

(97.) CANTERBURY SLAUGHTERMEN.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1900”; and in the matter of an industrial dispute between the Canterbury Slaughtermen’s Industrial Union of Workers (hereinafter called “the union”) and the Canterbury Frozen Meat and Dairy Produce Export Company (Limited) and the Christchurch Meat Company (Limited), (hereinafter called “the employers”).

THE Court of Arbitration of New Zealand (hereinafter called “the Court”), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and the employers by their representatives duly appointed, and such witnesses as were produced before it, doth hereby order and award: That, as between the union and the members thereof and the employers and each of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and the members thereof and upon the employers and each of them, and the said terms shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, the union and the members thereof and the employers and each 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 observe and perform the same. And the Court doth hereby further award 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 the sum of £100 shall be the maximum penalty payable by any party or person in respect of any such breach. And the Court doth further order that this award shall take effect on the 19th day of August, 1901, and shall continue in force until the 19th day of August, 1903.

In witness whereof the seal of the Court of Arbitration of New Zealand hath been hereto put and affixed, and the President of the Court hath hereunto set his hand, this 14th day of August, 1901.

THEO. COOPER, J., President.

THE SCHEDULE HEREINBEFORE REFERRED TO.

1. *Hours of Labour.*—The hours of commencement of work shall not be earlier than 7 o’clock in the morning. The Court does not fix any time for the hours on each day on which labour shall cease, and each employer shall be at liberty to determine this according to the exigencies from time to time of each business; but the working-day shall close as near to 5 o’clock in the afternoon of each day as the exigencies of each business may permit.

The rules now in force in each slaughterhouse for sharpening or smoking, and for dinner, and for yarding stock and dividing sheep or lambs in pens, shall continue to apply to each business.

2. *Rate of Pay.*—The rate of pay for sheep and lambs slaughtered in the factories shall be: Freezing sheep and lambs, £1 per 100; for other sheep and lambs, and rams, the prices now paid in the said factories; for bullocks slaughtered for any purpose, 2s. each. If the slaughtermen who are paid on piece rates are required to slaughter pigs, then the price to be paid shall be 9d. per head. For calves, the price now paid by the said employers.

3. *Limitation of Award.*—Nothing in these conditions or in this award shall apply to those employees of the employers respectively who are employed in the bacon department of each such employer, nor to those slaughtermen who are engaged in slaughtering for shops. The Court reserves power to fix the rate of pay for such employees at any period during the currency of the award if it thinks fit to do so, and upon due notice to all parties concerned.

4. *Holidays.*—The following days shall be recognised as holidays: The King's Birthday, Good Friday, Easter Monday, Labour Day, Show Day (if it shall not fall upon the King's Birthday), and Christmas Day. All work done on these days and on Sundays to be paid for at double rates.

5. *Time for Payment of Wages.*—Wages shall be paid fortnightly. Two days' lie time shall be allowed. If any workman desires his wages to be paid at the Christchurch offices of the employers, and shall give forty-eight hours' notice of his desire, then his wages shall be paid at such Christchurch office, and not at the factory.

6. *Control of Factory.*—The employers shall have the fullest right of control (subject to the special provisions of this award) of their factories, and may make such rules for the necessary and proper management thereof as they may deem expedient.

7. *Preference of Employment.*—If and so long as the rules of the union shall permit any person now employed in the trade in this industrial district, and any person who may hereafter reside in this industrial district, and who is a competent journeyman, to become a member of such union upon payment of an entrance fee not exceeding 5s., and of subsequent contributions, whether payable weekly or not, not exceeding 6d. per week, upon a written application of the person so desiring to join the union, without ballot or election, then and in such case employers shall, when engaging a workman, employ members of the union in preference to non-members, provided that there are members of the union equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it.

