

(2150.) OTAGO SLAUGHTERMEN.—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 amendment; and in the matter of an industrial dispute between the Otago Slaughtermen's Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Blackwood Bros., abattoirs, Burnside.
 Botting, R. and A. J., abattoirs, Burnside.
 Hastie, A., 240 Princes Street, Dunedin.
 Kerr, W., and Co., abattoirs, Burnside.
 Samson, W., and Co., abattoirs, Burnside.
 Waldie, J., abattoirs, Burnside.

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 12th day of August, 1910, and shall continue in force until the 12th day of August, 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 12th day of August, 1910.

W. A. SIM, Judge.

SCHEDULE.

Hours of Labour.

1. A week's work shall be forty-eight hours. The working-hours shall be regulated by the employer according to the special requirements and circumstances of each business, but so that the ordinary hours of work shall be made to fall between the hours of 5 a.m. and 5 p.m., except on Saturdays, when the hours shall be from 5 a.m. to 1 p.m. All time worked before and after these hours shall, in computing the hours worked during the week, be counted as hours worked beyond the prescribed forty-eight.

Rate of Wages.

2. The following shall be the minimum rates of wages paid to the several classes specified hereunder: Slaughtermen, £3 5s. per week; slaughtermen and wagoners, £3 5s. per week; assistant slaughtermen and wagoners, £2 10s. per week; assistant slaughtermen, £2 10s. per week.

When an assistant slaughterman shall have worked two years beyond the period of the boys' and youths' limit contained in this clause, then he shall be paid not less than £3 5s. per week. Casual slaughtermen, 12s. per day of eight hours. If employed by the week casual hands shall be paid not less than £3 10s. per week of forty-eight hours.

Boys and youths may be employed at the discretion of the employers, provided that the following rates of wages be paid: Between the ages of 14 and 15 years, 12s. per week; 15 and 16, 15s. per week; 16 and 17, 18s. per week; 17 and 18, £1 per week; 18 and 19, £1 5s. per week; 19 and 20, £1 10s. per week; 20 and 21, £1 15s. per week. The proportion of boys and youths to slaughtermen to be one to three or fraction of three.

Overtime.

3. All time worked beyond the recognized hours of labour as set forth in clause 1 hereof shall be considered overtime, and shall be paid for at the rate of time and a quarter for the first two hours, and time and a half afterwards. Subject to this provision the employers shall have the right to call upon men to work beyond the specified hours.

Holidays.

4. The following shall be the recognized holidays in the award: Picnic day, New Year's Day, 2nd January, Easter Monday, Labour Day, sovereign's birthday, and Boxing Day, which, if worked, shall be paid for at the rate of time and a half. Christmas Day, Good Friday, and Sundays, if worked, shall be paid for at the rate of double time. Except as hereinafter mentioned, provided the employers may call upon workers to work four hours on the mornings of the following days at ordinary rates: 2nd January, Easter Monday, and Boxing Day. During hot weather, when it is necessary to kill on Sundays, time and a half shall be paid.

Preference.

5. So long as the rules of the union permit any person of good character, upon payment of an entrance fee not exceeding 5s., and of subsequent contributions at a rate not exceeding 6d. per week, upon the written application of such person stating his desire to join the union, without ballot or other election, to become and remain a member hereof, each employer shall employ members of the union in preference to non-members, provided that there are members of the union equally qualified to perform the particular work required to be done, and the employer shall know of such members, and shall be able to obtain their services without undue delay. Nothing herein contained shall prevent the continued employment of workers now in the employment of any employer, although such workers may not be or become members of the union.

No Discrimination.

6. No employer shall, in the engagement or dismissal of his men, discriminate against members of the union, or shall in the conduct of his business do anything, directly or indirectly, for the purpose of injuring the union. Where members of the union and non-members are employed together they shall work together in harmony, and shall receive equal pay for equal work.

Under-rate Workers.

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

(b.) Whenever occasion arises for so fixing the worker's wage it shall be fixed for such period not exceeding six months as such Inspector or other person shall determine: 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.) It shall, notwithstanding the foregoing, be competent for a worker to agree with the president or secretary of the union upon such wages 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.

Payment of Wages.

8. Wages shall be paid in full weekly or fortnightly.

Work of Slaughtermen.

9. When slaughtermen cannot be fully employed at slaughtering they shall do any work required about the slaughterhouse.

Scope of Award.

10. This award shall apply only to employers carrying on the business of slaughtering within a radius of ten miles from the Chief Post-office in the City of Dunedin.

Term of Award.

11. This award shall come into force on the 12th day of August, 1910, and shall continue in force until the 12th day of August, 1913.

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 12th day of August, 1910.

— W. A. SIM, Judge.

MEMORANDUM.

The award in this case is based on the recommendation of the Conciliation Council. The union refused to accept this recommendation so far as it related to the wages of slaughtermen, and asked to have the minimum fixed at £3 10s., instead of £3 5s. as recommended. This last-named rate is an increase on that fixed by the last award (Book of Awards, Vol. viii, p. 792), and the union failed to make out any case for the further increase asked for.

W. A. SIM, Judge.