

(742.) POVERTY BAY FREEZING-WORKS.—AWARD.

In the Court of Arbitration of New Zealand, Northern (Gisborne) 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 Poverty Bay Freezing-works Industrial Union of Workers (hereinafter called “the workers’ union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”): Nelson Bros. (Limited), Gisborne; Gisborne Sheep-farmers’ Frozen Meat Company, (Limited), Gisborne.

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 either in person or 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, the time for making this award having been duly extended, 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 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 take effect from the 1st day of August, 1904, and shall continue in force until the 1st day of August, 1906.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the President of the Court hath hereunto set his hand, this 14th day of July, 1904.

FREDK. R. CHAPMAN, J., President.

THE SCHEDULE.

Hours of Labour.

1. Slaughtermen are to work eight hours between the hours of 6 a.m. and 6 p.m. The employer shall nevertheless have the right to call upon the men to start at such earlier hour as the exigencies of the business shall in his opinion require. In such case each employee shall be paid 6d. for each half-hour so worked before 6 a.m. in addition to his piecework rate.

2. Unless otherwise herein provided all other men shall work eight hours between 6 a.m. and 6 p.m., the starting hour to be from time to time regulated by the employer. Men working in shifts are to work eight hours out of the twenty-four.

3. When a vessel is loading, men engaged in loading or employed in connection with loading may be called upon to work for eight hours at any time between 12 p.m. and 12 p.m. All time worked beyond eight hours shall be paid for at overtime rates.

Overtime.

4. All time worked beyond the recognised hours of labour as hereinbefore set forth shall be considered overtime, and shall be paid for at the rate of time and a quarter. Subject to this provision the employer shall have the right to call upon men to work beyond the specified hours.

Rates of Wages.

5. The following shall be the minimum rates of wages paid to the several classes herein specified:—

(a.) Slaughtermen: For freezing sheep and lambs, per hundred, £1; for leg-of-mutton sheep, per hundred, 16s. 8d.; for potters, per hundred, 12s. 6d.; for rams, per hundred, £1 5s.; for bullocks, each, 2s.; for pigs, each, 1s.; for calves, present rates.

(b.) Cooling-floor and guthouse hands, per day, 7s.; boners, per day, 8s.

(c.) Fathouse hands, per day, 7s.

(d.) Men working at manure and blood-crushing, per day, 7s. 6d.

- (e.) Fellmongery hands: Pullers, painters, fleshers, felt-classers, curing-dolly-steam drier, and dolly-men, per day, 8s.; scudders and skin-washers, per day; 7s. 6d.; wool scourers and trimmers, per day, 7s. 6d.; general labourers outside and floor hands, per day, 7s.
- (f.) Preserving-works hands: Tinsmiths per day, 8s.; other hands, per day, 7s.; boys as in clause (m.).
- (g.) Freezing-chamber hands, per hour, 1s.; freezing-shoot hands, per hour, 1s.; freezing, casual hands, per hour, 1s. 1d.
 [NOTE.—The casual hands are men who are not in the substantially regular employment of the particular employer during the season.]
- (h.) Coopering department: Coopers, per day, 8s.; cooper's assistant, per day, 7s.
- (i.) Carpentering: The Court does not fix the wages of carpenter or assistant employed constantly so long as present conditions are observed. Carpenters employed specially are to be paid according to the carpenters' award.
- (j.) Engine-room: Firemen, for a week of seven days, per week, £2 12s. 6d. In other respects this department is not subject to the award.
- (k.) Night watchman, per night, 7s. 6d.
 N.B.—This wage is for seven nights of twelve hours each. Watchman is to keep fires alight for one boiler for steam on fire-service pump when engine-room staff is not working.
- (l.) General labour: All unspecified labour, per day, 7s.
- (m.) Boys and youths' wages: Boys and youths may be employed at the discretion of the employer, provided the following rates of wages be paid: Between the ages of fourteen and fifteen, 12s. 6d.; fifteen and sixteen, 15s.; sixteen and seventeen, 17s. 6d.; seventeen and eighteen, £1; eighteen and nineteen, £1 5s.; nineteen and twenty, £1 10s.; twenty and twenty-one, £1 15s.
- (n.) Exemptions: The following departments and persons are not under the award: Bag-room, blacksmith, yardman or shepherd.

