

(2205.) WHAKATU SAUSAGE-CASING MAKERS T. BORTHWICK AND  
SONS (LIMITED).—AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908 (hereinafter referred to as "the said Act") this 30th day of August, 1910, between the Whakatu Sausage-casing Makers' Industrial Union of Workers, registered under the said Act (hereinafter called "the union") of the one part, and Messrs. T. Borthwick and Sons (Australasia) (Limited); a firm of sausage-casing manufacturers carrying on business at Pakipaki and elsewhere in New Zealand (which said firm is hereinafter referred to as and included in the term "the employer") of the other part, whereby it is agreed and declared by the parties hereto that, as between the union and each and every member thereof and the employer, the terms, conditions, and provisions set out in the schedule hereto shall be binding upon the union and upon every member thereof, and upon the employer, 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 these presents; and, further, that the union and every member thereof and every employer shall respectively do, observe, and perform every matter and thing by the said terms, conditions, and provisions on the part of the union and the members thereof,

and on the part of the employer respectively required to be done, observed, and performed, and shall not do anything in contravention of the said terms, conditions, and provisions, but shall in all respects abide by and observe and perform the same. And it is hereby further agreed and declared by and between the parties hereto that any breach of the said terms, conditions, and provisions set out in the said schedule hereto shall constitute a breach of this agreement. And it is hereby lastly agreed and declared that this agreement shall take effect from the 30th day of August, 1910, and shall continue in force until the 30th day of June, 1911, and thereafter shall continue in force until a new agreement shall have been made in substitution hereof, or an award shall have been made under the provisions of the said Act.

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

#### SCHEDULE.

##### *Classes of Labour.*

1. Three classes of labour shall be recognized—(a) Classers, scrapers, measurers, and tank hands; (b) salters; (c) boys. Classers, scrapers, measurers, tank hands, and salters are hereinafter referred to as “workers.”

##### *Hours of Employment.*

2. The recognized hours of work shall be from 8 a.m. until 5 p.m. on six days of the week, one hour to be allowed each day for dinner: Provided that on Saturdays which are pay-days, or Saturdays immediately following pay-days, work shall cease at 4 p.m. instead of 5 p.m.; but in the case of raw material being expected, at least two hands shall remain behind to take delivery.

Should the employer's foreman, however, wish to start the work before 8 a.m. he shall have the right to do so, but any time before 8 a.m. shall be paid for at overtime rates.

##### *Wages.*

3. All workers (except as provided in paragraph 4 hereof) shall be paid at the following rates: Classers, measurers, tank hands, and scrapers, one shilling and twopence (1s. 2d.) per hour; and salters, one shilling (1s.) per hour. Notwithstanding anything hereinbefore mentioned, all qualified scrapers employed at other branches of the trade shall be paid the wage hereinbefore mentioned for scrapers. All boys under the age of sixteen (16) years shall be paid a weekly wage of twenty shillings (20s.) for every week of forty-eight (48) working-hours, and after attaining the age of sixteen (16) years shall be paid in addition five shillings (5s.) per week for each year until they have attained the age of twenty (20) years, when they shall be paid the wage hereinbefore provided for workers.

4. Any worker who is not capable of earning the wage as hereinbefore provided shall be paid such less wage as may from time to time be agreed upon in writing between the employer and an officer of the union, and, in default of such agreement within twenty-four hours after either such worker or such employer has notified the secretary in writing of his desire that such less wage shall be agreed upon, then as shall be fixed by the Inspector of Factories, upon the application of such worker or employer, after twenty-four hours' notice in writing to the secretary of the union, who may be heard by such Inspector on such application. Any worker whose wage has been so fixed shall receive a permit from the secretary of the union to work and be employed by any employer for such less wage for a period of not more than six (6) calendar months. Such permit may be renewed for a further period not exceeding six (6) calendar months after the expiration of the said period of six (6) calendar months firstly hereinbefore provided.

*Overtime.*

5. All work done beyond the time mentioned in paragraph 2 and all work done on the holidays hereinafter provided for shall be considered overtime, and shall be paid for at the following rates: On ordinary working-days—classers, measurers, and tank hands and scrapers, one shilling and sixpence (1s. 6d.) per hour; salters over twenty years of age, one shilling and fourpence (1s. 4d.) per hour; salters and boys under twenty years of age, one shilling (1s.) per hour: on Sundays, and holidays hereinafter provided for, double time (including in the case of holidays the ordinary wage which shall be paid to workers and boys as provided by paragraph 7, and not in addition thereto).

*Pay-day.*

6. All wages from time to time earned by any worker or boy shall be paid to him by his employer during ordinary working-hours on the 15th and the last day of the month, excepting when such last day happens to be a Sunday or holiday, in which and in every such case wages shall be paid on the preceding day.

*Holidays.*

7. All workers and boys shall be allowed the following holidays in each year—Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, and sovereign's birthday—and shall be paid for such holidays at the same rate as for ordinary working-day of eight hours.

*Boys.*

8. The proportion of boys to workers to be employed by the employer shall be one boy to every four workers or portion of the first four. For the purpose of determining the proportion of boys to workers, in taking any new boy or boys, the calculation shall

be based on a two-thirds full-time employment of the workers employed by the employer for the twelve preceding calendar months. The number of boys employed at bungs shall be unrestricted, provided that such boys are employed at bungs exclusively.

*Clock.*

9. The employer shall keep a clock going, placed in a prominent position in the workroom of each factory.

*Dressing and Dining Rooms.*

10. The employer shall provide for all workers and boys in each factory dressing and dining rooms, and such rooms shall not be used for any other purpose, and shall be entirely detached from the factory.

*Preference to Unionists.*

11. The employer shall employ members of the union in preference to non-members, provided there are members of the union qualified to perform the particular work required to be done, and ready and willing to undertake it.

12. If an employer is in need of a man he will first ask the union to furnish him with one. If the union has no man available, or if any man who is available is objectionable to the employer, then the employer shall have the right to engage any other man willing (providing such man becomes a member of the union), who shall be permitted to do the work for which he has been engaged until the union for good reasons objects.

[Seal.]

W. W. SIMS, President.

CHARLES MCKENZIE, Secretary.

The seal of the union has, in pursuance of a resolution of the union made on the 1st day of September, 1910, and confirmed on the 8th day of September, 1910, at a special meeting convened for that purpose, been affixed by the president of the union in the presence of—A. J. Hellyer.

Signed by the said Algernon Borthwick, an attorney for T. Borthwick and Sons (Australasia) (Limited), in the presence of—Wm. Roxburgh, Accountant, Christchurch.

THOS. BORTHWICK AND SONS (AUSTRALASIA) (LIMITED):  
ALGERNON BORTHWICK, Attorney.

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