

WELLINGTON INDUSTRIAL DISTRICT.

(2489.) WHAKATU A SUSAGE-CASING MAKERS.—AGREEMENT *RE*
THOMAS BORTHWICK AND SONS (AUSTRALASIA), (LIMITED),
PAKIPAKI.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908 (hereinafter referred to as "the said Act"), this 25th day of January, 1912, between the Whakatu Sausage-casing Makers' Industrial Union of Workers, registered under the said Act (hereinafter called "the union"), of the one part, and Thomas Borthwick and Sons (Australasia), (Limited), a firm of sausage-casing manufacturers carrying on business at Pakipaki (which said firm is hereinafter referred to as and included in the term "the employer"), of the other part, whereby it is agreed and declared by the parties hereto that, as between the union and each and every member thereof and the employer, the terms, conditions, and provisions set out in the schedule hereto shall be binding upon the union and upon every member thereof, and upon the employer, 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 those presents: And, further, that the union and every member thereof and every employer shall respectively do and observe and perform every part and thing by the said terms, conditions, and provisions on the part of the union and the members thereof and on the part of the employer respectively required to be done, observed, and performed, and shall not do anything in contravention of the said terms, conditions, and provisions, but shall in all respects abide by and observe and perform the same. And it is hereby further agreed and declared by and between the parties hereto that any breach

of the said terms, conditions, and provisions set out in the said schedule hereto shall constitute a breach of this agreement. And it is hereby lastly agreed and declared that this agreement shall take effect from the 1st day of December, 1911, and shall continue in force until the 30th day of November, 1913, and thereafter shall continue in force until a new agreement shall have been made in substitution thereof, or an award shall have been made under the provisions of the said Act.

In witness whereof the parties hereto have executed these presents the day and year hereinbefore mentioned.

SCHEDULE.

Classes of Labour.

1. Three classes of labour shall be recognized—(a) Classers, scrapers, measurers, and tank hands; (b) salters; (c) boys. Classers, scrapers, measurers, and tank hands, and salters are hereinafter referred to as "workers."

Hours of Employment.

2. The recognized hours of work shall be from 8 a.m. until 5 p.m. on five days of the week, one hour to be allowed each day for dinner, and on Saturdays from 8 a.m. until 12 noon. All time worked before or after these hours shall be reckoned as overtime.

Wages.

3. All workers (except as provided in paragraph 4 hereof) shall be paid at the following rates: Classers, measurers, tank hands, and scrapers, 1s. 3d. per hour; and salters, 1s. per hour. Notwithstanding anything hereinbefore mentioned, all qualified scrapers employed at other branches of the trade shall be paid the wages hereinbefore mentioned for scrapers. All boys under the age of sixteen years shall be paid a weekly wage of £1 for every week of forty-four working-hours, and after attaining the age of sixteen years shall be paid in addition 5s. per week for every year until they have attained the age of twenty years, when they shall be paid the wage hereinbefore mentioned for workers.

4. Any worker who is not capable of earning the wage as hereinbefore provided shall be paid such less wage as may from time to time be agreed upon in writing between the employer and an officer of the union, and in default of such agreement, within twenty-four hours after either such worker or such employer has notified the secretary in writing of his desire that such less wage shall be agreed upon, then as shall be fixed by the Inspector of Factories upon the application of such worker or employer, after twenty-four hours' notice in writing to the secretary of the union, who may be heard

by such Inspector on such application. Any worker whose wage has been so fixed shall receive a permit from the secretary of the union to work and be employed by any employer for such less wage for a period of not more than six calendar months. Such permit may be renewed for a further period not exceeding six calendar months after the expiration of the said period of six calendar months firstly hereinbefore provided.

Overtime.

5. All work done beyond the time mentioned in paragraph 2, and all work done on the holidays hereinafter provided for, shall be considered overtime, and shall be paid for at the following rates: On ordinary working-days, classers, measurers, tank hands, and scrapers, 1s. 6d. per hour; salters over twenty years of age, 1s. 4d. per hour, which at the option of the foreman may be increased to 1s. 6d. per hour; salters and boys under twenty years of age, 1s. per hour. On Sundays and holidays hereinafter provided for, double time (including in the case of holidays the ordinary wages, which shall be paid to workers and boys as provided by paragraph 7, and not in addition thereto).

Pay-day.

6. All wages from time to time earned by any worker or boy shall be paid to him fortnightly by his employer during ordinary working-hours, and upon those days on which it has been usual for the company to pay their workers.

Holidays.

7. All workers and boys shall be allowed the following holidays in each year: Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, and Sovereign's birthday; and shall be paid for such holidays at the same rate as for ordinary working-day of eight hours.

Boys.

8. The proportion of boys to workers to be employed by the employer shall be one boy to every four workers or portion of the first four. For the purpose of determining the proportion of boys to workers, in taking any new boy or boys the calculation shall be based on a two-thirds full-time employment of the workers employed by the employer for the twelve preceding calendar months. The number of boys employed at bungs shall be unrestricted, provided that such boys are employed at bungs exclusively.

Clock.

9. The employer shall keep a clock going, placed in a prominent position in the workroom of each factory.

Dressing and Dining Rooms.

10. The employer shall provide for all workers and boys in each factory dressing and dining rooms, and such rooms shall not be used for any other purpose, and shall be entirely detached from the factory.

Preference to Unionists.

11. The employer shall employ members of the union in preference to non-members, provided there are members of the union qualified to perform the particular work required to be done and ready and willing to undertake it.

12. If an employer is in need of a man he will first ask the union to furnish him with one. If the union has no man available, or if any man who is available is objectionable to the employer, then the employer shall have the right to engage any other man willing (providing such man becomes a member of the union), who shall be permitted to do the work for which he has been engaged until the union for good reason objects.

13. As between members of the union, qualified members who have previously worked in the shed and whom the employer may desire to re-engage shall have preference over those who have not done so.

Term.

14. This agreement shall come into operation on the 1st day of December, 1911, and shall continue until the 30th day of November, 1913.

[L.S.]

W. W. SIMS, President.

CHARLES MCKENZIE, Secretary.

The seal of the union has, in pursuance of a resolution of the union made on the 16th November, 1911, and confirmed on the 25th January, 1912, at a special meeting convened for that purpose, been affixed by the president of the union in the presence of—
A. J. Hellyer.

THOS. BORTHWICK AND SONS (AUSTRALASIA), (LIMITED).
(ALGERNON BORTHWICK, Director.)

Signed by the said Algernon Borthwick in the presence of—
C. S. Harper.

The foregoing agreement has been arrived at by a Council of Conciliation, and it is recommended that the parties shall sign it on behalf of their respective associations.

H. G. SUTTON	} Assessors for the Union.
J. W. GARDINER	
GEO. P. CROLL	} Assessors for the Company.
W. H. MAITLAND	