

(1513.) WELLINGTON SLAUGHTERMEN: NATIONAL MORTGAGE AND AGENCY COMPANY OF NEW ZEALAND (LIMITED).—AGREEMENT.

THIS industrial agreement made in pursuance of 'The Industrial Conciliation and Arbitration Act, 1905,' this 7th day of February, 1908, between the National Mortgage and Agency Company of New Zealand (Limited) (hereinafter, except where the context requires a different construction, together with its successors and assigns, referred to and included in the term "the employers"), of the one part, and the Wellington Slaughtermen's Industrial Union of Workers, an industrial union of workers registered under the said Act (hereinafter called "the union"), of the other part: Whereby it is mutually agreed by and between the said parties to this agreement as follows:—

1. That they, the employers and the union and the members thereof, do hereby agree to accept and work under and abide by the terms conditions and provisions set out herein and those set out also in the schedule hereto, and will at all times do, observe, and perform every matter, condition, and thing which by the said terms, conditions, and provisions set out herein and in the schedule hereto are required to be done, observed, or performed, and will not do anything in contravention of the said terms, conditions, and provisions, but will in all respects abide by the same as fully and effectually and to the same extent in all respects as if the terms, conditions, and provisions had been contained in an award of the Court of Arbitration under the above Act.

2. That this agreement, being an industrial agreement entered into by the parties hereto in pursuance of the said "Industrial Conciliation and Arbitration Act, 1905," and the amending Acts thereto shall be enforceable in accordance with the provisions of the said Act or Acts.

3. If either of the parties to this agreement shall in any particular commit or suffer any breach of this agreement such party shall forfeit and pay such penalty or penalties as may be imposed by the Court under the provisions of the said Act and amending Acts.

4. The failure of the parties hereto to observe or perform any matter or thing by the said terms, conditions, and provisions to be done, observed, and performed by either of the parties hereto, and the doing of anything in contravention of the said terms, conditions, and provisions by either of the parties shall constitute a breach or breaches of this agreement within the meaning of the said Act and the amendments thereof.

5. This agreement shall take effect from the 7th day of February, 1908, and shall remain in force and its provisions may be enforced up to the 9th day of June, 1909, and thereafter shall continue in force until a new agreement is made in substitution thereof, or an award shall have been made under the provisions of the said Act.

In witness hereof the parties hereto have executed these presents the day and year first hereinbefore mentioned.

THE SCHEDULE HEREINBEFORE REFERRED TO.

Rule 1. The rate of pay for all sheep, lambs, cattle, and pigs slaughtered at the factory shall be as follows: All sheep or lambs not otherwise specified, £1 3s. per hundred; all rams, 5d. each; all lambs requiring backsets, 5d. each; all sheep and lambs that are dead when brought to the works, 1s. each; all cattle, 2s. each; all pigs, 1s. each; all calves, 1s. each.

Rule 2. Wages shall be paid fortnightly, but no slaughtermen shall be employed on time-wages.

Rule 3. Work shall commence at 8 a.m. each day, except Saturdays, when work shall commence at 7 a.m. All work done after 12 noon on Saturdays shall be paid for at the rate of rate and one-quarter. One hour shall be allowed each day for dinner, between 12 noon and 1 p.m.

Rule 4. In each case when slaughtermen are required to wait for work for a period of fifteen minutes or over, they shall be paid at the rate of 2s. per hour for all time so occupied in waiting after the expiration of the said fifteen minutes. The time to count from the time the last man cuts out.

Rule 5. No slaughterman shall be required to buy any carcase he may damage while working.

Rule 6. None but competent men shall be employed as slaughtermen.

Rule 7. Each slaughterman shall be provided with a hook, and no more than two men shall be allowed to work in each pen.

Rule 8. The following shall constitute slaughtermen's work: Killing, taking skins off, taking insides out, wiping, putting strings on sheep, and hanging off.

Rule 9. None but union gut-boys shall be allowed to barrow on the boards, and when they barrow they shall leg for slaughtermen equally in rotation. No gut-boy shall be permitted to leg more than three sheep per day. A "gut-boy" is hereby defined as a person engaged in taking fat off paunches and ring-guts, cleaning guts, and pulling off runners.

Rule 10. The 1st day of January, Christmas Day, birthday of the reigning sovereign, Anniversary Day, Easter Monday, Good Friday, Labour Day, and Boxing Day in each year, and Sunday, shall be allowed as holidays. All work done on any of these days shall be paid for at the rate of rate and one-half: Provided that it may be mutually arranged between the employees and the employer to work on Good Friday at ordinary rates and observe Easter Tuesday as the holiday.

Rule 11. Work shall cease at five (5) p.m. on days on which a meeting of the Palmerston North Branch of the union is held, provided such meeting is held on a Monday, and not oftener than once each month.

Rule 12. The employer shall provide a dressing-room and a dining-room if required so to do by the slaughtermen employed.

Rule 13. The employer shall permit a copy of this agreement to be posted on the board in the factory.

Rule 14. The employer shall employ members of the Wellington Slaughtermen's Union in preference to non-members so long as the present rules as to the admission of members remain.

Rule 15. Employees shall ask permission of the foreman before ceasing work at any time other than the general time of ceasing work.

Rule 16. Subject to the provisions of this agreement, employers shall have the fullest control of their factories, and may make such rules for the necessary and proper management thereof as they may deem expedient.

[L.S.] NATIONAL MORTGAGE AND AGENCY COMPANY OF
NEW ZEALAND (LIMITED),
(By their Attorney, J. M. RITCHIE).

2860.

The official seal of the National Mortgage and Agency Company of New Zealand (Limited), for use in New Zealand, was hereunto affixed by John Macfarlane Ritchie, the attorney of the said company, this 7th day of February, 1908, in the presence of—James Farquharson, Accountant, Dunedin.

[L.S.]


JAMES FIMISTER, President.

The common seal of the Wellington Slaughtermen's Industrial Union of Workers was affixed hereto by the undersigned James Fimister, pursuant to a resolution of the union passed on the 17th day of February, 1908, at a special meeting called for that purpose in the presence of—A. H. Cooper, Secretary.

I, John Macfarlane Ritchie, of Dunedin, in the Provincial District of Otago and Dominion of New Zealand, gentleman, do solemnly and sincerely declare,—

That I am the attorney of the National Mortgage and Agency Company of New Zealand (Limited), by virtue of a power of attorney bearing date the 10th day of March, 1905, under the common seal of the above-named The National Mortgage and Agency Company of New Zealand (Limited). And I further declare that I have not received any notice or information of the revocation of the said power of attorney, or of the winding-up or dissolution of the said company.

And I make this solemn declaration conscientiously believing the same to be true, and by virtue of the provisions of an Act of the

General Assembly of New Zealand intituled "The Justices of the Peace Act, 1882." 

J. M. RITCHIE.

[Declared at Dunedin aforesaid, this 7th day of February, 1908, before me—John Angus, a Justice of the Peace in and for the Dominion of New Zealand.
