

(1408.) OTAGO SLAUGHTERMEN.—AWARD.

In the Court of Arbitration of New Zealand, Otago and Southland Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1905,” and its amendments; and in the matter of an industrial dispute between the Otago Slaughtermen’s Industrial Union of Workers (hereinafter called “the union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”):—

C. and W. Samson, abattoirs, Burnside.

A. Hastie, abattoirs, Burnside.

W. Armstrong, abattoirs, Burnside.

Blackwood Bros., abattoirs, Burnside.

THE Court of Arbitration of New Zealand (hereinafter called “the Court”), having taken into consideration the matter of the above-mentioned dispute and the agreement arrived at by the parties hereto, and in order to give effect to the application of all the parties that the terms and conditions thereof should be embodied in this award, 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 14th day of October, 1907, and shall continue in force until the 30th day of September, 1909.

In witness whereof the seal of the Court of Arbitration hath hereunto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 8th day of October, 1907.

W. A. SIM, Judge.

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SCHEDULE.

*Hours of Labour.*

1. A week's work shall be forty-eight hours. The working-hours shall be regulated by the employer according to the special requirements and circumstances of each business, but so that the ordinary hours of work shall be made to fall between the hours of 5 a.m. and 5 p.m., except on Saturdays, when the hours shall be from 5 a.m. to 1 p.m. All time worked before and after these hours shall, in computing the hours worked during the week, be counted as hours worked beyond the prescribed forty-eight.

*Rates of Wages.*

2. The following shall be the minimum rates of wages paid to the several classes specified hereunder: Slaughtermen, £3 per week; slaughtermen and wagoners, £3 per week; assistant slaughtermen, £2 10s. per week; assistant slaughtermen and wagoners, £2 15s. per week; casuals, 10 per cent. on above rates.

Boys and youths may be employed at the discretion of the employers, provided the following rates of wages be paid: Between the ages of 14 and 15, 12s. per week; 15 and 16, 15s. per week; 16 and 17, 18s. per week; 17 and 18, £1 per week; 18 and 19, £1 5s. per week; 19 and 20, £1 10s. per week; 20 and 21, £1 15s.

per week. The proportion of boys and youths to slaughtermen to be one to three or fraction of three.

*Overtime.*

3. All time worked beyond the recognised hours of labour as set forth in clause 1 hereof shall be considered overtime, and shall be paid at the rate of time and a quarter for the first two hours, and time and a half afterwards. Subject to this provision, the employer shall have the right to call upon men to work beyond the specified hours.

*Holidays.*

4. The following shall be the recognised holidays in the award: New Year's Day, 2nd January, Easter Monday, Labour Day, the Sovereign's Birthday, and Boxing Day, which, if worked, shall be paid for at the rate of time and a half. Christmas Day, Good Friday, and Sundays, if worked, shall be paid for at the rate of double time, except as hereinafter mentioned: Provided that employers may call upon workers to work four hours on the mornings of the following days at ordinary rates: January 2nd, Easter Monday, and Boxing Day. During hot weather, when it is necessary to kill on Sundays, time and a half shall be paid.

*Preference.*

5. So long as the rules of the union permit any person of good character, upon payment of an entrance fee not exceeding 5s., and of subsequent contributions at a rate not exceeding 6d. per week, upon a written application of such person stating his desire to join the union, without ballot or other election, to become and remain a member thereof, each employer shall employ members of the union in preference to non-members, provided that there are members of the union equally qualified to perform the particular work required to be done, and the employer shall know of such members and shall be able to obtain their services without any undue delay. Nothing herein contained shall prevent the continued employment of workers now in the employment of any employer, although such workers may not be or become members of the union.

*No Discrimination.*

6. 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.

*Under-rate Workers.*

7. (a.) Any worker who considers himself incapable of earning the minimum wage may be paid such lower wage as may from time to time be fixed, on the application of the worker after twenty-four hours' notice to the union, by the Chairman of the Conciliation Board for this district, or such other person as the Court may from time to time appoint for the purpose, and such Chairman or person in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Chairman or person shall think fit to consider, after hearing such evidence and argument as the union and worker shall offer; and upon granting such a permit, the Chairman or other person shall forward notice thereof to the Inspector of Factories.

(b.) Whenever occasion arises for so fixing a worker's wage, it shall be fixed for such period not exceeding six months as such Chairman or other person shall determine, and after the expiration of the said period until fourteen days' notice shall have been given to him by the secretary of the union requiring him to have his wages again fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability, it may be fixed for such longer period as such Chairman or other person shall think fit.

(c.) It shall, notwithstanding the foregoing, be competent for a worker to agree with the president or secretary of the union upon such wages without having the same so fixed.

(d.) It shall be the duty of the union to give notice to the Inspector of Factories of every agreement made with a worker pursuant hereto.

(e.) It shall be the duty of an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

*Payment of Wages.*

8. Wages shall be paid in full weekly or fortnightly.

*Work of Slaughtermen.*

9. When a slaughterman cannot be fully employed at slaughtering he shall do any work required about the slaughterhouse.

*Term of Award.*

10. This award shall come into force on the 14th day of October, 1907, and shall continue in force until the 30th day of September, 1909.

In witness whereof the seal of the Court of Arbitration hath hereunto been put and affixed, and the Judge of the said Court hath hereto set his hand, this 8th day of October, 1907.

W. A. SIM, Judge.

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MEMORANDUM.

This award embodies the agreement of the parties.

W. A. SIM, Judge.

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