

NORTHERN (AUCKLAND) INDUSTRIAL DISTRICT.

(2312.) NEW ZEALAND FEDERATED SLAUGHTERMEN.—AGREEMENT
RE TOKOMARU SHEEP-FARMERS' FREEZING COMPANY (LIMITED).

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 8th day of April, 1911, between the Tokomaru Sheep-farmers' Freezing Company (Limited), of Tokomaru Bay, and the New Zealand Federated Slaughtermen's Industrial Association of Workers.

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. (a.) Freezing sheep and lambs, £1 5s. per hundred; rams other than ram lambs, 5d. per head; lambs requiring back sets, 5d. per head; dead sheep and lambs, 1s. per head; cattle, 2s. per head; dead cattle, 5s. per head; pigs up to 120 lb., 1s. per head; pigs 121 lb. and over, 1s. 6d. per head; calves up to 130 lb., 1s. per head; calves 131 lb. and over, 1s. 6d. per head; potters' sheep, £1 per hundred; potters' lambs, 18s. per hundred.
- (b.) Wages to be paid weekly or fortnightly as is the practice as at present at the works.

Waiting-time.

3. In each case where slaughtermen are required to wait for work after the arranged time for starting work they shall be paid at the rate of 2s. per hour for all time so occupied in waiting. Slaughtermen to wait fifteen minutes in the event of a cut-out, but afterwards time to be paid at the rate of 2s. per hour for all time so occupied. Time to count from the time last man cut out.

Slaughtermen's Work.

4. The killing and dressing of sheep and lambs shall consist of killing, removing tongues, taking off skins (including wool portion of head and shanks with wool-pieces), taking insides out, wiping and thoroughly cleaning carcasses, putting on butcher's tags, putting on neck-strings, hanging off, and taking out sweetbreads.

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 any such worker.

Competent Men.

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

Learners.

7. The employers 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 for slaughtermen.

Learners shall be employed in such proportion to slaughtermen that there shall not be more than one learner to every ten slaughtermen or fraction of first ten. Each employer shall be entitled to have one learner in each beef slaughterhouse, and such learner shall be taken off the mutton-board.

Each employer may employ competent workers to teach such learners, or may arrange with slaughtermen who have hooks in their slaughterhouse to teach such learners for such rate or remuneration as may be agreed upon between the employer and the slaughtermen employed to teach such learners. Learners to be paid for all slaughtering done by them at not less than the rates specified in this agreement.

The rules as to preference to unionists shall apply to learners.

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 learner class.

Regulations.

8. Each slaughterman shall be provided with a hook, and not more than two men shall be allowed to work in any one pen.

Beef-butchers' Work.

9. Put into pithing-pen, stun or pith, bleed, take off head, take tongue out, hoist, ground, take hide off, skin and take tail off, take insides and kidneys out, strip caul, wipe and clean, saw into sides, trim, and hang back.

Holidays.

10. 1st January, Christmas Day, Boxing Day, birthday of reigning Sovereign, Good Friday, Easter Monday, and Labour Day; also two other days to be arranged to meet the requirements of the several localities.

All work done on Christmas Day, Good Friday, or on Sundays shall be paid for at double rates. All work done on any of the other holidays shall be paid for at the rate of rate and a half.

Overtime.

11. 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.

Preference.

12. Preference of employment shall be given to members of the union, provided that for the purposes of this agreement the rules of the union at present in force at date of the agreement with respect to the admission of members shall be interpreted to mean that no ballot or other election shall be required in the case of any person of good character or who does not owe contributions to any kindred slaughtermen's union. Provided further that the entrance fee shall at no time exceed 10s. 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.

Dressing and Dining Rooms.

13. Suitable dressing and dining rooms shall be provided by the employers.

Management.

14. Subject to the special provisions of this agreement 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 agreement relating to the management thereof, and to the hiring, conduct, duties, and dismissals of persons in their employment.

Men leaving Work.

15. Employees shall ask permission of the foreman before ceasing work at any time other than the general time for ceasing work.

Cutting out.

16. 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.

Term of Agreement.

17. This agreement shall come into force on the 17th day of January, 1911, and shall continue in operation until the 16th day of January, 1913.

Extension of Period of Agreement.

18. The New Zealand Federated Slaughtermen's Association shall further agree to undertake, by means of separate agreements, to use its best endeavours to renew this agreement in all its essential details at the expiration of the above-mentioned term for a further period of two years.

Award.

19. This agreement shall be forwarded to the Court of Arbitration for the purpose of having its terms, conditions, and application embodied in an industrial award.

Signed and sealed on behalf of the New Zealand Federated Slaughtermen's Industrial Association of Workers.

[Seal.]

RICHARD JONES, President.
M. J. REARDON, Secretary.

Signed and sealed on behalf of the Tokomaru Sheep-farmers' Freezing Company (Limited), this 8th day of April, 1911.

[Seal.]

H. B. WILLIAMS, Chairman.
JAS. J. CATO, Director.
H. C. DAWSON,
Manager and Secretary.