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NORTHERN (AUCKLAND) INDUSTRIAL DISTRICT.

(995.) AUCKLAND BUTCHERS.—AGREEMENT.

In the matter of an industrial dispute between the Auckland Butchers' Industrial Union of Workers and the Auckland Provincial Master Butchers' Industrial Union of Employers and others.

THIS industrial agreement made in pursuance of "The Industrial Conciliation and Arbitration Act, 1905," this 12th day of February, 1906, between the Auckland Butchers' Industrial Union of Workers, registered as an industrial union under the said Act, of the one part, and the Auckland Provincial Master Butchers' Industrial Union of Employers, also registered under the said Act, and John Swan Boyle, Alfred Eustace, and Percy Ernest Augustus Salmon, all of Auckland, master butchers, and William Bruce, of Northcote, near Auckland, master butcher, of the other part, witnesseth that it is agreed by and between the parties hereto as follows:—

HOURS OF WORK.

1. That a week's work shall not exceed fifty-nine hours, apportioned as follows: Mondays, Tuesdays, Thursdays, and Fridays, from 6 o'clock a.m. to 5.30 p.m., with one hour and a half allowed on each of such days for meals; Wednesdays, 6 o'clock a.m. to 1 p.m., with half an hour allowed for breakfast; and on Saturdays, from 6 a.m. to 9 p.m., with two hours and a half allowed for meals.

(a.) The time for commencing work for beef-carters shall be subject to arrangement between the carter and his employer.

WAGES.

2. Competent journeymen shall be paid a minimum rate of wages upon the following scale: First shopmen, £2 15s. per week; order men, £2 5s. per week; boners, £2 5s. per week; small-goods men

(first), £2 7s. 6d. per week ; small-goods men (second), £2 2s. per week ; cellar-men and bacon-curers (first), £2 15s. per week ; other cellar-men, £2 2s. per week ; drivers of one horse, £2 3s. per week ; drivers of two or three horses, £2 6s. per week ; drivers of four horses, £2 10s. per week ; riders-out, £2 per week ; general hands, £2 3s. per week.

WAGES FOR YOUTHS.

3. Youths under twenty years of age employed in the butchering trade shall be paid a minimum rate of wages upon the following scale : Over sixteen and under seventeen years of age, 15s. per week ; over seventeen and under eighteen, £1 per week ; over eighteen and under nineteen, £1 5s. per week ; over nineteen and under twenty, £1 10s. per week.

CASUAL LABOUR.

4. Casual labour shall be paid at the rate of 1s. per hour.

BOARD.

5. Whenever employers board their employees 10s. per week may be deducted by the employer from the wages of such employees.

WAGES : HOW PAID.

6. All wages to be paid in full, except where employers board their employees.

UNDER-RATE WORKMEN.

7. Any man who may consider himself incompetent to earn the minimum rate of wages set out in this statement, through old age or physical infirmity only, may be paid such less wage as may be agreed upon in writing between the worker and secretary or chairman of the workers' union ; or, in default of such agreement, after twenty-four hours' notice by such worker to the secretary of the union, it shall be fixed by the Chairman of the Conciliation Board.

OVERTIME.

8. All work beyond the hours specified in clause No. 1 hereof shall be considered as overtime, and shall be paid for at the rate of time and a half.

HOLIDAYS.

9. The holidays shall be the days prescribed by "The Factories Act, 1901," namely : Christmas Day, New Year's Day, Good Friday, Easter Monday, Labour Day, and birthday of the reigning Sovereign.

PREFERENCE.

10. Preference of employment shall be given to members of the Butchers' Union, all things being equal.

HOURS AND WAGES OF PRESERVERS.

Hours.

11. A week's work for preservers shall not exceed forty-eight hours and a half, apportioned as follows: On the first five days in each week from 7.15 a.m. until 5 p.m., with one hour off on each such days for dinner, and on Saturdays from 7.15 a.m. until 12 o'clock noon.

Wages.

12. Preservers shall be paid a minimum rate of wages upon the following scale: Meat-preservers, 10s. per day; meat-extractors, 7s. 6d. per day; meat-cutters, 7s. 6d. per day; meat-pressers, 7s. per day; meat-fillers, 7s. per day; meat-scalers, 7s. per day; meat-scalders, 7s. per day; tin-cleaners, 5s. per day; tin-washers, 5s. per day; tin-toppers, 7s. per day; tin-solderers, 7s. 6d. per day.

OVERTIME.

13. All work beyond the hours specified in clause No. 11 hereof shall be considered as overtime, and shall be paid for at the following rates: (a) From 5 to 9 o'clock p.m., at the rate of time and a quarter; (b) after 9 o'clock p.m., at the rate of time and a half.

GENERAL.

14. The union shall keep in some convenient place, within half a mile of the Chief Post-office, in the City of Auckland, a book, to be called the "employment-book," wherein shall be entered the names and addresses of all members of the union for the time being out of employment, with a description of the branch of the trade to which they belong. Such book shall be open to all employers, without fee or charge, from 9 a.m. to 4 p.m. on five days of the week, and on Saturdays from 9 a.m. to 12 noon. Employers, when engaging hands, shall make application to such book or to the secretary of the workers' union, and if the secretary of the workers' union fails to send such men as he may require to the employer within three hours from the time of receiving such notice, then the employer may employ any man, either unionist or non-unionist, as the case may be.

15. Employers to keep a time-and-wages book, and all employees to sign same upon receipt of wages.

16. The above industrial agreement is hereby entered into as between the several parties hereto, and it is hereby further declared

that the said agreement shall come into operation on the 12th day of February, 1906, and shall remain in force until the 12th day of February, 1909, inclusive.

In witness whereof the several parties hereto have executed this agreement.

The seal of the Auckland Provincial Master Butchers' Industrial Union of Employers was hereunto affixed at a meeting of the committee thereof in the presence of—

J. W. MARKS, Chairman,	} Members of the Committee.
J. H. GARRETT,	
SAMUEL WING,	

Witness to the signatures of J. W. Marks, J. H. Garrett, and Samuel Wing—Charles Grosvenor, of Auckland, Accountant.

JOHN SWAN BOYLE.

Signed by John Swan Boyle in the presence of—Charles Grosvenor of Auckland, Accountant.

WILLIAM BRUCE.

ALFRED EUSTACE.

ROBERT SALMON (for P. A. E. Salmon).

Signed by William Bruce, Alfred Eustace, and Percy Ernest Augustus Salmon (by his attorney Robert Salmon) in the presence of—Charles Grosvenor, of Auckland, Accountant

JOSIAH G. THOMPSON, President.

WILLIAM E. SILL, Secretary

The seal of the Auckland Butchers' Industrial Union of Workers was affixed hereto, and Josiah George Thompson, the president of the union, and William Edward Sill, the secretary thereof, signed their names hereto in the presence of— Charles Grosvenor, of Auckland, Accountant.

Filed 15th February, 1906.