

## CANTERBURY INDUSTRIAL DISTRICT.

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### (2862.) CANTERBURY SLAUGHTERMEN.—AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 4th day of August, 1913, between the Christchurch Export Slaughtermen's Industrial Union of Workers (hereinafter called "the union") of the one part, and the Christchurch Meat Company (Limited) and the Canterbury Frozen Meat and Dairy-produce Export Company (Limited), (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. Work to commence between 7 a.m. and 8 a.m., as required, on five days of the week, and to cease at 5 p.m., with fifteen minutes "smoke-oh" in the morning and fifteen minutes "smoke-oh" in the afternoon. On Saturday work shall commence between 7 a.m. and 8 a.m., as required, and cease at 12 noon, with fifteen minutes "smoke-oh." "Smoke-oh" to be as nearly as possible at 9.45 in the morning and 3 o'clock in the afternoon. These working-hours may be varied by mutual agreement. All work done after eight hours, exclusive of "smoke-oh," shall be paid for at the rate of rate and a quarter. Should it be necessary to start

work at any time after 8 a.m. waiting-time shall be paid for from 8 a.m. till time of starting. Provided that after 5 p.m. a cut-out may be mutually arranged between the foreman butcher and the slaughtermen.

*Piecework Rates of Pay.*

2. The piecework rates of pay shall be as follows :—

	£	s.	d.	
All sheep and lambs not otherwise specified	1	7	6	per 100.
Long-shanked shop sheep	1	10	0	„
Rams other than ram lambs	0	0	5	each.
Pigs up to 100lb.	0	1	0	„
Pigs over 100lb.	0	1	6	„
All bullocks	0	2	0	„
Calves up to 200lb.	0	1	0	„
Calves over 200lb.	0	2	0	„
Skinning dead sheep or lambs if required	0	1	0	„

In the case of learners the minimum wage per hour shall be 1s. 3d. until the foreman butcher certifies that the learner is sufficiently expert to earn more than such rates by piecework.

*General Conditions.*

3. Any daggy sheep or lambs to be dagged by the employer before killing.

4. The killing and dressing of sheep and lambs shall consist of killing, cleaning, taking off skin and shanks and wool-pieces, taking inside out, wiping and thoroughly cleaning, putting on neck-strings and butchers' tags, hanging off and taking out sweet-breads from the lambs; but the employer shall remove the kidneys and shall provide gambrels and tags to each butcher at his hook, and shall also clean buckets and boxes. The whole of the work shall be done according to the custom of each factory and to the satisfaction of the foreman butcher.

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 such worker.

6. Slaughtermen to wait fifteen minutes in the event of a cut-out, but if required to wait longer than fifteen minutes to be paid at the rate of 2s. per hour for all time waited, time to count from the time the last man cuts out, the recognized "smoke-oh" and dinner-hour to be excluded. Should the men be called out before 8 a.m. and no work provided they shall be paid waiting-time from the time they were called for till the time work commences on that day. In the event of no stock being available for killing on any day for which the men have been called out an hour's waiting-time to be paid.

7. A grindstone to be provided for every twenty men, and each slaughterman whilst at work shall have the exclusive use of a hook.

8. All sheep and lambs to be penned off before being killed.

9. Nothing in these conditions shall apply to those employees of the employers respectively who are employed in the bacon department of each such employer.

10. The following to be the holidays: New Year's Day, Good Friday, Easter Saturday, Easter Monday (Easter Tuesday at Belfast, Islington, Pareora, and Smithfield), Labour Day, Show Day, Christmas Day, Boxing Day, day after Boxing Day, reigning Sovereign's birthday, Picnic Day, and two days at Timaru Autumn Race Meeting for Pareora and Smithfield.

11. Wages shall be paid fortnightly between the hours of 12 and 1 o'clock; slaughtermen to be paid before assistants. Two days' lie time shall be allowed. If any slaughterman desires his wages to be paid at Christchurch, Ashburton, or Timaru offices of the employer he shall give twelve hours' notice of his desire, then his wages shall be paid at such Christchurch, Ashburton, or Timaru office and not at the factory, at such time as may be arranged: Provided that if any slaughterman leaves his employment with his employer's consent or is dismissed by his employer his wages shall be paid immediately following such leaving or dismissal.

12. The employers shall have the fullest right of control (subject to the special conditions of this agreement) of their factories, and may make such rules for the necessary and proper management thereof as they may deem expedient.

13. If and so long as the rules of the union shall permit any person of good character to become a member of such union upon payment of an entrance fee of 5s. and of subsequent contributions, whether payable weekly or not, not exceeding 6d. per week, upon a written or verbal application of the person desiring to join the union, without ballot or election, then and in such case and thereafter the employers shall employ members of the union in preference to non-members, provided that there are members of the union available equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it; and in the case of non-members being employed on the board such non-members must join the union within one week after starting.

14. When the rules of the union are such as to entitle the members of the union to preference under the foregoing clauses and at all times thereafter the union shall keep in some convenient place within one mile of the Chief Post-office in the City of Christchurch a book, to be called the "employment-book," wherein shall be entered the names and exact addresses of all members of the union for the time being out of employment, and the names and addresses and occupations of every employer by whom such members shall have been employed during the preceding one year. Immediately

upon such member obtaining employment a note thereof shall be entered in such book. The executive of the union shall use their best endeavours to verify all entries contained in such book, and the union shall be answerable as for a breach of this agreement in case any entry therein shall in any particular be wilfully false to the knowledge of the executive of the union, or in case the executive of the union shall not have used reasonable endeavours to verify the same. Such book shall be open to every employer without fee or charge at all hours between 8 a.m. and 5 p.m. on every working-day except Saturday, and on that day between the hours of 8 a.m. and noon. If the union fail to keep the employment-book in the manner provided by this clause, then and in such case and so long as such failure shall continue every employer may, if he so think fit, employ any person or persons, whether a member of the union or not, to perform the work required to be performed, notwithstanding the foregoing provisions. Notice by advertisement in the *Christchurch Press* and the *Lyttelton Times* newspapers, published in the City of Christchurch, shall be given by the union of the place where such employment-book is kept and of any change in such place.

*Term of Agreement.*

This agreement shall come into force as from the date of the making hereof, and shall remain in force for three years.

In witness whereof the parties hereto have hereunto set their hands and seals.

Signed on behalf of the union this 4th day of August, 1913.

[SEAL.]

WILLIAM RUSSELL, Secretary.  
ERNEST WALTER TAYLER, President.

The common seal of the Christchurch Meat Company (Limited) was hereunto affixed pursuant to a resolution of the board of directors this 6th day of August, 1913, in the presence of—

[SEAL.]

THOS. TESCHEMAKER, } Directors.  
H. J. BESWICK, }  
W. O. CAMPBELL, Secretary.

The common seal of the Canterbury Frozen Meat and Dairy-produce Export Company (Limited) is hereunto affixed this 11th day of August, 1913, in the presence of the undersigned, two of the directors of the said company:—

[SEAL.]

GEORGE CLIFFORD, } Directors.  
G. HUMPHREYS, }