . . . .	100.71
Stockmen, \$2.33 per hour	
Slaughterhouse assistants . . . . .	91.72
Gut Runners . . . . .	94.64
Abattoir Labourers . . . . .	88.82

(b) Casual Labour—A "casual worker" is a worker who is employed for less than one week and shall be paid the following rates:

	Per Hour \$
Slaughtermen . . . . .	3.01
Slaughterhouse assistants . . . . .	2.73
Gut Runners . . . . .	2.82
Abattoir Labourers . . . . .	2.64

(c) Youths—Youths shall be paid not less than the rates specified hereunder:

	Per Week
	\$
Under 17 years . . . . .	52.55
Between 17 and 18 years . . . . .	57.12
Between 18 and 18½ years . . . . .	65.60
Thereafter, the minimum rate for adult workers.	

(d) Workers employed in loading out from the chiller at any time shall be paid at a half ordinary rate extra in addition to the ordinary or overtime rate provided the time so occupied exceeds 30 minutes.

(e) The worker designated as foreman shall be paid \$13.10 per week additional to slaughtermen's rate; Provided that a worker required to relieve as foreman for a period of five consecutive working days or longer shall be entitled to receive the foregoing payment.

(f) Nothing in this agreement shall operate so as to reduce the wages, conditions, or privileges of any worker while he remains in his present position of employment.

(g) Workers required to perform work involving rams shall be paid an additional 5 cents per carcass.

#### SERVICE ALLOWANCE

6. (a) Except as hereafter provided, a service allowance as follows shall be paid:

- (i) For continuous service with the same employer exceeding one year, \$1.42 per week;
- (ii) For continuous service with the same employer exceeding two years, a further \$1.42 per week making \$2.84 per week in all;
- (iii) For continuous service with the same employer exceeding four years, a further \$1.65 per week making \$4.49 per week in all.

(b) Service accrued at the date of this agreement coming into force shall qualify for the allowance.

(c) The allowance shall not count in the calculation of overtime rates.

(d) The allowance shall be paid or accrue when the worker is on annual holiday but shall be excluded from the computation of ordinary pay and average weekly taxable earnings, for the purposes of calculating annual holiday payment.

#### GENERAL CONDITIONS

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

(b) Any worker required to operate the singer shall be paid quarter ordinary time rates in addition to the rate otherwise payable at the time.

(c) A suitable 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 reasonable time to cool before entering the chiller.

(g) Wages shall be paid weekly in the employer's time on the regular pay day which shall be not later than Thursday.

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

(i) The employer may either supply any working gear, or, in lieu thereof, and to cover the cost of the materials necessary to carry on the work, such as aprons, leggings, respirators, waterproof coats, gloves, vamps, shears, knives, steels, stones, pouches, and necessary footwear, the following gear allowances shall be payable:

All slaughterhouse workers—54 cents per working day.

All other workers—32 cents per working day.

(j) The secretary or other authorised representative of the union shall be entitled to enter at all reasonable times upon the premises or job of any employer bound by this agreement, for the purposes of interviewing any workers or to collect any fees, subscriptions, levies, or other charges payable to the union by any worker, but not so as to interfere unreasonably with the employer's business.

(k) Workers required to provide their own dogs shall be paid an additional amount of \$1.38 per week by way of dog allowance. Registration fees incurred by the worker up to a maximum of four dogs shall be paid by the employer.

(l) The employer shall provide sufficient towels and soap and the towels shall be laundered at the employer's expense.

(m) The employer shall supply a suitable heavy-duty rubber apron for use by the worker engaged in scalding pig carcasses.

### CONTINUITY OF SERVICE

21A. For the purpose of Annual Holidays, Special Holidays for Long Service and Service Allowances, continuity of service shall not be deemed to be broken by reason of amalgamation of one local body with another which continues to employ such workers.

### TERM OF AGREEMENT

23. This agreement, 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 14th day of March 1977, and so far as all other provisions of the agreement are concerned it shall come into force on the day of the date hereof; and this agreement shall continue in force until the 13th day of March 1978.

For and on behalf of Blenheim Borough Council.

B.J. Kilgour, Chief Executive Officer/Town Clerk.

For and on behalf of New Zealand Labourers, General Workers and Related Trades Industrial Union of Workers.

W.J. Anton, Secretary.

### MEMORANDUM

This collective agreement incorporates the terms of voluntary settlement arrived at by the parties and forwarded to the Industrial Commission for registration pursuant to Section 65 of the Industrial Relations Act 1973.

A concomitant application lodged in terms of Regulation 7 of the Wage Adjustment Regulations 1974 (Reprint 1976/198) is sustained.

The parties' settlement for a shortened term has the Commission's consent pursuant to section 92 (2) of the Industrial Relations Act 1973 and Regulation 9 of the Wage Adjustment Regulations 1974 (Reprint 1976/198).

The rates of remuneration specified in this agreement incorporate the effect of the order, dated 1 March 1977, of the Wage Hearing Tribunal, operative from 14 March 1977.

(L.S.)

G.O. Whatnall, President.