

(756.) WELLINGTON SLAUGHTERMEN.—AGREEMENT.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900" (hereinafter referred to as "the said Act"), this 1st day of August, 1904, between the Wellington Slaughtermen's Industrial Union of Workers, an industrial union of workers registered under the said Act (hereinafter called "the union"), of the one part, and the Gear Meat Preserving and Freezing Company of New Zealand (Limited) and the Wellington Meat-export Company (Limited) (which said companies 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 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, 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 every member 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 the said agreement. And it is hereby last agreed and declared that this agreement shall take effect from the 1st day of August, 1904, and shall continue in force until the 1st day of August, 1906, and thereafter shall continue in force until a new agreement shall be 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 the year first hereinbefore mentioned.

THE SCHEDULE HEREINBEFORE REFERRED TO.

1. The rate of pay for all sheep, lambs, cattle, and pigs slaughtered at the factories shall be as follows: All sheep or lambs not otherwise specified, £1 per hundred; all rams, 5d. each; all lambs requiring back-sets, 5d. each; all sheep and lambs that are dead when brought to works, 5d. each; all cattle, 2s. each; all pigs, 1s. each; all calves, 1s. each.

2. Wages shall be paid weekly. No slaughterman shall be employed at weekly wages.

3. Starting-time shall be at 8 a.m. unless otherwise mutually arranged. Saturday work shall cease at 4 p.m. or as near 4 p.m. as possible. One hour shall be allowed for dinner each day as follows: At the Gear Meat-preserving Company (Limited) Works, Petone, between the hours of 12 noon and 1 p.m.; at the Wellington Meat-export Company (Limited) Works, Ngahauranga, between the hours of 11.30 a.m. and 12.30 p.m.

4. No slaughterman shall be required to buy any carcase he may damage while working.

5. None but competent men shall be employed as slaughtermen.

6. Each slaughterman shall be provided with a hook. No more than two men shall be allowed to work in one pen.

7. The following shall constitute slaughtermen's work at the Gear Meat-preserving Company (Limited) Works: Killing, taking skins off, taking insides and kidneys out, wiping, putting strings on sheep, and hanging off. The following shall constitute slaughtermen's work at the Wellington Meat-export Company (Limited) Works: Killing, taking skins off, taking insides out, wiping, putting strings on sheep, and hanging off.

8. No barrowing shall be allowed on the boards.

9. The 1st day of January, Christmas Day, the birthday of the reigning sovereign, Anniversary Day, Easter Monday, Good Friday, Labour Day, and Boxing Day in each year shall be allowed as holidays, Sundays included. All work done on these days to be paid for at the rate of time and a half.

10. All work shall cease at 5 p.m. on days on which a meeting of the union is held, provided such meeting is held on a Monday, and not oftener than once a month.

11. Employers shall provide dressing and dining rooms for the convenience of employees living at long distances from the works, provided that as regards the Gear Meat-preserving Company (Limited) it will be a sufficient compliance with this clause if a dressing-room is provided at the said company's works at Petone.

12. Employers shall permit a copy of this agreement to be posted at each board in their respective works.

13. If 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 a person so desiring to join the union, without ballot or 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 required to be done and ready and willing to undertake it.

Until the rules 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.

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.

When the rules of the union are such as to entitle members of the union to preference under the foregoing clauses and at all time thereafter, the union shall keep in some convenient place within one mile from the Chief Post-office in the City of Wellington, 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 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 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 shall 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 *Evening Post* and the *New Zealand Times* newspapers, published in the City of Wellington, shall be given by the union of the place where such employment-book is kept and of any change in such place.

14. Members of the union shall notify the foreman before ceasing their work at any time other than the general time of ceasing work.

15. 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.

[Seal].

GEORGE GODFREY MARTIN.

The seal of the union has, in pursuance of a resolution of the union made on the 17th day of June, 1904, and confirmed on the 11th day of July, 1904, at a special meeting called for that purpose, been affixed by George Godfrey Martin, president of the said union, in the presence of—

A. H. COOPER, Secretary.

W. C. BUCHANAN.

WALTER W. JOHNSTON.

[Seal.]

W. C. BUCHANAN.

W. W. JOHNSTON.

The seal of the Wellington Meat Export Company (Limited) was affixed by W. C. Buchanan and W. W. Johnston, two directors of the company, on the 28th day of July, 1904, in the presence of—

DILNOT SLADDEN, Secretary to the Company.

Continuation of industrial agreement made this first day August, 1904, between the Wellington Slaughtermen's Industrial Union of Workers of the one part, and the Gear Meat Preserving and Freezing Company of New Zealand (Limited) and the Wellington Meat Export Company (Limited) of the other part.

[Seal.]

D. ANDERSON.

W. H. MILLWARD.

The seal of the Gear Meat Preserving and Freezing Company of New Zealand (Limited) was affixed by David Anderson and William Henry Millward, two directors of the company, on the 30th day of July, 1904, in the presence of—

W. H. TRIPE, Secretary.