

MARLBOROUGH INDUSTRIAL DISTRICT.

(2778.) MARLBOROUGH SLAUGHTERMEN.—AGREEMENT.

Under the Industrial Conciliation and Arbitration Act, 1908, and its amendments.

MEMORANDUM of agreement, made this 27th day of March, 1913, between the Marlborough Slaughtermen's Industrial Union of Workers of the one part and the Christchurch Meat Company (Limited) 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 100 lb.	0	1	0	„
Pigs over 100 lb.	0	1	6	„
All bullocks	0	2	0	„
Calves up to 200 lb.	0	1	0	„
Calves over 200 lb.	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 gambles 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.

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

9. The following to be the holidays: New Year's Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Show Day, Christmas Day, Boxing Day, day after Boxing Day, reigning Sovereign's Birthday, Picnic Day.

10. Wages shall be paid fortnightly, between the hours of 12 and 1 o'clock. Two days' lie-time shall be allowed: 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.

11. 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.

12. 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.

13. 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 Town of Picton 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 *Marlborough Express* newspaper, published in the Town of Blenheim, 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 completion, and shall remain in force until the 31st October, 1915.

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

The common seal of the Christchurch Meat Company (Limited) was hereunto affixed pursuant to a resolution of the board of directors this 16th day of April, 1913, in the presence of—

[SEAL.]	H. J. BESWICK, } HENRY WIGRAM, } Directors. W. O. CAMPBELL, Secretary.
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Signed on behalf of the union—

[SEAL.]	R. LOVE, Secretary, EDWARD A. T. KENNY, President,
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this 27th day of March, 1913.