

## OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

## (2240.) SOUTHLAND OPERATIVE BUTCHERS.—AWARD.

In the Court of Arbitration of New Zealand, Otago and Southland Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the Southland Operative Butchers' Industrial Union of Workers (hereinafter called "the union") and the Invercargill and Suburban Master Butchers' Union (hereinafter called "the employers").

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, 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 as from the 1st day of October, 1910, and shall continue in force until the 1st day of October, 1913.

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 15th day of December, 1910.

W. A. SIM, Judge.

## SCHEDULE.

*Hours of Work.*

1. (a.) The hours of work shall not exceed fifty-eight hours in any week. For the purpose of calculating the hours of work, each

of the holidays hereinafter mentioned shall be deemed to be a day on which eight hours shall have been worked, although no work shall have actually been done on such holiday.

(b.) The hours of work shall be regulated in advance by each employer according to the requirements of his own business, but work shall cease not later than 9 p.m. on Saturday.

(c.) An employer may arrange with any worker for some special purpose to work before or after the hour fixed for commencing or leaving off work, provided he shall pay such worker overtime (in addition to his ordinary wages) for the time so worked at the rate of time and a half; but this does not apply to slaughtermen.

#### *Wages.*

2. The following shall be the minimum rate of wages to be paid to the several classes of workers hereinafter specified, that is to say: First shopman, if solely engaged as such, £3 per week; second shopman, £2 10s. per week; small-goods man (if solely engaged as such), £3 per week; hawking carter, £2 10s. per week; order carter who may be required to do other work, £2 per week; general hands, £2 10s. per week; slaughterman (if solely engaged as such), £3 per week; slaughterman and wagoner, £2 10s. per week; assistant slaughterman, £2 10s. per week; assistant slaughterman-wagoner, £2 10s. per week; casuals shall be paid 1s. 3d. per hour.

(a.) The wages hereinbefore prescribed are weekly wages, and are not subject to any deduction save for time lost through the default of the worker.

#### *Employment of Boys and Youths.*

3. (a.) Employers may employ boys and youths at not less than the following rates of wages: Under the age of 16 years, 15s. per week; from 16 to 17, £1 per week; from 17 to 18, £1 5s. per week; from 18 to 21, £1 10s. per week. It shall be optional on the part of the apprentices and employers for boys and youths to be bound for a period of five years at the above rates.

(b.) The proportion of boys or youths to be employed by any employer shall not exceed one boy or youth to every three men or fraction of three. For the purpose of determining the proportion of men to boys in taking on any new boy, the calculation shall be based on a two-thirds full-time employment of men for the previous twelve calendar months.

(c.) The wages herein prescribed are weekly wages, and are not subject to any deduction save for time lost through the default of the worker.

#### *Meat for Employees.*

4. Each worker shall be allowed meat not exceeding in value 5s. per week; or shall, at the option of his employer, be paid the sum of 5s. per week in lieu of such meat. This provision shall not apply to casual workers or to boys or youths.

*Employer counts as Shopman.*

5. An employer who does substantially the work of a shopman in his own shop shall be classed as first shopman.

*Holidays.*

6. (a.) The following holidays shall be observed: New Year's Day, 2nd January, Good Friday, Easter Monday, Prince of Wales's Birthday, Labour Day, the birthday of the reigning sovereign, Christmas Day, Boxing Day, and the second Wednesday in February, or such other day as may be agreed on for the Butchers' Annual Picnic.

(b.) Employers during any week in which a holiday or holidays occur may give their workers the extra time off necessary to comply with the limit as to hours fixed by this award during such holiday week or the next week following.

(c.) An employer may arrange with any worker to work for not more than two hours on the morning of any holiday, provided he gets the time off at any other time during the same week.

(d.) The employer in any city or town may agree with the union to substitute any other day or days for all or any of the holidays hereinbefore mentioned.

(e.) When any holiday shall be generally observed in any city or town on any day other than that prescribed hereby, the provisions of this award shall apply to such substituted holiday in such city or town.

(f.) A slaughterman may be required to kill on any holiday, without extra pay.

*Under-rate Workers.*

7. (a.) Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may from time to time be fixed on the application of the worker, after due notice to the union, by the local Inspector of Awards or such other person as the Court may from time to time appoint for that purpose. In fixing such wage the Inspector shall have regard to the worker's capabilities, his past earnings, and such other circumstances as such Inspector or other person may think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b.) Such permit shall be for such period, not exceeding six months, as such Inspector or other person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been given to such worker by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability, it may be fixed for such longer period as such Inspector or other person shall think fit.

(c.) Notwithstanding the foregoing, it shall be competent for a worker to agree with the president or secretary of the union upon such wage without having the same so fixed.

(d.) It shall be the duty of the union to give notice to the Inspector of Factories of every agreement made with the worker pursuant hereto.

(e.) It shall be the duty of an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

#### *Preference.*

8. (a.) Throughout all the departments recognized by this award, preference of employment shall be given by employers to members of the Southland Operative Butchers' Union. When a non-unionist workman is engaged by an employer in consequence of the union being able to supply a workman willing to undertake the work, at any time within one month thereafter the union shall have the right to supply a man capable of performing the work, provided the workman first engaged declines to become a member of the union. This provision shall apply to those non-union workmen already employed.

(b.) The provisions of the foregoing clause shall operate only if and so long as the rules of the union shall permit any person of good character and sober habits who is or has been working at the trade to become a member of the union upon payment of an entrance fee not exceeding 5s., upon a written or verbal application, without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 6d. per week.

#### *Employment-book.*

9. The union shall keep at the office of the Inspector of Awards in the Borough of Invercargill, and also at some convenient place within a mile of the Chief Post-office a book to be called the "employment-book," wherein shall be entered the names and addresses of all members of the union for the time being out of employment, with a description of the branch of the trade to which they belong. Such book shall be open to all employers, without fee or charge, at all times during office hours. Employers when engaging hands shall make application to such book or to the secretary of the union, and if the secretary of the union fails to send such men as he may require to an employer within eight hours from the time of receiving such notice, then the employer may employ any man, either unionist or non-unionist, as the case may be.

#### *Scope of Award.*

10. The provisions of this award shall apply to all employers in Invercargill and suburbs, also the Bluff.

*Term of Award.*

11. This award shall come into force as from the 1st day of October, 1910, and shall continue in force until the 1st day of October, 1913.

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 15th day of December, 1910.

W. A. SIM, Judge.

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MEMORANDUM.

This award embodies the recommendation of the Conciliation Council, which the parties agreed to accept. The only alteration made is in the under-rate workers clause, so as to bring it into conformity with the Court's usual form.

W. A. SIM, Judge.

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