

## CANTERBURY INDUSTRIAL DISTRICT.

### (713.) CANTERBURY SLAUGHTERMEN.—AGREEMENT.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," this 15th day of February, 1904, between the Canterbury Frozen Meat and Dairy-produce Export Company (Limited) and the Christchurch Meat Company (Limited) (hereinafter called the "employers") of the one part, and the Canterbury Slaughtermen's Industrial Union of Workers (hereinafter called the "employees") of the other part. Whereas the parties hereto, being desirous of promoting and continuing good-will between and amongst employers and employees, and for other considerations, have agreed together to enter into this agreement as an industrial agreement, made in pursuance of the above-mentioned Act: Now this agreement witnesseth, and it is hereby mutually agreed by and between the said parties to this agreement as follows:—

1. That they, the said employers and the said employees, do hereby agree to accept and work under and abide by the terms, conditions, and provisions set out herein, and those set out also in the schedule hereto, and will at all times do, observe, and perform every matter, condition, and thing which, by the said terms, conditions, and provisions set out herein, and in the schedule hereto, are required to be done, observed, or performed; and will not do anything in contravention of the said terms, conditions, and provisions, but will in all respects abide by the same as fully and effectually, and to the same extent in all respects, as if the said terms, conditions, and provisions had been contained in an award of the Court of Arbitration under the above Act.

2. That this agreement shall be deemed to be an industrial agreement entered into by the parties hereto, in pursuance of the said "Industrial Conciliation and Arbitration Act, 1900," and the amending Acts thereto, and shall be enforceable in accordance with the provisions of the said Act or Acts.

3. If either of the parties to this agreement shall in any particular commit or suffer any breach of this agreement, such party shall forfeit and pay such penalty or penalties as may be imposed by the Court under the provisions of the said Act and amending Act.

4. The failure of the parties hereto to observe and perform any matter or thing by the said terms, conditions, and provisions to be done, observed, and performed by either of the parties hereto, and the doing of anything in contravention of the said terms, conditions, and provisions by either of the parties hereto shall constitute a breach or breaches of this agreement within the meaning of the said Act and the Acts amending the same.

5. This agreement shall take effect from the 1st day of January, 1904, and shall remain in force, and its provisions may be enforced, up to the 31st day of December, 1906.

THE SCHEDULE HEREINBEFORE REFERRED TO.

*Hours of Labour.*

Rule 1. The hours of commencement of work shall not be earlier than 7 o'clock in the morning. No time is fixed 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. Provided that on Saturdays labour shall cease at 5 o'clock in the afternoon or as soon thereafter as the dressing of stock previously slaughtered is completed.

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.

*Rate of Pay.*

Rule 2. 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.

In addition to the above rates of pay employees shall be paid a bonus of 6d. a day each for every day between the 1st day of December and the 31st day of August in each year, such bonus to be paid as follows : 50 per cent. on the 31st day of March or on first pay-day after that date, 50 per cent. on the 30th day of June or on the first pay-day thereafter, and the whole of the balance on the 31st August or first pay-day thereafter. Provided that an employee shall not be entitled to the said bonus for any day on which work is provided by the employer if such employee shall absent himself from such work without permission or without satisfying the employer that the cause of the absence was reasonable or beyond his control ; or should the employee leave the service of the employer during the above period without the consent of the employer, then the whole or any portion of the bonus accrued to the employee may be forfeited to the employer.

*Limitation of Agreement.*

Rule 3. Nothing in these conditions 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.

*Holidays.*

Rule 4. 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), Christmas Day, Empire Day, and Boxing Day. All work done on these days and on Sundays to be paid for at double rates, except as hereinafter provided.

Provided that on Easter Monday, the King's Birthday, Empire Day, and Boxing Day employers shall be at liberty to employ such of the employees as they may require for a period of four hours, and such employees shall work on such days and for such period for the purpose of slaughtering stock for local consumption. All such work done on these days during that period shall be paid for at ordinary rates.

*Time for Payment of Wages.*

Rule 5. Wages shall be paid fortnightly. Two days lie-time shall be allowed. If any workman desires his wages to be paid at the Christchurch office 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.

*Control of Factory.*

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

*Preference of Employment.*

Rule 7. 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 paid weekly or not, not exceeding 6d. per week, upon a written application of a 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.

Rule 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.

Rule 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.

Rule 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 the description of the branch of the trade in which such members claim to be proficient, and the names and addresses and occupations of every employer by whom such members 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 agreement 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 the manner provided by this clause, then 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 in such place.

#### *General.*

Rule 11. Should a union be formed during the currency of this agreement consisting of the workers engaged in all the industries which together constitute the combined business of either of the said employers, then the power is reserved to such new union to apply to the Court to make 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 agreement be

made in respect of the combined business of either of the employers as to the Court may seem fit.

Rule 12. This agreement shall not, nor shall any of the conditions herein set forth, apply to any 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.

The common seal of the Canterbury Frozen Meat and Dairy-produce Export Company (Limited) was hereunto affixed this 15th day of February, 1904, in the presence of—

[Seal.] G. HUMPHREYS, }  
F. WAYMOUTH, } Directors.

The common seal of the Christchurch Meat Company (Limited) was hereunto affixed this 16th day of February, 1904, in the presence of—

[Seal.] GILBERT ANDERSON.  
G. BOWRON.

The common seal of the Canterbury Slaughtermen's Industrial Union of Workers was affixed hereto, pursuant to a resolution of the executive committee of the above union, this 15th day of February, 1904, in the presence of—

[Seal.] CLIFFORD DIXON BRICE, President.  
JOHN FRANCIS BURBOROUGH, Secretary.