

TARANAKI INDUSTRIAL DISTRICT.

(1461.) WAITARA GENERAL LABOURERS (FREEZING-WORKS).— AWARD.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1905," this 13th day of December, 1907, between Thomas Borthwick and Sons (Australasia) (Limited) (hereinafter called "the employers"), of the one part, and the Waitara General Labourers' Union of Workers (hereinafter called "the union") of the other part, witnesses that the parties hereto do hereby agree as follows :—

HOURS.

1. Eight hours to constitute a day's work, and to be begun at such times as the manager directs; but exceptionally early hours to be observed only on such occasions as is warranted, and not to be regarded as a practice. One hour's intermission for a meal to be allowed as soon as possible after four hours have been worked.

2. WAGES.

	s.	d.
Freezing-chamber hands	per hour	1 3
Weigh-clerks (to assist in other work)	per day	8 0
Manure, blood-crushing, and tallow-house hands	"	8 0
Fellmongery hands—pullers, painters, fleshers, pelt-classers, curing dollymen, steam-drier men, dollymen, wool-scourers, scudders, and skin-washers	"	8 0
Floor hands	"	7 6
General labourers outside	"	7 0
Gut-house hands	"	8 0
Trimmers, butchers' assistants, small-goods packers, and chilling-room hands	"	7 0
Hide-room hands	"	7 6
Oleo hands	"	7 6
Casuals	per hour	1 0

BOY AND YOUTH LABOUR.

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

OVERTIME.

4. (a.) Double time: Sundays, Good Friday, and Christmas Day.
 (b.) Time and a half: Boxing Day, New Year's Day, Easter Monday, King's Birthday, Prince of Wales's Birthday, Waitara Regatta Day.
 (c.) Time and a quarter: All other overtime.

Provided that this clause shall not extend to the foremen of the several departments.

LOADING.

5. (a.) Wages: From 8 a.m. to 5 p.m., 1s. 6d. per hour; from 5 p.m. to 8 a.m., 2s. per hour.

Provided that when non-casuals are required to do loading-work as well as their ordinary work in one and the same day, loading-time shall not count for overtime in their ordinary wages.

- (b.) All time to be counted from the time men are ordered to be at work.

(c.) Waiting-time, with the exception of an hour for a meal after two barges have been loaded, to be paid for at the rate at which payment would have been made had work continued during such waiting-time.

(d.) In the event of the men being called to work, and it is found impossible to proceed, and the men do not start, half an hour to be allowed for such call at the rate that would have been earned had work proceeded.

Provided that no man shall be entitled to such allowance unless he has actually attended.

6. "Smoke-oh" time of ten minutes to be allowed in each of the four hours to freezing-chamber hands and slaughterhouse hands, such "smoke-oh" time to be taken at suitable times at the discretion of the foreman. Gut-house hands to be allowed to smoke while at work.

7. Sufficient provision to be made for men changing their clothing; and in such cases where such clothing used at work becomes wet, provision to be made that apparel will be dry, and placed in a handy place for use on the following day.

8. Delays in setting men to work to be avoided as much as possible.

9. Where contracts are let, all contractors shall pay the men employed by them the minimum rate of wages hereinbefore set forth. The employer shall make it a binding term of any such contract that the contractor shall comply with this condition.

10. Gloves shall be supplied by the employer to such men as require them. Spells of a reasonable time shall be allowed to men who are in a heated condition through working outside to cool before entering the cool-chamber. No deduction shall be made from the men's time on this account or for "smoke-oh" time.

11. Wages shall be paid fortnightly. Two days' lie-time shall be allowed. Provided that if any employee leaves his employment with his employer's consent, or is dismissed by his employer, his wages shall be paid immediately following such leave or dismissal.

12. The employers shall, when engaging workmen, employ members of the union in preference to non-members, when members are at least equally capable of performing the particular work required to be done. But if, in any particular case, the employers for any reason whatever desire to employ a non-member, they shall be at liberty to do so on condition of such non-member consenting to be immediately enrolled as a member of the union. And the union hereby agrees not to offer any objection to such immediate enrolment. Provided that this clause shall not apply when the employers engage men for loading or any other form of casual labour.

13. The employers shall have the fullest right (subject to the special provisions of this agreement) to make such rules for the necessary and proper management of the Waitara Freezing-works as they may deem expedient.

14. During the term of this agreement, should there be any dispute, or should any subject arise for discussion which does not come within the scope of this agreement, such dispute or subject shall be referred to the employers or their representative and to a committee of the union with the view of effecting an amicable arrangement.

15. This agreement shall come into force on the 12th day of December, 1907, and shall continue in force until the 11th day of December,

1909, and thereafter shall continue in force until superseded by another industrial agreement or award.

Signed on behalf of Thomas Borthwick and Sons (Australasia) (Limited) by—

ALGERNON BORTHWICK,

Attorney for Thomas Borthwick and Sons (Australasia) (Limited).
In the presence of—N. R. Lennon, Secretary, Waitara Freezing-works,
Waitara.

Signed on behalf of the Waitara General Labourers' Union of workers :—

THOMAS BUCHANAN, Secretary.

W. TELFAR, a Member of the Executive.

In the presence of—W. Price, Constable.

13th December, 1907