

NORTHERN (AUCKLAND) INDUSTRIAL DISTRICT.

(2796.) GISBORNE AND TOKOMARU BAY SLAUGHTERMEN.—
AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 21st day of May, 1913, between the undermentioned persons, firms, and companies (hereinafter called "the employers") and the Gisborne Slaughtermen's Industrial Union of Workers (hereinafter called "the union"):—

Nelson Bros. (Limited), Taruheru, Gisborne.

The Gisborne Sheep-farmers' Frozen-meat Company (Limited), Kaiti, Gisborne.

The Tokomaru Sheep-farmers' Freezing Company (Limited), Tokomaru.

SCHEDULE.

Hours of Work.

1. (a.) Unless otherwise mutually agreed upon, the ordinary hours of work shall be worked between the hours of 7 a.m. and 5 p.m.

(b.) An ordinary day's work shall not exceed eight hours.

(c.) On Saturdays ordinary work shall not exceed four hours, irrespective of the time of starting work.

(d.) Intervals for meals and spells shall be as at present customary at the various sheds, unless otherwise mutually arranged.

Rates of Pay.

| | £ | s. | d. |
|--|---|----|----|
| 2. (a.) Freezing sheep and lambs (per 100)... | 1 | 7 | 6 |
| Rams, other than ram lambs (per head) ... | 0 | 0 | 5 |
| Lambs requiring back sets (per head) ... | 0 | 0 | 5 |
| Dead sheep and lambs (per head, when required) ... | 0 | 1 | 0 |
| Cattle (per head) ... | 0 | 2 | 0 |
| Dead cattle (per head) ... | 0 | 5 | 0 |
| Pigs, up to 120 lb. (per head) ... | 0 | 1 | 0 |
| Pigs, 121 lb. and over (per head) ... | 0 | 1 | 6 |
| Calves, up to 130 lb. (per head) ... | 0 | 1 | 0 |
| Calves, 131 lb. and over (per head)... | 0 | 1 | 6 |
| Potters' sheep and lambs, potter cut (per 100) | 1 | 0 | 0 |

(b.) Wages to be paid weekly or fortnightly as is practised in different works.

Waiting-time.

3. In each case when slaughtermen are required to wait for work after the arranged time for starting work they shall be paid

at the rate of 2s. per hour for all time so occupied in waiting. Slaughtermen to wait fifteen minutes in the event of a cut-out, but after that time to be paid at the rate of 2s. per hour for all time so occupied. Time to count from the time the last man cuts out.

Mutton Slaughtermen's Work.

4. (a.) The killing and dressing of sheep and lambs shall consist of—Killing; taking out tongue; taking off skin, including wool portion of head and shanks with wool-pieces, all wool-pieces to be left on pelt; take off heads and trotters; stripping caul-fat; taking inside out; taking out neck sweetbreads from lambs; wiping and thoroughly cleaning carcase; scrape back veins; put on neck-strings and butchers' tags; weasands to be properly drawn and tied; necks not to be trimmed on the floor or ends of wind-pipes cut off; and hang off.

Beef Slaughtermen's Work.

(b.) Put into pithing-pen, 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 through rump-bone and to fourth rib from the neck into sides, trim and hang back.

(c.) All slaughtering to be turned out in workmanlike manner to the satisfaction of the foreman butcher. Killing-pace to be regulated by the employers.

Damage to Skins, &c.

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 tally of any such worker, or he may instantly dismiss such worker.

Learners.

6. The employers may employ learners in their respective factories. The hooks for learners shall be kept separate as far as reasonably practicable from the hooks for slaughtermen.

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

A learner when capable of killing and dressing sheep and 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. Upon transference of any learner his place as learner may be filled up in the learners' class by another learner.

Learners to be paid for all slaughtering done by them at not less than the rates specified in this agreement. The rules as to preference to unionists shall apply to learners.

Each employer shall be entitled to one learner in each beef slaughterhouse, and such learner may be taken off the mutton-board, but in the event of the requisite number of expert beef slaughtermen not being available at any time the deficiency may be made up by learners.