8. Until the rules of the union are, if necessary, altered in accordance with the provisions of the last preceding clause, employers may employ any person whether a member of the union or not; but no employer shall discriminate against members of the union, and no employer shall, in the employment or dismissal of

any person or in the conduct of his business, do anything for the purpose of injuring the union, whether directly or indirectly.

9. When members of the union and non-members are employed together there shall be no discrimination between members and non-members, and both shall work together in harmony, and shall receive equal pay for equal work.

10. When the rules of the union are such as to entitle the members of the union to preference under the foregoing clauses, and at all times thereafter, the union shall keep in some convenient place within one mile from the Chief Post-office in the City of Christchurch a book to be called "the employment-book," wherein shall be entered the names and exact addresses of all members of the union for the time being out of employment, with a description of the branch of the trade in which such member claims to be proficient, and the names, addresses, and occupations of every employer by whom such member shall have been employed during the preceding one year. Immediately upon such member obtaining employment a note thereof shall be entered in such book. The executive of the union shall use their best endeavours to verify all the entries contained in such book, and the union shall be answerable as for a breach of this award in case any entry therein shall in any particular be wilfully false to the knowledge of the executive of the union, or in case the executive of the union shall not have used reasonable endeavours to verify the same. Such book shall be open to every employer without fee or charge at all hours between 8 a.m. and 5 p.m. on every working-day except Saturday, and on that day between the hours of 8 a.m. and noon. If the union fail to keep the employment-book in manner provided by this clause, then and in such case, and so long as such failure shall continue, any employer may, if he so thinks fit, employ any person or persons, whether a member of the union or not, to perform the work required to be performed, notwithstanding the foregoing provisions. Notice by advertisement in the *Press* and *Lyttelton Times* newspapers, published in the City of Christchurch, shall be given by the union of the place where such employment-book is kept, and of any change of such place.

11. *General*.—Should a union be formed during the currency of this award, consisting of the workers engaged in all the industries which together constitute the combined business of either of the said employers, then the Court reserves power to such new union to apply to the Court to vary the provisions of this award, and to make such further or other award, or to bring the workers employed in the slaughterhouses of the employers under the operation and provisions of any award which may during the currency of this award be made in respect of the combined business of either of the employers, as to the Court may seem fit.

12. This award shall not, nor shall any of the conditions herein set forth, apply to any employers in the Canterbury Industrial District other than the employers who are above named as parties

to this industrial dispute, but shall apply to all the factories of the above-named parties in this industrial district.

13. This award shall take effect on the 19th day of August, 1901, and shall, subject to the provisions hereinbefore set forth, continue in force until the 19th day of August, 1903.

In witness whereof the seal of the Court of Arbitration hath been hereto affixed, and the President hath hereunto set his hand, this 14th day of August, 1901. THEO. COOPER, J., President.

(93.) CANTERBURY TANNERS AND FELLMONGERS.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of "The Industrial Conciliation and Arbitration Act, 1900"; and in the matter of an industrial dispute between the Canterbury Tanners, Fellmongers, and Skinners' Industrial Union of Workers (hereinafter called "the union") and the following employers:—Bowron Bros., Walter Hill, Webster and Co., W. H. Clarke, W. Wood, T. York, Butcher and Sprange, J. Beaumont, W. R. Travis, Murgatroyd Bros., Thomas T. Robson, — Giffkins, William Nicholls, the Canterbury Freezing Meat Company, the Christchurch Meat Company, B. Bartram, — Butcher, T. McDonald, D. McCaskill, Thomas Rooney, W. H. Alstead (hereinafter called "the employers").

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and the employers by their representatives duly appointed, and such witnesses as were produced before it, doth hereby order and award: That, as between the union and the members thereof and the employers and each of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and the members thereof and upon the employers and each of them, and the said terms shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, the union and the members thereof and the employers and each 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 observe and perform the same. And the Court doth hereby further award 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 the sum of £100 shall be the maximum penalty payable by any party or person in respect of any such breach. And the Court doth further order that this award shall take