Holidays.

6. Subject to the following provisions as to night watchmen and firemen, the following holidays shall be observed, and when men are called upon to work upon such holidays the under-mentioned rates shall be paid: Sundays, Christmas Day, and Good Friday, double time; New Year's Day, Easter Monday, Prince of Wales's Birthday, Labour Day, King's Birthday, Show Day, time and a half.

General Clauses.

7. Subject to the special provisions in this award expressed the employer shall retain and have full power to manage and control its

own business, and the conduct of its employees in connection therewith, and to make reasonable rules and regulations, not inconsistent with the provisions of this award, relating to the management thereof, and to the hiring, conduct, duties, and dismissal of persons in its employment.

8. The following conditions shall be observed:—

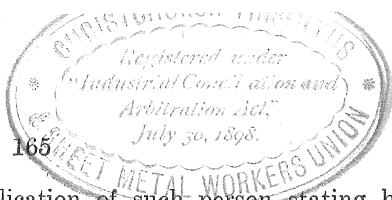
- (1.) Waiting-time and delays in setting men to work shall be avoided as far as possible.
- (2.) Where contracts are let all contractors shall pay the men employed by them the minimum rate of wages prescribed by this award. The employer shall make it a binding term of any such contract that the contractor shall comply with this condition.
- (3.) Any slaughterman taken off the board to go boning shall be paid a wage corresponding with that which he is earning on the board.
- (4.) Gloves shall be supplied by the employer to such men as may require them.
- (5.) Spells of a reasonable time shall be allowed at intervals to men who are in a heated condition through working outside to cool before entering the freezing-chamber. No deduction shall be made from the men's wages on account of such spells.
- (6.) Spells for smoking shall be allowed to slaughterhouse hands and freezing-chamber hands. Such spells shall not exceed ten minutes, and shall be given as nearly as conveniently may be at intervals of two hours.
- (7.) No longer period than five hours shall be worked between meals.

Under-rate Workmen.

9. Any workman who, through old age, infirmity, or any other cause, considers himself unable to earn the minimum wage herein prescribed shall be paid such less wage, if any, as shall from time to time be agreed upon in writing between such workman and the secretary or president of the union, or failing such agreement as shall be fixed by the Stipendiary Magistrate sitting at Gisborne after notice to the secretary, who shall have an opportunity of being heard on such workman's application.

Preference to Unionists.

10. If and so long as the rules of the union permit any competent person now employed in this industrial district, and any person who may hereafter reside in this industrial district, and who is of good character to become a member of the union, upon payment of an entrance-fee not exceeding 5s., and of subsequent contributions, whether payable weekly or otherwise, not exceeding 6d.



per week, upon a written application of such person stating his desire 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, provided that there are members of the union equally qualified with non-members to perform the particular work and ready and willing to undertake it; but this shall not compel an employer to dismiss any man now employed by him.

No Discrimination against Unionists.

11. No employer shall, in the engagement or dismissal of his men, discriminate against members of the union, or shall in the conduct of his business do anything directly or indirectly for the purpose of injuring the union.

Where members of the union and non-members are employed together they shall work together in harmony, and shall receive equal pay for equal work.

Employment-book.

12. The union shall keep in some convenient place within half a mile of the Chief Post-office 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 each such journeyman claims to be proficient, and the names, addresses, and occupations of every employer by whom such journeyman shall have been employed during the preceding two years. Immediately upon such workman 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 shall be answerable as for a breach of this award in case any entry therein shall in any particular be false to their knowledge, or in case they 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 in writing by registered letter shall be given by the union to each employer of the place where such employment-book is kept, and of any change in such place.

13. This award shall bind the parties hereto and no other parties, but should any works competing with those of the employers be hereafter established in connection with the Port of Gisborne, the proprietors thereof shall be bound by this award.

14. This award shall come into force on the 1st day of August, 1904, and remain in force until the 1st day of August, 1906, and thereafter shall continue in force until superseded by another award or by an industrial agreement.

Dated this 14th day of July, 1904.

FREDK. R. CHAPMAN, J., President.
