

(61.) AUCKLAND BUTCHERS.—AWARD.

In the Court of Arbitration of New Zealand, Northern Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1900,” and of “The Industrial Conciliation and Arbitration Act Amendment Act, 1901”; and in the matter of an industrial dispute between the Auckland Butchers’ Industrial Union of Workers (hereinafter called “the union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”): R. Salmon, Queen Street; R. and W. Hellaby, Shortland Street; E. J. Swann, Wyndham Street; W. Lewis, Victoria Street; M. Barrington, Victoria Street; J. Binsted, Freeman’s Bay; Mrs. Maxwell, College Hill; R. Tyndall,

Franklin Road; R. Hutchinson, Napier Street; J. Middlebrook, St. Mary's Road; W. Cochrane, Jervois Road; C. Norgrove, Ponsonby Road; F. Pardington, Ponsonby Road; T. Baster, Ponsonby Road; F. Barnaby, Ponsonby Road; G. Gray, Arch Hill; G. McElwain, Arch Hill; G. Knight, Karangahape Road; G. Garrett, Karangahape Road; H. Kimber, Union Street; E. Langly, Hobson Street; W. Strahan, Hobson Street; J. Deeble, Wellesley Street; E. Wood, Symonds Street; H. Norman, Symonds Street; J. Boyle, Upper Pitt Street; H. Garrett, Eden Terrace; Barnaby and Tutt, Mount Roskill; Hales Bros., Mount Eden Road; W. Lawson, Mount Eden; Marks and Son, Mount Eden; H. Moody, Kyber Pass; J. Lumpkin, Kyber Pass; W. Kilgour, Newmarket; W. Shove and Co., Newmarket; W. C. Griffiths, Parnell; G. Raynes, Parnell; R. S. Briggs, Parnell; J. Binstead, Avondale; D. Neilson, Onehunga; J. Glanfield, Onehunga; C. H. Green, Onehunga; F. White, Panmure; C. Johnstone, Otahuhu; F. Walters, Richmond Road; H. Kirk, Birkenhead; W. Bruce, Northcote; J. Riddle, Birkenhead; John Hall, Otahuhu; G. Kennelly, Ellerslie; T. Welch and Mitchell, Mount Roskill; W. Verran, North Shore; T. G. Coates, Queen Street and Symonds Street; R. S. Laud, Queen Street; A. Sanderson, Victoria Street; H. and T. Harrison, Karangahape Road; H. Coates, Symonds Street; G. Hernold, Symonds Street.

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 such of the employers as were represented in person or by their representatives, and no evidence having been adduced on either side, but the parties having mutually come to an agreement the conditions of which are lodged in the office of the Clerk of Awards at Auckland, marked "A," 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, and shall not do anything in contravention of this award and of the said terms, conditions, and provisions respectively, 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 consti-

tute 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 Monday, the 17th day of February, 1902, and shall continue in force until the 17th day of February, 1904.

In witness whereof the seal of the Court hath been hereto put and affixed, and the President of the Court hath hereunto set his hand, this 11th day of February, 1902.

THEO. COOPER, J., President.

THE SCHEDULE HEREINBEFORE REFERRED TO.

Hours of Labour.

1. The hours of labour for all butchers shall be sixty hours per week, divided as follows: Mondays, Tuesdays, Thursdays, and Fridays, 6 a.m. to 5.30 p.m., with one hour and a half allowed for meals; Wednesdays, 6 a.m. to 1 p.m., with half an hour for meals; Saturdays, 6 a.m. to 10 p.m., with two hours and a half allowed for meals.

Overtime.

2. Overtime after the above hours shall be paid for as follows: 1s. per hour up to 12 p.m., and after 12 p.m. 2s. per hour. All Sunday work shall be double pay.

Wages.

3. The minimum rate of pay shall be as follows: Foreman, £3 per week; manager, £2 12s. 6d. per week; first shopman, £2 12s. 6d. per week; second shopman, £2 5s. per week; first small-goods men, £2 5s. per week; second small-goods men, £2 2s. per week; general hands, £2 per week.

4. The minimum rate of pay for youths shall be: Sixteen and under seventeen years of age, 15s. per week; seventeen and under eighteen, 17s. 6d. per week; eighteen and under nineteen, £1 per week; nineteen and under twenty, £1 2s. 6d. per week; twenty and under twenty-one, £1 10s. per week.

5. The rate of overtime for youths shall be: Up to 12 p.m., 6d. per hour; after 12 p.m., 1s. per hour. All Sunday work to be double pay.

6. The minimum rate of wages for beef-carters shall be: Drivers of one-horse carts, £2 3s. per week; drivers of two- or three-horse wagons, £2 6s. per week; drivers of four-horse wagons, £2 10s. per week.

Overtime shall be paid at the same rates as prescribed for butchers.

7. The minimum rate of wages for salters and cellermen shall be: First hand, £2 10s. per week; second hand, £2 5s. per week; general hands, £2 per week.

Overtime shall be paid for at the same rate as prescribed for butchers.

8. The minimum rate of wages for boners shall be : First hand, £2 5s. per week ; second hand, £2 2s. per week.

Overtime shall be paid at the same rate as prescribed for butchers.

9. The minimum rate of wages for hawking-carters shall be £2 2s. per week, and for order-carters £2 2s. per week.

10. All wages shall be paid in full.

11. When it is found necessary a butcher may be detained in the summer months till 7 o'clock on Friday evenings, for which overtime shall be paid at the rate of 1s. per hour.

Preference of Employment.

12. 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. No employer shall be compelled to discharge any non-unionist already legally employed by him, notwithstanding such workman may not hereafter join the union.

13. 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.

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

15. 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 Auckland 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 its 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, if he so thinks fit, may 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 *New Zealand Herald* and the *Auckland Evening Star* newspapers, published in the City of Auckland, shall be given by the union of the place where such employment-book is kept, and of any change in such place.

Incompetent Workmen.

16. Any workman who considers himself, through age or infirmity, not capable of earning the minimum wage prescribed herein may be paid such less wage as may from time to time be agreed upon in writing between any employer and the secretary or president of the union; and, in default of such agreement within twenty-four hours after such journeyman shall have applied in writing to the secretary of the union stating his desire that such wage shall be agreed upon, as shall be fixed in writing by the Chairman of the Conciliation Board for the industrial district, upon the application of such journeyman after twenty-four hours' notice in writing to the secretary of the union, who shall, if so desired by him, be heard by such Chairman on such application. Any journeyman whose wage shall have been so fixed may work and may be employed by any employer for such less wage for the period of six calendar months thereafter, and, after the expiration of the said six calendar months, until fourteen days' notice in writing shall have been given him by the secretary of the union requiring his wage to be again fixed in manner prescribed by this clause.

Duration of Award.

17. This award shall take effect on the 17th day of February, 1902, and shall continue in force until the 17th day of February, 1904.

Limitation of Award.

18. This award shall be limited, until the further order of the Court, to employers carrying on business within a radius of twelve miles from the General Post-office, Shortland Street, in the City of Auckland.

In witness whereof the seal of the Court hath been hereto put and affixed, and the President of the Court hath hereunto set his hand, this 11th day of February, 1902.

THEO. COOPER, J., President.