

## (68.) WELLINGTON SAUSAGE-CASING MAKERS.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900" (hereinafter referred to as "the said Act"), this 18th day of February, 1901, between the Wellington Operative Sausage-casing Makers' Industrial Union of Workers, an industrial union of workers registered under the said Act (hereinafter called "the union"), of the one part, and S. Oppenheimer and Co., a firm of sausage-casing manufacturers carrying on business at Wellington and elsewhere in New Zealand, and Hirsch and Co., a firm of sausage-casing manufacturers carrying on business at Wellington (which said firms and each of them are hereinafter referred to as and included in the term "the employers"), of the other part, whereby it is agreed and declared between and by the parties hereto that, as between the union and each and every member thereof, and the employers and each of them, the terms, conditions, and provisions set out in the schedule hereto shall be binding upon the union and upon every member thereof, and upon the employers and each 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 these presents. And, further, that the union and every member thereof, and the employers and each of them, shall respectively do and observe and perform every matter and thing by the said terms, conditions, and provisions on the part of the union and the members thereof, and on the part of the employers and each of them, respectively required to be done, observed, and performed, and shall not do anything in contravention of the said terms, conditions, and provisions, but shall in all respects abide by and observe and perform the same. And it is further agreed and declared by and between the parties hereto that any breach of the said terms, conditions, and provisions set out in the said schedule hereto shall constitute a breach of this agreement. And it is hereby last agreed and declared that this agreement shall take effect from the 15th day of February, 1901 (excepting paragraph 8 of the terms, conditions, and provisions set out in the said schedule, which shall not take effect until the 1st day of October, 1901), and shall continue in force until the 14th day of February, 1903, and thereafter shall continue in force until a new agreement shall have been made in substitution hereof, or an award shall have been made under the provisions of the said Act. In witness whereof the parties hereto have executed these presents the day and year first hereinbefore mentioned.

## THE SCHEDULE ABOVE REFERRED TO.

1. Three classes of labour shall be recognised: (a) Classers and scrapers; (b) measurers, tank-hands, and salters; and (c) boys. Classers, scrapers, measurers, tank-hands, and salters are hereinafter referred to as "workers."

2. The recognised hours of work shall be from 8 a.m. until

5 p.m. on six days of the week, one hour to be allowed each day for dinner.

3. All workers (except as provided in paragraph 4 hereof) shall be paid wages at the following rates: Classers and scrapers, 1s. per hour; and measurers, tank-hands, and salters, 11d. per hour.

All boys under the age of sixteen years shall be paid a weekly wage of £1 for every week of forty-eight working-hours, and after attaining the age of sixteen years shall be paid in addition 5s. per week for each year until they shall have attained the age of twenty years, when they shall be paid the wage hereinbefore provided for workers.

4. Any worker who is not capable of earning the wage as hereinbefore provided shall be paid such less wage as may be from time to time agreed upon in writing between an employer and an officer of the union; and in default of such agreement within twenty-four hours after either such worker or such employer has notified the secretary in writing of his desire that such less wage shall be so agreed upon, then as shall be fixed in writing by the Chairman of the Conciliation Board for the Industrial District of Wellington upon the application of such worker or employer, after twenty-four hours' notice in writing to the secretary of the union, who may be heard by such Chairman on such application. Any worker whose wage has been so fixed shall receive a permit from the secretary of the union to work and be employed by any employer for such less wage for a period of not more than six calendar months thereafter; but at the expiration of the said period of six calendar months such permit may be renewed for the further period not exceeding six calendar months after the expiration of the said period of six calendar months firstly hereinbefore mentioned.

5. All work done beyond the time mentioned in paragraph 2, and all work done on the holidays hereinafter provided for, shall be considered overtime, and shall be paid for at the following rates: On ordinary working-days, for the first three hours, time and a quarter; after the first three hours, time and a half; on Sundays and the holidays hereinafter provided for, double time (including in the case of holidays the ordinary wage which shall be paid to workers and boys as provided by paragraph 7, and not in addition thereto).

6. All wages from time to time earned by any worker or boy shall be paid to him by his employer during ordinary working-hours on the 1st, 8th, 15th, and 22nd days of each and every month, excepting when any such day shall happen to be a Sunday or holiday, in which and in every such case such wages shall be paid on the preceding day.

7. All workers and boys shall be allowed the following holidays in each year: Christmas Day, Boxing Day, New Year's Day, Good Friday, and Labour Day; and shall be paid for such holidays at the same rate as an ordinary working-day of eight hours.

8. From and after the 1st day of October, 1901, the proportion

of boys to workers to be employed by any employer shall be one boy to every four workers or fraction of the first four. For the purpose of determining the proportion of boys to workers, in taking any new boy or boys the calculation shall be based on a two-thirds full-time employment of the workers employed by such employer for the twelve preceding calendar months.

The number of boys employed at bungs shall be unrestricted, provided that such boys are employed at bungs exclusively.

9. Employers shall keep a clock going placed in a prominent position in the workroom of each factory.

10. Employers shall provide for all workers and boys in each factory a dressing and dining room, and such dressing and dining room shall not be used for any other purpose.

11. Employers shall employ members of the union in preference to non-members, providing there are members of the union qualified to perform the particular work required to be done, and ready and willing to undertake it.

12. If an employer is in need of a man he will first ask the union to furnish him with one; if the union has no men available, or if the men who are available are objectionable to the employer and he shows good cause for such objection, then the employer shall have the right to engage another man, who shall be permitted to do the work for which he is engaged until the union for good reason objects.

The seal of the union has, in pursuance of a resolution of the union made on the 6th day of February, 1901, and confirmed on the 12th day of February, 1901, at a special meeting convened for that purpose, been affixed by Albert Hunter Cooper, the president of the union, in the presence of—

A. H. COOPER, President.

W. H. HAMPTON, Secretary.

S. OPPENHEIMER AND Co., of New Zealand

(by their Attorney, Max Eichelbaum).

WM. HIRSCH AND Co. (G. A. Chapman).

Witness to signatures—W. H. HAMPTON.

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(69.) WELLINGTON SADDLERS.

Under "The Industrial Conciliation and Arbitration Act, 1900."

Before the Board of Conciliation in the Wellington Industrial District.—In the matter of an industrial dispute between the Wellington Saddle, Harness, Collar, Bridle, and Bag Makers' Industrial Union of Workers and J. A. McArthy, of Featherston, and the other employers (set out in the list attached to the reference to the Board), and of the said reference thereof for settlement.