

CANTERBURY INDUSTRIAL DISTRICT.

(2264.) CANTERBURY FREEZING-WORKS, BACON AND MANURE EMPLOYEES.—AGREEMENT.

THIS agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 6th day of February, 1911, between the Canterbury Freezing-works, Bacon and Manure Employees' Industrial Union of Workers (hereinafter called "the union"), of the one part, and the Christchurch Meat Company (Limited), the Canterbury Frozen Meat and Dairy-produce Export Company (Limited), and the New Zealand Provision and Produce Company (hereinafter called "the employers"), of the other part, whereby it is mutually agreed by and between the union and the employers as follows:—

SCHEDULE.

Hours of Work.

1. (a.) In all departments covered by this agreement, except the freezing-chamber hands, eight hours shall constitute a day's work, and may be worked between the hours of 7 a.m. and 5 p.m.; all time worked beyond eight hours, or before or after the time mentioned, shall be considered overtime; each day to stand by itself: Provided that in this clause nothing shall be construed to prevent the working of shifts, which may be worked up to eight hours at the ordinary rates hereinafter provided.

(b.) The employers shall be at liberty to start men before the hours mentioned to do essentially necessary preparing work for the day's operations without overtime being paid for such work.

(c.) The hours of labour for freezing-chamber hands as hereinafter defined shall be eight hours in any twenty-four, reckoning from midnight to midnight; overtime rates to be paid for all time worked in excess of eight hours in each twenty-four: Provided that when overtime is extended till midnight and a worker is required to continue working, overtime rates of pay shall continue until he has had a break of at least one hour for each two hours' continuous time worked. Maximum compulsory break, eight hours.

Wages.—Minimum Rates of Wages.

2. The following shall be the minimum rates of wages to be paid respectively to the several classes of workers specified, that is to say,—

| | Per Hour. |
|--|-------------------|
| | s. d. |
| (a.) Manure and tallow department | 1 0 $\frac{3}{4}$ |
| (b.) Oleo department | 1 0 $\frac{3}{4}$ |
| (c.) General labourers | 1 0 |
| (d.) Freezing-chamber hands—workers employed in and about the freezing-chambers, and in loading or preparing for the loading of wagons or trucks ... | 1 3 |

| (e.) Preserving department,— | Per Hour. | |
|--|-----------|------------------|
| | s. | d. |
| Boners | 1 | 11 $\frac{1}{2}$ |
| Second preserver | 1 | 11 $\frac{1}{2}$ |
| Tinsmith | 1 | 11 $\frac{1}{2}$ |
| All other hands employed in the department ... | 1 | 0 $\frac{3}{4}$ |

Employment of Youths.

3. Boys and youths up to eighteen years of age may be employed at the discretion of the employer, at not less than the following rates of wages per week: Between the ages of 14 and 15 years, 12s. per week; between the ages of 15 and 16 years, 15s. per week; between the ages of 16 and 17 years, 18s. per week; between the ages of 17 and 18 years, £1 1s. per week.

Overtime.

4. All time worked in excess of those hours mentioned in clause 1 shall be considered overtime, and shall be paid for at the rate of time and a quarter.

Holidays.

5. The following to be the holidays: New Year's Day, Easter Monday, Labour Day, Boxing Day, King's Birthday, Good Friday, Christmas Day, and local works picnic day, with the addition of Easter Saturday at the Fairfield Works, Ashburton County, only.

Payment for Holidays.

6. Double time shall be paid for work done on Christmas Day, Good Friday, and Sundays. Time and a half shall be paid for work done on New Year's Day, Easter Monday, Labour Day, Show Day, Boxing Day, King's Birthday, and local picnic day; and Easter Saturday at Fairfield Works, Ashburton County.

Payment of Wages.

7. Wages shall be paid fortnightly; two days' lie-time shall be allowed. If any worker desires his wages to be paid at the Christchurch, Ashburton, or Timaru offices of the employer he shall give forty-eight hours' notice of his desire; then his wages shall be paid at such Christchurch, Ashburton, or Timaru office, and not at the factory: Provided that if any worker leaves his employment with his employer's consent, or is dismissed by his employer, his wages shall be paid in full immediately following such leaving or dismissal.

Under-rate Workers.

8. (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 such 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; and such Inspector or other 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 other person shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b.) Such wage shall be fixed 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 Awards of every agreement made with a worker pursuant thereto.

(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 of Employment.

9. If and so long as the rules of the union shall permit any person now employed in this trade in the industrial district, and any person who may hereafter reside in this industrial district, and who is a competent workman, to become a member of the union upon payment of an entrance fee not exceeding 5s. and of subsequent contributions (whether payable weekly or otherwise) not exceeding 6d. per week, upon a written application to the secretary by the person so desiring to join the union, without ballot or other election, then and in such case employers shall, when engaging a workman, employ members of the union in preference to non-members, provided that there are members of the union equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it. Notwithstanding the foregoing, in the engagement of his workers the employer shall have the right to engage any worker he chooses, provided that within one week from the date of his engagement the worker shall become and remain a member of the union.

General.

10. (a.) A "smoke-oh" of ten minutes' duration shall be allowed morning and afternoon without deduction from the men's wages; provided that special previous conditions which have hitherto obtained in any department shall continue.

(b.) If on any day the worker is ordered to start work, and the work done on such day is less than one hour, the workers shall nevertheless be paid as if they had worked one hour on such day.

(c.) Gloves shall be supplied to freezing-chamber hands by the employer to such men as may require them.

(d.) Gum boots to be supplied by employers where men are working in drains or wet places.

