

(2453.) CANTERBURY SLAUGHTERMEN.—AGREEMENT *RE* CHRIST-
CHURCH CITY ABATTOIRS.

Memorandum of agreement made the 25th day of November, 1911,
between the Mayor, Councillors, and Citizens of the City of
Christchurch and the Canterbury Slaughtermen's Industrial
Union of Workers.

THIS industrial agreement, made in pursuance of the Industrial
Conciliation and Arbitration Act, 1908, this 25th day of November,
1911, between the Mayor, Councillors, and Citizens of the City of
Christchurch (hereinafter called "the employers"), of the one
part, and the Canterbury Slaughtermen's Industrial Union of
Workers (hereinafter called "the employees"), of the other part.

Whereas the parties hereto, being desirous of promoting and
continuing good will between and amongst the employers and em-
ployees, and for other considerations, have agreed together to enter
into this agreement as an industrial agreement made in pursuance
of the above-mentioned Act: Now, this agreement witnesseth, and
it is hereby mutually agreed by and between the said parties to
this agreement, as follows:—

1. That they, the said employers and the said employees, 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 per-
form 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 pro-
visions, but will in all respects abide by the same as fully and effec-
tually and to the same extent in all respects as if the said terms,
conditions, and provisions had been contained in an award of the
Court of Arbitration under the above Act.

2. That this agreement shall be deemed to be an industrial
agreement entered into by the parties hereto in pursuance of the
said Industrial Conciliation and Arbitration Act, 1908, and the
amending Acts thereto, and 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 par-
ticular 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
Act.

4. The failure of the parties hereto to observe and 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 hereto, shall constitute a breach or breaches of this agreement within the meaning of the said Act and the Acts amending the same.

5. This agreement shall take effect from the 1st day of October, 1911, and shall remain in force and its provisions may be enforced up to the 20th day of September, 1914.

In witness whereof the said parties hereto have executed these presents, the day and year first before written.

THE SCHEDULE HEREINBEFORE REFERRED TO.

Rule 1.—Hours.

Slaughtermen to commence work at 7 a.m. on Thursdays and Saturdays, and at 8 a.m. on the other four days of the week, except in case of a holiday, when an earlier start may be mutually arranged. Work to cease not later than 7 p.m. on Thursdays and not later than 12 noon on Saturdays, and not later than 5 p.m. on the other four days of the week, except preceding a holiday, when work may continue until 7 p.m. If slaughtermen are required to load before the hours specified above, such work to be paid for at the rate of 2s. 6d. per hour in addition to the ordinary week's wages; such loading not to start earlier than 5 a.m. Men for loading to be taken in rotation.

Rule 2.—Wages and Overtime.

All slaughtermen to be paid £3 10s. per week, the week not to exceed forty-eight hours; all work in excess of forty-eight hours in any one week to count as overtime; overtime to be paid for at the rate of time and a half. All casual slaughtermen to be paid 15s. per day, the day not to exceed eight hours; all time worked by casual slaughtermen in excess of eight hours in any one day to count as overtime; such overtime to be paid for at the rate of 3s. per hour. A casual slaughterman who may be employed by the week must be paid £4 per week; "casual" slaughterman is defined as one who is not employed continuously for more than one week. Casual slaughtermen who may be employed on any of the holidays as described in Rule 7 to be paid 10s. for the four hours or part thereof. Should any of the slaughtermen be required to attend the Addington Saleyards, free luncheon to be provided for them.

Rule 3.—Preference.

Preference of employment to be given to members of the Canterbury Slaughtermen's Union.

Rule 4.—Stock to be penned.

All stock to be penned.

Rule 5.—Dead Stock.

Any stock that dies outside the slaughterhouse not to be skinned by slaughtermen.

Rule 6.—“Smoke-oh.”

Fifteen minutes in the morning and fifteen minutes in the afternoon to be allowed for “smoke-oh.”

Rule 7.—Holidays.

The following shall be the holidays: New Year's Day, Good Friday, Easter Monday, Sovereign's Birthday, Prince of Wales's Birthday, Christmas Day, and Boxing Day, Labour Day, Show Day, Anniversary Day, and a Picnic Day to be held on the day the Christchurch Meat Company's employees hold their picnic at the Islington Works.

No work to be done on the above holidays or Sundays, except that on Easter Monday, the Sovereign's Birthday, Prince of Wales's Birthday, and Boxing Day employers shall be at liberty to employ the slaughtermen for a period not exceeding four hours, on the above-mentioned holidays, for the purpose of slaughtering stock for local consumption only; all such time worked on those days to be paid for at the rate of double time.

Rule 8.—Payment of Wages.

Wages to be paid fortnightly in cash at the cease of work on Saturdays; casual slaughtermen to be paid when discharged.

Rule 9.—Right of Control.

The employer shall have the fullest right to control (subject to the special conditions of this agreement) of their abattoirs and works, and may make such rules for the necessary and proper management thereof as they may deem expedient.

The common seal of the Mayor, Councillors, and Citizens of the City of Christchurch was hereto affixed the 25th day of November, 1911.

J. J. DOUGALL, Mayor.

HY. R. SMITH, Town Clerk.

C. D. MORRIS, Councillor,

Chairman of Committee.

[SEAL.]

The common seal of the Slaughtermen's Industrial Union of Workers was affixed hereto pursuant to a resolution of the management committee of the above union held at the Trades and Labour Hall, Christchurch, on the 2nd day of December, 1911.

[SEAL.]

W. HODGE, President.

C. WERE, Secretary.