

## NORTHERN (AUCKLAND) INDUSTRIAL DISTRICT.

## (2520.) GISBORNE BUTCHERS.—AGREEMENT.

In the matter of an industrial dispute between the Auckland Butchers' Industrial Union of Workers and the Gisborne Master Butchers.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 4th day of April, 1912, between the Auckland Butchers' Industrial Union of Workers (registered as an industrial union of workers under the said Act), of the one part, and Joseph E. Newton, Machell and Russell, Fiskien and Ludwig, McConnell and Co., Gisborne Co-operative Meat Supply Company (Limited), all of Gisborne, master butchers, and H. D. Robinson, of Makaraka, master butcher, of the other part, witnesseth that it is agreed by and between the parties hereto as follows:—

*Hours of Work.*

1. The hours of work shall not exceed fifty-two in any one week, apportioned as follows:—

(a.) On four days of the week, nine hours per day, and so arranged as to fall between the hours of 6 a.m. and 5.30 p.m., with half an hour allowed for breakfast and one hour for dinner on each of such days.

(b.) On the day of the statutory half-holiday work shall not commence before the hour of 6 a.m., and shall cease not later than 1 p.m., with half an hour allowed for breakfast.

(c.) On Saturday work shall not commence before 6 a.m., and shall cease not later than 6 p.m., with half an hour allowed for breakfast and one hour allowed for dinner.

*Overtime.*

2. An employer may arrange with any worker for some special purpose to work before or after the hours fixed for commencing or leaving off work, provided he shall pay such worker overtime in addition to his ordinary pay for the time so worked, at the rate of time and a half.

*Carting of Beef.*

3. Notwithstanding the foregoing, an employer may arrange with any worker to commence work one hour and a half earlier for the purpose of carting meat from the abattoirs, providing such worker shall be allowed an equivalent time off on each such day.

*Wages.*

4. The following shall be the minimum rate of pay to be paid to the several classes of workers hereinafter specified: First shopmen, £3 10s. per week; second shopmen, £3 per week; small-

goodsmen, £3 10s. per week; hawking carters, £3 per week; ordermen who cut their own orders, £2 17s. 6d. per week; order-delivery men and other hands, £2 12s. 6d. per week. The wages herein prescribed are weekly wages, and are not subject to any deduction save for time lost through default of the worker.

*Casual Workers.*

5. All casual workers shall be paid at the rate of not less than 1s. 6d. per hour, with a minimum of six hours per day, and such worker shall be provided with board by his employer, or be paid the sum of 2s. 6d. in lieu thereof.

*Employment of Boys and Youths.*

6. Employers may employ boys or youths at not less than the following rates: Under the age of sixteen years, 17s. 6d. per week; from sixteen to seventeen, £1 2s. 6d. per week; from seventeen to eighteen, £1 7s. 6d. per week; from eighteen to nineteen, £1 12s. 6d. per week; from nineteen to twenty-one, £2 per week.

(a.) The proportion of boys or youths employed by any employer shall not exceed one boy or youth to every three men or fraction of the three first men. For the purpose of determining the proportion of men to boys in taking on a new boy, the calculation shall be based on two-thirds full-time employment of men for the previous twelve months, provided that for the purpose of this clause no firm shall count as more than one man, though there be more than one member in the firm.

(b.) When a boy is boarded by his employer a deduction of 7s. 6d. per week may be made from his wages. The employment of casual boy-labour shall not be allowed, and employees shall not be permitted to have the assistance of boy-labour at any time.

7. Where there are three or more hands engaged in the shop, inclusive of the employer, a first and second shopman shall be kept.

8. Where an employer is actively engaged in his own shop he shall be rated as first shopman.

*Holidays.*

9. The following holidays shall be observed without stoppage of pay: New Year's Day, Good Friday, Easter Monday, birthday of reigning Sovereign, Labour Day, Boxing Day, Christmas Day, day of Butchers' Annual Picnic, and Show Day.

(a.) An employer may arrange for any worker to work for not more than two hours on any of the foregoing holidays, provided he shall pay such worker at the rate of time and a half in addition to his ordinary pay.

*Preference to Unionists.*

10. If and so long as the rules of the union shall permit any person of good character who is or may hereafter reside in this industrial district, and who is or has been employed at the butcher-

ing business, and who is a competent workman, to become a member of the union upon written application of such person, and on payment of usual fees, then employers shall employ members of the union in preference to non-members.

*Under-rate Workers.*

11. Any worker who considers himself incapable of earning the minimum wage fixed by this agreement may be paid such lower wage as may be from time to time fixed, on the application of the worker after due notice to the union, by the Inspector of Factories. In fixing such wage he shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector may think fit to consider after hearing such evidence and argument as the union and the worker shall offer. Such period shall be for a period not exceeding six months, but may be renewed from time to time, upon application to the Inspector, if such Inspector shall consider the worker entitled to a renewal after hearing the union and such worker in respect of such application. 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. It shall be the duty of the union to give notice to the Inspector of Factories of every agreement made with a worker pursuant hereto. 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.

12. This agreement shall come into force on the 8th day of April, 1912, and shall remain in force until the 8th day of April, 1914.

In witness whereof the several parties hereto have executed this agreement.

The seal of the Auckland Butchers' Industrial Union of Workers was affixed hereto in the presence of—

[SEAL.]           A. J. WAKEFIELD, President.  
                      WM. E. SILL, Secretary.

Witness—A. E. Flanagan.

                      THOMAS ADAIR (for Gisborne Co-operative Meat-  
  supply Company (Limited)).

Witness—G. Ratcliffe.

                      J. E. NEWTON.

Witness—W. T. Snowsill.

                      O. V. RUSSELL (for Machell and Russell).

Witness—W. T. Snowsill.

                      FISKEN AND LUDWIG (J. LUDWIG).

Witness—W. T. Snowsill.

                      McCONNELL AND Co. (T. McCONNELL).

Witness—W. T. Snowsill.

                      H. D. ROBINSON.

Witness—W. T. Snowsill.