

CANTERBURY INDUSTRIAL DISTRICT.

(2579.) CANTERBURY MALTSTERS AND BREWERY EMPLOYEES.— AGREEMENT.

This industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 4th day of July, 1912, between the Canterbury Maltsters and Brewery Union and the following employers :—

Canterbury Seed Company, Christchurch.
Crown Brewery Company, Christchurch.
Manning and Co., Christchurch.
Johnson and Stevenson, Kaiapoi.
W. Vincent, Riccarton.
Vincent and Co., Christchurch.
Ward and Co., Christchurch.
Timaru Brewery (Hole, Grierson, and Davis).

SCHEDULE.

Hours of Work.

1. (a.) The hours of work for men employed in breweries shall be forty-five per week, which shall end at noon on Saturday. Such hours of work to be between the hours of 7.30 a.m. and 4.30 p.m., or between the hours of 8 a.m. and 5 p.m., except on Saturdays, when the hours shall be from 7 a.m. to noon.

(b.) Brewery night-men's hours of work shall be eight hours per night on five nights, and five hours on one night of the week, to start at such time as suits the firm.

(c.) An employer may substitute Thursday for Saturday for the purposes of this clause.

2. (a.) The hours of work for maltsters' workmen (day or night) employed in malt-houses where four workmen or more are employed shall be forty-five per week, not exceeding eight hours on five days of the week and five hours on Thursday or Saturday, made up as follows: Day-men, between 7.30 a.m. and 5 p.m. on five days, and ceasing not later than 12.40 p.m. on the half-holiday; night-men, between 8 p.m. and 6 a.m. on five nights, and between 8 p.m. and 1 a.m. on the half-holiday, which shall be fixed by the employer.

(b.) Nevertheless, where the process of manufacture renders it necessary, it shall be optional for the employer to allow some of his workers a half-holiday on Thursday and the others a half-holiday on Saturday.

(c.) In malt-houses where three workmen only or less are employed the hours of work shall be forty-five per week, commencing not earlier than 6 a.m. on any day and ceasing not later than 1 p.m. on Saturday or Thursday.

Wages.

3. (a.) The following shall be the minimum rates of wages for workers employed in breweries: Brewery day-men, £2 7s. 6d. per week of forty-five hours; bottlers, £2 7s. 6d. per week of forty-five hours; brewery night-men, £2 10s. per week of forty-five hours; coopers, £2 17s. 6d. per week of forty-five hours.

(b.) The following shall be the minimum rates of wages for workers employed in malt-houses: Day-men, £2 7s. 6d. per week; night-men, £2 10s. per week.

(c.) The holidays herein specified shall be paid for, but subject thereto a worker shall be entitled to be paid only for time actually worked by him.

Casual Labour.

4. Casual labour shall be paid for at the rate of 1s. per hour.

Assisting-carters.

5. Each employer shall be at liberty, when the exigencies of the business demands it, to employ two men from his staff of workers as assisting-carters, provided that such assisting-carters shall come under the wages clause of the Drivers' Union.

Overtime.

6. All time worked beyond forty-five hours per week shall be paid for at the rate of time and a quarter.

Payment for Sundays.

7. All work done on Sundays shall be paid for at the rate of time and a quarter.

Holidays.

8. (a.) The following shall be the recognized holidays: New Year's Day, Good Friday, Easter Monday, Show Day or Sovereign's Birthday (at employer's option), Labour Day, Anniversary Day, Christmas Day, and Boxing Day.

(b.) All work done on any of the above-named holidays shall be paid for at the rate of time and a quarter. This means ordinary time for the whole day and time and a quarter extra for the actual time worked.

General Conditions.

9. All wages shall be paid weekly, and in the employer's time.

10. No man shall work continuously for more than five hours without a meal.

11. All men required to work overtime at night shall be notified the previous day, or be allowed a reasonable time in which to get their meals, or be paid 1s. extra for their tea by their employer.

12. Men working under excessive heat shall be allowed a reasonable time before starting work in a cold temperature.

13. No man shall be asked to work for more than four hours in any one day at an open malt-screen unless same be fitted with exhausts or other appliance reducing dust to a minimum.

14. Where earlier or later attendance is required the hours of work shall be continuous, subject to the usual meal-hour.

Employment of Youths.

15. The proportion of boys to journeymen employed by any employer shall not exceed the following: Two boys to the first six men or fraction thereof; then one boy to every three men, calculated on the total number of men employed by the employer or firm who receive union wages or over, which calculation shall be based on the number of such employees on the books for the previous six months.

16. Boys employed in bottling-houses shall be paid according to the following scale: Fifteen years of age, per week of forty-five hours, 12s. 6d.; sixteen years of age, per week of forty-five hours, 15s.; seventeen years of age, per week of forty-five hours, £1; eighteen years of age, per week of forty-five hours, £1 5s.; nineteen years of age, per week of forty-five hours, £1 10s.; twenty years of age, per week of forty-five hours, £1 15s.

Under-rate Workers.

17. Any worker whom an employer considers incapable of earning the minimum wage hereinbefore prescribed may be paid

such less wage as shall be agreed upon in writing between the union and his employer, or in default of such agreement as shall be fixed by the Inspector of Awards.

Preference.

18. (a.) All the workers now employed in the breweries and malt-houses shall become members of the union on or before the 1st day of August, 1912, and any worker hereafter employed must become a member of the union within one week from commencing work.

(b.) This clause shall not apply to youths under the age of twenty-one years, or to casual labour or to men engaged in stacking; but casual men must not be employed continuously for more than one month, otherwise they must become members of the union.

19. The provisions of the foregoing clause shall operate only if and so long as the rules of the union shall permit any person of good character and sober habits who is now or has been working in a brewery or malt-house to become a member of the union upon payment of an entrance fee not exceeding 5s., upon a written or verbal application, without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 6d. per week.

The award shall come into force on the 4th July (1912), and shall continue in force until the 31st January, 1914.

Signed on behalf of the workers :—

[SEAL OF THE CANTERBURY MALTSTERS
AND BREWERY EMPLOYEES' UNION
OF WORKERS.]

JOHN FISHER.
MARTIN HARTIGAN.
ROBERT DAWSON.

Signed on behalf of the employers :—

For the CANTERBURY (N.Z.) SEED COMPANY (LIMITED).

C. H. HEWLETT, Manager.

p.p. S. MANNING AND Co. (LIMITED).

G. PENGELLY.

WARD AND Co. (LIMITED).

p. R. SHAND.

CROWN BREWERY COMPANY (LIMITED).

E. BOULTON, Secretary.

W. VINCENT.

VINCENT AND Co.

THE TIMARU BREWERY (HOLE, GRIERSON, AND DAVIS)
(LIMITED).

MARK DAVIS, Managing Director.

JAMES JOHNSTON AND Co., Kaiapoi.