Regulations.

7. Each competent slaughterman shall be provided with a hook, and not more than two such slaughtermen shall be allowed to work in any one pen.

Overtime.

8. All work done after eight hours ordinary working-hours shall be paid for at the rate of rate and a quarter. Not more than one hour's overtime shall be worked on any one day, except on Saturdays, when four hours shall be worked if required. After four hours' ordinary work on Saturdays overtime shall commence, but all work shall cease not later than 4 p.m.

Cutting out.

9. In order to cut out any mob which may be on hand at knocking-off time workers shall thereafter, if required, slaughter up to three sheep or lambs per man at ordinary rates.

Alteration in Dressing.

10. Should any small alteration in the dressing of sheep, lambs, and beef for export be required at any time on request from London or elsewhere, then the union undertake to meet the employers' wishes in this respect.

Men Leaving Work.

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

Holidays.

12. (a.) The following days shall be holidays: Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, Labour Day, birthday of the reigning Sovereign, and two other days to be fixed each year mutually by the employers and the union.

(b.) The employers may agree with the union to substitute any other day for any of the above-mentioned holidays, and in that event all the provisions of this agreement shall apply to such substituted day.

(c.) Subject to the special provisions hereinbefore contained, all work done on Christmas Day, Good Friday, and Sundays shall be paid for at double rates; all work done on any of the other holidays shall be paid for at the rate of rate and a half.

Preference.

13. (a.) So long as the rules of the union shall permit any person of good character and sober habits who has been or is at

present employed in freezing-works in Poverty Bay and Tokomaru, or may desire to obtain employment therein, upon payment of an entrance fee not exceeding 5s. and of subsequent contributions at a rate not exceeding 6d. per week, upon a written or verbal application to the secretary of the union stating his desire to join the union, without ballot or other election, to become a member thereof, each employer shall employ members of the union in preference to non-members, provided that there are members of the union equally qualified with non-members to perform the particular work required to be done, and the employer shall know of such members and shall be able to obtain their services without undue delay.

(b.) Nothing herein contained shall prevent the continued employment or re-employment of workers now in the employment of any employer, although such workers may not be or become members of the union.

Management.

14. Subject to the special provisions of this agreement expressed, the employers shall retain and have full powers to manage and control their own business and the conduct of their employees in connection therewith, and to make reasonable rules and regulations not inconsistent with the provisions of this agreement relating to the management thereof, and to the hiring, conduct, duties, and dismissal of persons in their employ.

Disputes.

15. Should any matter or dispute arise during the term of this agreement not herein provided for, such matter or dispute shall be referred to a committee consisting of three employers and three members of the union with a view to settlement.

Term of Agreement.

16. This agreement shall come into force on the 21st day of May, 1913, and shall continue in operation for a period of three years to the 20th day of May, 1916.

In witness whereof the several parties hereto have executed this agreement.

The seal of the Gisborne Slaughtermen's Industrial Union of Workers was affixed hereto in the presence of—

[SEAL.]

JOHN E. CHARLES, President.
EDWARD FRANKLIN, Secretary.

For NELSON BROS. (LIMITED).

H. G. WARREN,
Secretary in New Zealand.

For the GISBORNE SHEEP-FARMERS' FROZEN-MEAT COMPANY
(LIMITED).

W. F. CEDERWALL,
General Manager

Witness to the signatures of H. G. Warren for Nelson Bros. (Limited), and W. F. Cederwall for the Gisborne Sheep-farmers' Frozen-meat Company (Limited)—G. H. Sceats, clerk, Gisborne.

For the TOKOMARU SHEEP-FARMERS' FREEZING COMPANY
(LIMITED).

H. C. DAWSON,

Manager and Secretary.

Witness to the signature of H. C. Dawson for the Tokomaru Sheep-farmers' Freezing Company (Limited)—Walter J. Gardner, clerk, Tokomaru Bay.
