

## CANTERBURY INDUSTRIAL DISTRICT.

## (1484.) CANTERBURY MEAT-PRESERVERS.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury 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 Canterbury Meat-preservers’ Industrial Union of Workers (hereinafter called “the union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”):—

The Christchurch Meat Company (Limited), Hereford Street, Christchurch.

Wardell Bros., Colombo Street, Christchurch.

T. H. Green and Co., Addington.

T. Kincaid, Colombo Street, Christchurch.

J. Sharman and Sons, Christchurch.

G. Andrews, Christchurch.

Brew and Shirley, Christchurch.

J. Lee, Temuka.

McCallum Bros., Temuka.

W. P. Horwell, Timaru.

R. T. Lewis, Ashburton.

New Zealand Farmers’ Co-operative Association (Limited), Ashburton.

P. O’Connor, Rangiora.

North Canterbury Co-operative Stores Company, Rangiora.

G. H. Blackwell, Kaiapoi.

F. W. Quaife, Halswell.

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, 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 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 January, 1908, and shall continue in force until the 9th day of September, 1909.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 13th day of December, 1907.

W. A. SIM, Judge.

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SCHEDULE.

*Hours of Work.*

1. The hours of work shall not exceed eight in any day of twenty-four hours, reckoning from midnight to midnight. Provided that any employer may arrange his hours of work so that eight hours and three-quarters may be worked on the first five days of the week and four hours and a quarter on the remaining day of the week.

*Rates of Wages.*

2. The following shall be the minimum rates of wages for the several classes of workers in every bacon-curing department: Head curer, £3 per week; general factory hands, including slaughtermen, cutters-up, and rollers, 9s. per day; scalders, cellarmen, lardmakers, and store hands, 8s. 6d. per day; all other hands employed in the department, 7s. 6d. per day.

A worker (except the head curer) shall be entitled to be paid only for time actually worked. The wage of the head curer is a weekly wage, and no deduction shall be made therefrom save for time lost through the worker's default.

*Overtime.*

3. All time worked beyond the hours fixed by clause 1 hereof shall be considered overtime, and shall be paid for at the rate of time and a quarter. Each day shall stand by itself.

*Holidays.*

4. The following shall be the recognised holidays: Christmas Day, New Year's Day, Good Friday, Easter Monday, Labour Day,

Prince of Wales's Birthday, the birthday of the reigning sovereign. Double time shall be paid for all work done on Sunday, Christmas Day, or Good Friday, and time and a half for all work done on any of the other holidays.

*Employment of Youths.*

5. Boys and youths may be employed at the discretion of employers at not less than the following rates of wages per week : 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.

*Payment of Wages.*

6. Wages shall be paid fortnightly, and not more than two days' pay shall be kept in hand.

*Preference.*

7. If and so long as the rules of the union shall permit any person now engaged in the occupations included in this award in this industrial district, and any person who may hereafter reside in this industrial district, and who is a competent worker at such occupations, 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 the person so desiring to join the union, without ballot or other election, then and in such case the employer shall, when engaging men or discharging them, give preference to the members of the union, provided 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. The provisions hereof shall not apply to any head curer.

*Employment-book.*

8. The union shall cause to be kept in some convenient place within one mile from the Chief Post-office, Christchurch, 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 a description of the branch of the trade in which each worker claims to be proficient, and the name, address, and occupation of every employer by whom such worker shall have been employed during the preceding six months. Immediately upon such worker obtaining employment a note thereof shall be entered in such book. The executive of the union shall use their best endeavours to verify all entries contained in such book, and the said union shall be answerable as for a breach of this award in case any entry therein shall be wilfully false or in case the executive of the said 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 fail to keep the employment-book in the manner prescribed by this clause, then and in such case and so long as such failure shall continue any employer may, if he thinks fit, employ any worker, whether a member of the union or not, to perform the work required to be done, notwithstanding the foregoing provisions. Notice by advertisement in the *Christchurch Press* and *Lyttelton Times* newspapers, published in Christchurch, shall be given by the union of the place where such employment-book is kept and of any change in such place.

*Term of Award.*

9. This award shall come into force on the 1st day of January, 1908, and shall remain in force until the 9th day of September, 1909.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the said Court hath hereto set his hand, this 13th day of December, 1907

W. A. SIM, Judge.