

(2437.) SOUTHLAND 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 amendments; and in the matter of an industrial dispute between the Southland Frozen Meat and Produce Export Company (Limited), Invercargill, and the Ocean Beach Freezing-works, Invercargill (hereinafter called “the employers”) and the Southland Slaughtermen’s Industrial Union of Workers (hereinafter called “the union”).

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 August, 1911, and shall continue in force until the 1st day of January, 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 24th day of November, 1911.

W. A. SIM, Judge.

SCHEDULE.

Hours of Work.

1. (a.) Unless otherwise mutually agreed upon, the ordinary hours of work shall be worked between 7 a.m. and 5 p.m.

- (b.) An ordinary day's work shall not exceed eight hours.
 (c.) On Saturdays ordinary work shall not exceed four hours, irrespective of the hour of starting work.
 (d.) Intervals for meals shall be as at present customary at the various sheds, unless otherwise mutually arranged.

Rates of Pay.

2. Rates of pay shall be as follows :—

	£	s.	d.
Freezing sheep and lambs ... (per 100)	1	5	0
Double-fleece sheep „	1	17	6
Potter sheep „	1	0	0
Rams other than ram lambs and stags (each)	0	0	5
Pigs up to 120 lb. „	0	1	0
Pigs over 120 lb. „	0	1	6
All bullocks „	0	2	0
All bulls over two years „	0	3	0
Calves up to 130 lb. „	0	1	0
Calves over 130 lb. „	0	1	6
Dead sheep and lambs „	0	1	0
Dead cattle „	0	5	0

Overtime.

3. All work done after 5 p.m. in works where the usual hour of starting work is 8 a.m., or after eight ordinary working-hours in works where an earlier start has been mutually agreed upon, shall be paid for at the rate of rate and a quarter. No more than one hour's overtime shall be worked on any one day except on Saturdays, when four hours shall be worked if required. After four hours' ordinary work on Saturdays overtime shall commence, but all work shall cease not later than 4 p.m.

Slaughtermen's Work.

4. Killing and dressing sheep and lambs shall consist of killing, taking out tongue, taking off skin (including the wool portion of the head), shanks, head, removing the internal organs, taking out caul fat and sweetbreads, placing the above articles in their various receptacles, wiping and thoroughly cleaning carcass, hanging off, putting on butchers' tags. The employer to provide gambles and tags to each butcher at his hook, and clean buckets. The whole of the work shall be done in a workmanlike manner to the satisfaction of the foreman butcher.

Damage to Skins, &c.

5. In the event of any worker, either through carelessness or neglect, damaging any skins, hides, or carcasses, the foreman in charge shall have the right to restrict the hourly tally of any such worker, or he may instantly dismiss such worker.

Competent Men.

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

Waiting Time.

7. Slaughtermen to wait fifteen minutes in the event of a cut-out; if required to wait longer than fifteen minutes, to be paid at the rate of 2s. per hour for all time waited, the recognized dinner-hour to be excluded.

Grindstone.

8. A grindstone to be provided for every twenty-five men.

Holidays.

9. The following to be the holidays: New Year's Day and the following day, St. Patrick's Day, Good Friday, Easter Saturday, Easter Monday, Prince of Wales's Birthday, Labour Day, Christmas Day, Boxing Day, and the Sovereign's Birthday.

Payment of Wages.

10. Wages shall be paid in cash at the works every week; two days' lie-time shall be allowed. If any slaughterman leaves his employment with his employer's consent, or is dismissed by his employer, his wages shall be paid immediately following such leaving or dismissal. Unless by mutual agreement, no slaughterman shall leave his employer during the working season without giving twelve hours' notice.

Management of Work.

11. Subject to the special provisions of this award expressed, the employers shall retain and have full power to manage and control their own business and the conduct of their employees in connection therewith, and to make reasonable rules and regulations not inconsistent with the provisions of this award relating to the management thereof and to the hiring, conduct, duties and dismissals of persons in their employment.

Preference.

12. So long as the rules of the union permit any person of good character, upon payment of an entrance fee not exceeding 10s., 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 thereof, 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 con-

tinued employment of workers now in the employment of any employer, although such workers may not be or become members of the union.

Learners.

13. (a.) The employer may employ learners in their respective factories. Each learner shall be provided with a hook. The hooks for learners shall be kept separate, as far as reasonably practicable, from the hooks of the slaughtermen. Learners shall be employed in such proportion to slaughtermen that there shall not be more than one learner to every eight slaughtermen.

(b.) Each employer shall be entitled to have one learner in each beef slaughterhouse, and such learner shall be taken off the mutton board.

(c.) Each employer may employ a slaughterman on weekly wages to teach such learners, or may arrange with slaughtermen who have hooks in the slaughterhouse to teach learners for such rate of remuneration as may be agreed upon between the employer and the slaughterman employed to teach such learners.

(d.) Learners to be paid for all slaughtering done by them at not less than the rates specified in this award.

(e.) A learner when capable of killing and dressing eight sheep or lambs per hour for freezing purposes to the satisfaction of the foreman butcher shall be classed as a competent slaughterman, and shall be transferred from the learners' class. The rules as to preference to unionists shall apply to learners.

Cutting Out.

14. In order to cut out any mob which may be on hand at knocking-off time, workers shall thereafter, if required, slaughter up to three sheep or lambs per man at ordinary rates.

Scope of Award.

15. This award shall apply to all factories of the above-named employers in the Otago and Southland Industrial District.

Term of Award.

16. This award shall come into force as from the 1st day of August, 1911, and shall continue in force until the 1st day of January, 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 24th day of November, 1911.

W. A. SIM, Judge.

MEMORANDUM.

This award embodies the agreement of the parties, the form of the preference clause having been agreed to at the hearing.

W. A. SIM, Judge.