
CANTERBURY INDUSTRIAL DISTRICT.

(2759.) CHRISTCHURCH AND TIMARU BREWERY AND MALTSTERS EMPLOYEES.—AGREEMENT.

THIS industrial agreement, made the 22nd March, 1913, in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, between the Canterbury Brewers and Maltsters' Union of Workers and the Canterbury brewery and maltsters' employers, copy of which is attached, is made to amend our previous agreement which came into force on the 4th July, 1912, and to continue in force until the 14th January, 1914.

The said agreement was agreed to at a conference held on the 21st January, 1913, between the parties whose names are hereto appended.

For the CANTERBURY (N.Z.) SEED COMPANY (LIMITED).
C. H. HEWLETT, Manager.

VINCENT AND CO.

F. SHAND, St. Albans Brewery.

W. VINCENT.

CROWN BREWERY COMPANY (LIMITED).

C. LOUISSON, Manager.

J. JOHNSTON AND CO., Kaiapoi.

The TIMARU BREWERY COMPANY.

HOLE, GRIERSON, AND DAVIS (LIMITED).

G. J. HOLLIS, Secretary.

S. MANNING AND CO. (LIMITED).

W. C. HILL, Manager.

WARD AND CO. (LIMITED).

Per ROBT. SHAND.

On behalf of the union—

MARTIN HARTIGAN, President.

JOHN FISHER, Secretary.

AGREEMENT BETWEEN THE CANTERBURY MALTSTERS AND BREWERY UNION
AND THE FOLLOWING EMPLOYERS.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 7th day of January, 1913, 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.

Vincent, W., 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 coopers, carters, men employed in breweries, malthouses, and bottling-stores shall be forty-five per week. 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. In addition to the forty-five hours referred to, the carters are re-

quired to give eight hours per week attendance on horses, and the said eight hours are exempt from any conditions in this log.

(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 malthouses 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 malthouses 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: Coopers, £2 17s. 6d.; carters, £2 12s.; brewery, malthouse, and bottling-store hands, £2 7s. 6d.; night-hands, 2s. 6d. extra.

(b.) 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, and the conditions relative to regular carters shall only apply to assistant carters when engaged in actual driving.

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.

15. In no case shall copper sidemen or topmen perform the duties of a second or assistant brewer except in the case of illness or temporary absence of the brewer or his assistant.

Employment of Youths.

16. 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.

17. Boys employed in bottling-houses shall be paid according to the following scale:—

	£	s.	d.
Fifteen years of age, per week of forty-five hours	...	0	12 6
Sixteen years of age, per week of forty-five hours	...	0	15 0
Seventeen years of age, per week of forty-five hours	...	1	0 0
Eighteen years of age, per week of forty-five hours	...	1	5 0
Nineteen years of age, per week of forty-five hours	...	1	10 0
Twenty years of age, per week of forty-five hours	...	1	15 0

18. Not more than two apprentices shall be allowed in each large brewery, and one in each small brewery, the term of apprenticeship not to exceed five years.

Under-rate Workers.

19. 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.

20. (a.) All the workers now employed in the breweries and malthouses shall become members of the union within one month of the signing of this agreement, 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.

21. 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 malthouse 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.

22. It is further mutually agreed between the parties hereto that—

(a.) The carters' hours shall not exceed forty-five hours per week, and eight hours in necessary attendance to horses, &c.

(b.) It shall be part of the ordinary duty of a carter to assist when required in loading and unloading his employer's vehicles, and his employer may employ him at other than carting work when the latter is not required.

(c.) *Overtime.*—Clauses 1 (a), 5, 6, and 7 of the industrial agreement shall not apply to carters engaged in attendance to horses, &c., on Sundays, week-days, and holidays, provided such attendance does not exceed eight hours per week; and in the interest of the carters concerned, and to prevent any unnecessary members attending, it is agreed that the carters employed at each brewery shall frame a roster, under which the duties of attendance upon horses shall be fixed weekly. The said roster to be posted up in the stables, and a copy thereof given to the employers, the union holding itself responsible for the due carrying-out of this provision by its members, and to settle any dispute that may arise thereunder, the employers not being concerned in the details of the roster other than that due provision be made for the proper and necessary attendance upon the horses, &c.

This industrial agreement shall come into force on the 22nd March, 1913, and shall continue in force until the 14th January, 1914.