

Please post in a Conspicuous Place accessible to Workers

**Slink Skins (Auckland) Limited,
Slink Skins (Hawkes Bay) Limited—
Collective Agreement (Voluntary)**

Dated 23/10/74

NOTE: See clause 11 herein for the date on which rates of wages come into force.

UNDER THE INDUSTRIAL RELATIONS ACT 1973
REGISTERED COLLECTIVE AGREEMENT

In the matter of the Industrial Relations Act 1973; and in the matter of the Slink Skins (Auckland) Limited and Slink Skins (Hawke's Bay) Limited Skinners and General Labourers Dispute of Interest between the North Island Freezing Workers Federation, and Auckland Freezing Works and Abattoir Employees Industrial Union of Workers, and the Tomoana Freezing Works Employees Industrial Union of Workers and Slink Skins (Auckland) Limited, and Slink Skins (Hawke's Bay) Limited.

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 23rd day of October 1974.

(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 Slink Skins (Auckland) Limited and Slink Skins (Hawkes Bay) Limited dispute of interest between the North Island Freezing Workers Federation, the Auckland Freezing Works' and Abattoir Employees Industrial Union of Workers, the Tomoana Freezing Works' Employees Industrial Union of Workers and the Westfield Freezing Company Limited and Nelsons New Zealand Limited.

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 (section 66) of the Industrial Relations Act 1973, for registration by the Industrial Commission as a collective agreement.

Dated at Auckland this 20th day of August 1974.

Signature of parties:

The North Island Freezing Workers Federation:

The Auckland Freezing Works and Abattoir Employees Industrial Union of Workers:

Agent: F. E. Barnard.

The Tomoana Freezing Works Employees Industrial Union of Workers:

Agent: B. E. Stobie.

Slink Skins (Auckland) Limited:

Slink Skins (Hawkes Bay) Limited:

Agent: F. M. Cowan.

SLINK SKINS (AUCKLAND) LIMITED
SLINK SKINS (HAWKES BAY) LIMITED

SKINNERS AND GENERAL LABOURERS COLLECTIVE AGREEMENT

This Collective Agreement made pursuant to the Industrial Relations Act 1973, between Slink Skins (Auckland) Limited and Slink Skins (Hawkes Bay) Limited (hereinafter called the Employers) of the one part and the North Island Freezing Workers Federation, the Auckland Freezing Works and Abattoir Employees Industrial Union of Workers, the Tomoana Freezing Works Employees Industrial Union of Workers (hereinafter referred to as the Unions) witnesseth that it is hereby mutually agreed between the Unions and the Employers as follows:

SCHEDULE

INDUSTRY TO WHICH AGREEMENT APPLIES

1. This Agreement shall apply to the Skimmers and Labourers employed by the Employers at their respective factories in the North and South Islands, New Zealand.

HOURS OF WORK

2. The hours of work will be flexible and run until the supply of lambs is finished that day. Four hours of work will be guaranteed whilst the factory is open.

WAGES

3. (a) Labourers – the first four hours on Monday to Friday are classified as ordinary time, the next three hours at time and a half and thereafter double time. On Saturday the first three hours are classified as time and a half, thereafter double time. All time worked on Sunday is classified at double time. Labourers rates of pay are \$1.95 per ordinary hour; \$2.93 per hour for time and a half and \$3.90 per hour for double time.

(b) Skimmers – Tallies for the day will be divided back on a per man basis at the rate of 50 skins per hour.

(i) Rates of payment on any day Monday to Friday (inclusive): The first 200 lambs (4 hours) are classified as ordinary time and paid at the rate of 5.8562 cents per lamb. The next 150 lambs (3 hours) are classified as time and a half and paid at the rate of 8.7844 cents per lamb. Any one day tally over 350 lambs will be classified as double time and paid at the rate of 11.7125 cents per lamb.

(ii) Saturday: The first 150 lambs (3 hours) are classified as time and a half and paid at the rate of 8.7844 cents per lamb. Any Saturday tally over 150 lambs will be classified as double time and paid at the rate of 11.7125 cents per lamb.

(iii) Sunday: All tally will be classified as double time and paid at the rate of 11.7125 cents per lamb.

(iv) Minimum pay – see clause 6 (g).

(c) Casual Skimmers. Casual skimmers shall be paid at the rate of 8.7 cents per lamb covering both ordinary time and overtime.

(d) Learner Skinner. A skinner without previous experience shall, during his first 3 days of employment, be paid at an hourly rate in lieu of the piece rates expressed herein.

These hourly rates are:

	Per Hour
Monday to Friday (inclusive)	\$
First 4 hours (ordinary time)	2.00
Next 3 hours (time and half)	3.00
Thereafter (double)	4.00
Saturday	
First 3 hours (time and half)	3.00
Thereafter (double)	4.00
Sunday	
(All double time)	4.00

After the first 3 days of employment, he shall be paid at rates set out in section 3 (b) herein.

(e) After prior notice being given by the Foreman to the Employees, no payment will be made for any cut or ripped skin. The Foreman will be responsible to determine tallies and reject skins.

(f) These wages include allowances for such items as the handling of dead stock.

