

(1739.) CANTERBURY MANURE, TALLOW, OLEO, AND FREEZING-
WORKS LABOURERS.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1908”; and in the matter of an industrial dispute between the Canterbury Manure, Tallow, Oleo, and Freezing-works Labourers’ Industrial Union of Workers (hereinafter called “the union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”):—

The Canterbury Frozen Meat and Dairy Produce Export Company (Limited), 139 Hereford Street, Christchurch.

The Christchurch Meat Company (Limited), 150–2 Hereford Street, Christchurch.

N. Clegg, Hornby.

William H. Downer, Sockburn.

The New Zealand Farmers’ Co-operative Association (Limited), 107 Cashel Street, Christchurch.

The New Zealand Provision and Produce Company, 146A Cashel Street, Christchurch.

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 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 21st day of December, 1908, and shall continue in force until the 31st day of December, 1910.

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 11th day of December, 1908.

W. A. SIM, Judge.

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SCHEDULE.

Control of Factory.

1. Every employer shall be entitled to the fullest control of his factory, and to make such rules and regulations, not inconsistent with the following conditions, as may be necessary.

Hours of Labour.

2. No time is fixed for the hours on each day on which work shall start or finish, but no worker shall work for more than eight hours in any one day without being paid overtime as hereinafter provided, and each employer shall be at liberty to determine the hours of work according to the exigencies from time to time of each business. The rules now in force for smoking and for dinner shall continue to apply to each business.

Rates of Pay.

3. The wages paid to workers in and about manure-works, tallow-works, oleo-works, and yard, and to all general labourers not coming under the provisions of any other award, shall be at the rate of not less than 11 $\frac{1}{4}$ d. per hour.

4. When a worker has been ordered to attend at the works, and having attended there is informed that he has not to start work, he shall be paid one hour's pay.

Overtime.

5. All time worked above eight hours per day shall be considered overtime, and shall be paid for at the rate of time and a quarter, and each day shall stand by itself.

Holidays.

6. All work done on Christmas Day or Good Friday shall be paid for at the rate of double time. All work done on Sunday,

New Year's Day, Easter Monday, Prince of Wales's birthday, Labour Day, the birthday of the reigning sovereign, Boxing Day, and Picnic Day shall be paid for at the rate of time and a half.

Under-rate Workers.

7. Any worker who considers himself by reason of youth, infirmity, old age, or any other reason unable to earn the minimum wage prescribed may be paid such less sum (if any) as shall be fixed in writing by the chairman and secretary of the union for the time being, upon the application of the worker. Failing their being able to agree as to a rate, upon the application of the worker, it is to be decided by the local Inspector of Awards.

Payment of Wages.

8. Wages shall be paid fortnightly within two days after the expiry of the fortnight as is customary.

Preference.

9. If and so long as the rules of the union shall permit any person now employed 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 workman at such occupations, to become a member of the 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 employers 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.

10. 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 names, addresses, and occupations of the employers 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 the 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 think 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.

11. This award shall come into force on the 21st day of December, 1908, and shall continue in force until the 31st day of December, 1910.

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 11th day of December, 1908.

W. A. SIM, Judge.

MEMORANDUM.

This award is based on the previous award (Book of Awards, Vol. viii, p. 663), with an increase of $\frac{3}{4}$ d. per hour in the rate of wages.

W. A. SIM, Judge.