

(2939.) MASTERTON SLAUGHTERMEN.—AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 1st day of November, 1913, between the Wellington Slaughtermen's Industrial Union of Workers, a duly registered industrial union having its registered office in the City of Wellington (hereinafter called "the union") of the one part, and the Wellington Farmers' Meat Company (Limited) (hereinafter called "the employers") of the other part, witnesseth as follows:—

SCHEDULE.

Hours of Work.

The ordinary hours of work shall be between 7.30 a.m. and 5 p.m. on five days of the week. One hour shall be allowed for lunch. On Saturdays ordinary work shall not exceed four hours irrespective of the hour of starting work.

Rates of Pay.

Rates for sheep and lambs—

All sheep and lambs not otherwise specified, £1 7s. 6d. per 100.

Rams and stags other than ram lambs, 5d. each.

Dead sheep or lambs, 1s. each.

Potter sheep, £1 per 100.

No daggy sheep or lambs to be killed; all sheep already crutched to be accepted.

All sheep-yards shall be covered for at least one day's killing, drained, and built up with solid floor.

Rates for cattle—

Bullocks and cows, 2s. per head.

Bulls, 2s. 6d. per head.

All bulls to be chopped and soft-sided, otherwise double rates to be paid.

Calves—

Up to 130 lb., 1s. per head.

Over 130 lb., 1s. 6d. per head.

All dead cattle done at the works shall be paid for at 7s. 6d. each.

Rates for pigs—

Pigs up to 120 lb., 1s.

Pigs over 120 lb., 1s. 6d.

"Smoke-oh."

Fifteen minutes in the forenoon and fifteen minutes in the afternoon shall be allowed for "smoke-oh." The "smoke-oh" shall be as nearly as possible to 9.45 in the morning and 3 in the afternoon.

Overtime.

Overtime shall be paid for at the rate of rate and a quarter. Not more than one hour per day overtime to be worked. Overtime

on Saturdays shall be arranged so as not to fall on two consecutive Saturdays, and not to exceed six Saturdays in the season.

Waiting-time.

Should it be necessary at any time to start work after the usual time of starting waiting-time shall be paid till time of starting. Should the men be called out before the usual time of starting and no work provided they shall be paid overtime rate for all time waited.

Slaughtermen shall wait fifteen minutes in the event of a cut-out, but if required to wait longer than fifteen minutes they shall be paid at the rate of 2s. per hour for all time waited, the recognized dinner-hour to be excluded; time to count from the time the last man cut out.

Slaughtermen shall be paid 3s. per man, when not told the day before, if they come in the morning and there is no stock.

In order to facilitate a cut-out "smoke-oh" may be varied ten minutes before or after the specified hour.

Slaughtermen's Work.

Mutton-butchers' duties shall consist of killing, taking out tongues, taking off shanks, skins (including wool portion of head), and heads, severing wool-pieces, taking insides out, wiping and hanging off, and putting on neck-strings; no string to be used a second time. Tufts to be left on down lambs. Slaughtermen shall be allowed to cut wool-pieces up or down as they please.

Beef-butchers' duties shall be—stun or pith, bleed, take head off, take tongue out, hoist, ground, take hide off, skin and take tail off, take inside and kidneys out, strip caul, wipe and clean, saw into sides, trim, and hang back.

All cattle to be put in the pithing-pen by the employer.

All butchering to be turned out in a workmanlike manner and to the satisfaction of the foreman butcher.

Damage to Skins.

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.

Men leaving Work.

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

Learners.

The employers may employ learners in their respective factories. Each learner shall be provided with a hook. The hooks for learner's shall be kept separate as far as reasonably practicable from the hooks of the slaughtermen.

Learners shall be employed in such proportion to slaughtermen that there shall not be more than one learner to every six slaughtermen or fraction of the first six.

Slaughterhouse employees shall be given preference as learners.

A learner when capable of killing and dressing eight sheep or lambs for freezing purposes to the satisfaction of the foreman butcher shall be classed as a competent slaughterman, and shall be transferred from the learners' class.

Not more than one set of learners shall be allowed to work in any one shed in any one season.

Learners shall be paid for the slaughtering done by them at not less than the rates specified in this agreement.

Each learner shall be a member of the Slaughtermen's Union:

Each employer shall be entitled to have one learner in each beef-slaughterhouse, and such learner may be taken off the mutton-board. No beef-butchers shall be allowed to employ labourers.

Holidays.

The recognized holidays shall be New Year's Day, Christmas Day, Boxing Day, Good Friday, Easter Monday, and Labour Day. Three holidays to be arranged to suit the locality, and to be agreed upon during the month of November in each year.

All work done on any of the holidays or on Sundays shall be paid for at double rates.

Preference.

Preference of employment shall be given to members of the Wellington Slaughtermen's Union.

Any member who is appointed as a foreman or to any other position of trust shall cease to be a member of the union.

General.

Not more than one slaughterman shall be engaged for each hook in each slaughterhouse. Not more than two men to work in one pen.

In the event of a man meeting with an accident the employer shall have the right to temporarily fill the vacancy.

Wages shall be paid weekly, two days' lie-time to be allowed.

Drinking-water shall be provided on the board. Boiling water to be supplied for making hot drinks.

Suitable bathing-accommodation shall be provided for slaughtermen in the proportion of one bath or shower to every ten men; both hot and cold water to be laid on. Dressing, drying, and bath rooms shall be provided as nearly as possible to the slaughter-board. These to be for the exclusive use of the slaughtermen, and to be kept clean by the employers.

Employers shall provide medicine-chest and bandages at the works, to be kept as near the board as possible.

Grindstones shall be placed in or near every slaughterhouse, one grindstone to every twenty men, for the exclusive use of the employees on the board.

The agreement shall come into operation on the 1st November, 1913, and shall be registered as an award under the Industrial Conciliation and Arbitration Act, 1908; the award to expire on the 31st October, 1916.

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

Signed and sealed on behalf of the Wellington Slaughtermen's Union, Masterton Branch—

[SEAL.]

HARRY PEARCE, President.
M. J. REARDON, Secretary.

Dated this 26th day of November, 1913.

In witness whereof the common seal of the Wellington Farmers' Meat Company (Limited) was hereunto affixed in the presence of—

[SEAL.]

J. C. COOPER, }
HUGH MORRISON, } Directors.
J. MILNE, Secretary.

Dated this 1st day of November, 1913.