
(124.) CANTERBURY FREEZERS.—REPORT OF BOARD.

Board of Conciliation, Canterbury District,
 Christchurch, 6th September, 1901.

SIR,—

No. 253.—Canterbury Freezers' Industrial Union of Workers
 and Canterbury Frozen Meat Company and others.

I have to report that the Board has been unable to bring
 about a settlement of the above dispute.

I have, &c.,

A. H. TURNBULL, Chairman.

The Clerk of Awards, Christchurch.

Re No. 124.—CANTERBURY FREEZERS.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial
 District.—In the matter of "The Industrial Conciliation and
 Arbitration Act, 1900," and its amendment; and in the matter
 of an industrial dispute between the Canterbury Freezers'
 Industrial Union of Workers (hereinafter called "the union")
 and the Canterbury Frozen Meat Company and the Christchurch
 Meat Company (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 having also heard the employers by their representatives duly appointed, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, doth hereby order and award: That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every 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, order, 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 thereof. And the Court doth further order that this award shall come into operation on the 20th day of October, 1902, and shall continue in force until the 20th day of October, 1904.

In witness whereof the seal of the Court hath been hereto put and affixed, and the President of the Court hath hereto set his hand, this 10th day of October, 1902.

THEO. COOPER, J., President.

THE SCHEDULE HEREINBEFORE REFERRED TO.

Minimum Rates of Wages.

1. The following shall be the minimum rates of wages to be paid to men employed in and about the freezing-chambers and in the loading or preparing for the loading of the wagons or trucks: 1s. per hour for the first eight hours worked in the twenty-four hours; 1s. 1½d. per hour for all time worked in the twenty-four hours in excess of the first eight hours worked. The said twenty-four hours shall be calculated from midnight to midnight. Casual labour shall be paid for at the rate of 1s. 1d. per hour at whatever time the casual labourer may work. A casual labourer shall be a man who is not in the substantially regular employment of the particular employer during the season.

Holidays.

2. Double time shall be paid for work done on Christmas Day and Good Friday. Time and a half shall be paid for work done on Sundays, New Year's Day, Easter Monday, Boxing Day, Anniver-

sary Day, the King's Birthday, the Prince of Wales' Birthday, and Labour Day.

General Clauses.

3. Waiting-time and delay in setting the men to work shall be avoided by the employers as much as possible.

4. When a day's work is finished men shall, if it is reasonably possible to do so, be informed of the time when they are required to start work on the next day, or notice is to be sent to them.

5. All contractors shall pay the men employed by them the minimum rates of wages prescribed by this award, and shall in other respects abide by and perform the conditions of this award. The employers shall make it a term of their contracts with contractors that such contractors shall undertake to comply with this award.

6. The present custom of allowing spells at intervals without deduction from the men's wages shall continue, and, as far as is reasonably possible, such spells shall be at intervals of two hours.

7. Gloves shall be supplied by the employers to such men as may require them.

8. A reasonable time shall be allowed to men who are in a heated condition through working outside to cool before entering the freezing-chambers.

9. One hour shall be allowed for each meal. No longer period than five hours shall be permitted between each meal.

Workers unable to earn the Minimum Wages.

10. Any worker who considers himself, by reason of youth, infirmity, old age, or for any other reason, unable to earn the minimum wages hereinbefore prescribed may be paid such less sum (if any) as shall be fixed in writing by the Chairman of the Conciliation Board for this industrial district upon the application of the worker after twenty-four hours' notice to the secretary of the union, who shall, if he shall so desire, be heard by such Chairman upon such application. If such worker shall reside in the vicinity of the Smithfield works and shall desire employment at those works, such application may be made to the Stipendiary Magistrate at Timaru, notice being first given to the accredited representative of the union at Timaru, if there shall be one there.

Preference.

11. If and so long as the rules of the union permit any person of sober habits and good character now employed in the trade in this industrial district, and any other person who may hereafter reside in this district, and who is of good character and sober habits, and who may desire to work as a freezer or in connection with the loading or preparing to load the wagons at the freezing-works, to become a member of the union upon payment of an entrance fee not exceeding 5s., and of subsequent contributions not exceeding 6d. per week, whether payable weekly or not, upon a written application of the person so desiring to join the union, without ballot or other election, then and in such case employers shall employ members of

the union in preference to non-members to perform the particular work required to be done, provided there are members of the union equally qualified with non-members to perform such work, and ready and willing to undertake it: Provided, nevertheless, that no employer shall be compelled to discharge or refuse to continue to employ any worker employed by him at the date of this award notwithstanding that such worker may not be a member of the union or may decline to become a member of the union.

12. Nothing in the clause above set forth shall apply to the employment of "casual labourers."

13. The union shall keep in some convenient place within one mile of the Chief Post-offices at Christchurch, Ashburton, and Timaru 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, and the names, addresses, and occupations of every employer by whom such worker shall have been employed during the preceding two years. The executive of the union shall use their best endeavours to verify all the entries contained in such books, and shall be answerable as for a breach of this award in case any entry therein shall be wilfully false to their knowledge, or in case they shall not have used their best endeavours to verify the same. Such books shall be open to each 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 8 a.m. and noon. If the union fail to keep such books in manner provided by this clause, then and in such case, and so long as such failure shall continue, any employer may, if he shall think fit, employ any person or persons, whether a member or members of the union or not, to perform the work required to be done, notwithstanding the foregoing provisions. Notice by advertisement in the *Lyttelton Times* and *Press* newspapers, published in Christchurch, shall be given by the union of the places where such books are kept, and of any change in such places.

14. No employer shall discriminate against members of the union, or shall, in the employment or dismissal of workers or in the conduct of their business, do anything for the purpose of injuring the union.

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

Term of Award.

16. This award shall come into operation on the 20th day of October, 1902, and shall continue in force until the 20th day of October, 1904.

In witness whereof the seal of the Court hath been hereto put and affixed, and the President of the Court hath hereto set his hand, this 10th day of October, 1902.

THEO. COOPER, J., President.