(g) Wages shall be paid weekly not later than Thursday for the week ended on the previous Sunday night.

HOLIDAYS

4. (a) The following holidays shall be allowed without deduction of pay: Christmas Day, Boxing Day, New Years Day, the day following New Years Day, New Zealand Day, Anniversary Day, (or a day in lieu thereof) Anzac Day, Good Friday, Easter Monday, Labour Day, and the birthday of the reigning sovereign.

(b) All holidays mentioned in Clause 4 (a) shall be paid for as an ordinary working day of eight hours, skimmers shall be paid at the rate of \$2.446 per hour and labourers at the rate of \$1.95 per hour.

(c) All worker performed on holidays mentioned in subclause 4 (a) shall be paid for at double rates.

(d) Annual holidays: recognising the present short duration of the employers working season, holidays shall be paid at 4% of the employee's gross earnings, but where any employee has worked for more than one season for any one employer, holidays shall be paid at 6% of the employee's gross earnings.

TERMINATION OF EMPLOYMENT

5. Whilst the employer will endeavour to give the maximum notice of the end of the season, a minimum of one day's notice of termination or dismissal shall be given, but this will not prevent the employer from summarily dismissing a worker for serious misconduct. Similarly the employee shall give one day's notice of termination of employment. Failure to give such notice shall render the employer liable to the payment of one day's pay in lieu of notice and the worker to the forfeiture of one day's pay.

GENERAL CONDITIONS

6. (a) The number of lambs to be handled will be variable, numbers reaching their peak at about mid-September.

(b) Work will be carried out on seven days per week.

(c) The employer will supply leggings, knife, steel, oilstone, gumboots, pants, woollen singlet, denim jackets, towel and waterproof clothing for labourers which will remain the property of the employer. All clothing shall be laundered by the employer daily if requested.

(d) Tea, hot water and a warming oven will be supplied by the employer. When an employee is required to work more than eight hours on any day, the employer shall allow meal money at the rate of \$1.00 per meal.

(e) It is understood that the employer has no control over the volume of dead lambs arriving from day to day and decisions on appointment and discharge of casual gangs can only be made from time to time as circumstances warrant. Such arrangements shall be mutually agreed upon by the foreman and the gangs delegate. If the gangs delegate decides that the permanent gangs will skin this surplus stock, the floor shall be cleared by the permanent gangs. Casual gangs, where possible, shall be given priority for permanent employment.

(f) A grindstone shall be available at the employers factory.

(g) (i) For the first and last week of the season, where the number of lambs is less than 200 per man per day, permanent skimmers shall be paid at the flat rate of 8.7 cents per lamb.

(ii) Minimum pay. Minimum daily payment for permanent skimmers on any day is 200 lambs at 8.7 cents per lamb (\$17.40).

(h) The employer shall provide suitable first aid facilities up to a suitable standard.

(i) Owing to the nature of the work, suitable disinfectant and antiseptic shall be provided by the employer.

DISPUTES

7. Any dispute in connection with any matter not provided for in this Agreement shall be settled between the Employer and the Secretary or President of the Union and in default of agreement being arrived at, then such dispute shall be referred to the Conciliator, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Conciliator, may appeal to the Court upon giving written notice of such appeal to the other party within 14 days after such decision shall have been communicated to the party desiring to appeal.

PERSONAL GRIEVANCES

7A. The provisions as to the settlement of "personal grievances" as set out in section 117 of the Industrial Relations Act 1973 shall be deemed to be incorporated in this agreement.

UNQUALIFIED PREFERENCE

8. (a) Any adult person engaged or employed in any position or employment subject to this Agreement shall if he is not already a member of Union of Workers bound by this Agreement, 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 Agreement so long as he continues in any position or employment subject to this Agreement.

(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 Agreement.

(d) Every employer bound by this agreement commits a breach of this Agreement 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 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 rates of wages prescribed for adult workers by this Agreement.

(Note: attention is drawn to the Industrial Relations Act 1973, which gives to workers the right to join the union).

RIGHT OF ENTRY UPON PREMISES

9. The Secretary or other authorised officer of the Union of Workers shall with the consent of the Employer (which consent shall not be unreasonably withheld) be entitled to enter at all reasonable times upon the premises or works and there interview any workers but not so as to interfere unreasonably with the employer's business.

FUTURE PAY MOVEMENTS

10. It is agreed by the parties to this Agreement that future movements in rates of pay on any renewal of this Agreement, will be in line with those achieved in the New Zealand Freezing Workers Agreement.

TERM OF AGREEMENT

11. This agreement shall be deemed to come into force so far as wages and other conditions are concerned on the 1 July 1974 and it shall continue in force until the 30 June 1975.

Dated at Auckland this 20th day of August 1974.

On behalf of:

The North Island Freezing Workers Federation:

The Auckland Freezing Works and Abattoir Employees Industrial Union of Workers:

F. E. Barnard.

The Tomoana Freezing Works Industrial Union of Workers:

B. E. Stobie.

On behalf of:

Slink Skins (Auckland) Limited:

Slink SKins (Hawkes Bay) Limited:

S. F. M. Cowan.