

(2844.) MAKAREWA, MATAURA, AND OCEAN BEACH SLAUGHTER-  
MEN.—AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 12th day of July, 1913, between the Mataura, Ocean Beach, and Makarewa Slaughtermen's Union of Workers of the one part, and the Southland Frozen Meat and Produce Export Company (Limited) and the Ocean Beach Freezing-works (hereinafter called "the employers") of the other part, whereby it is agreed as follows:—

*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," to be as nearly as possible at 10 o'clock 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. Provided that after 5 p.m. a cut-out to the extent of not more than four sheep or lambs shall, if required by the foreman butcher, be done by the slaughtermen. Notwithstanding anything to the contrary in this agreement, the employer shall have the right to commence work at any hour up to 1 p.m. when stock not available at the usual hour for starting.

*Piecework Rates of Pay.*

2. The piecework rates of pay shall be as follows:—	£	s.	d.
All sheep and lambs not otherwise specified (per 100)	1	7	6
Long-shanked shop sheep	1	10	0
Rams other than ram lambs	(each)	0	0 5
Pigs up to 100 lb.	„	0	1 0
Pigs over 100 lb.	„	0	1 6
All bullocks and cows	„	0	2 0
All bulls over two years	„	0	3 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

*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 shank and wool-pieces, taking inside out, taking out sweetbreads from the lambs from the neck only, removing the caul-fat and placing in various receptacles, wiping and thoroughly cleaning the carcase, putting on neck-

strings and butcher's tags, hanging off. 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 and no work provided they shall be paid waiting-time from the time they are called for until 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 will be provided for every twenty men.

8. The following shall be the holidays: New Year's Day and the following day, St. Patrick's Day, Good Friday, Easter Saturday, Easter Monday, Prince of Wales's Birthday, Labour Day, Christmas Day, Boxing Day, reigning Sovereign's birthday.

#### *Payment of Wages.*

9. Wages to be paid in cash at the works every week; two days' lie-time shall be allowed. 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. Unless by mutual agreement no slaughterman shall leave his employer during the working season without giving twenty-four hours' notice.

#### *Learners.*

10. The employers may employ learners in their respective factories. Each learner shall be provided with a hook. 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 slaughtermen or fraction of first six.

Each employer shall be entitled to have one learner in each beef-slaughterhouse, and such learner may be taken off the mutton-board.

Each employer may employ competent workers to teach such learners, or may arrange with slaughtermen who have hooks in the slaughterhouse to teach such learners for such rate of remuneration as may be agreed upon between the employer and the slaughtermen employed to teach such learners.

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.

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 learner class.

#### *Regulations.*

11. Each slaughterman shall be provided with a hook, and not more than two men shall be allowed to work in any one pen.

#### *Preference.*

12. Preference of employment shall be given to members of the union: Provided that for the purposes of this agreement the rules of the union at present in force at date of the agreement with respect to the admission of members shall be interpreted to mean that no ballot or other election shall be required in the case of any person of good character: Provided, further, that the entrance fee shall at no time exceed 10s. Nothing herein contained shall prevent the continued employment or re-employment of workers now in the employment of any employer.

#### *Dressing and Dining Rooms.*

13. The conditions in respect to these matters in existence at the date of this agreement shall be accepted.

#### *Management.*

14. Subject to the special provisions of this agreement expressed, the employers shall retain and have full power 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 employment.

#### *Men leaving Work.*

15. Employees shall receive permission from the foreman before ceasing work at any time other than the general time for ceasing work.

*Term of Agreement.*

16. This agreement shall come into force on the 12th day of July, 1913, and shall continue in operation for a period of three years.

In witness whereof this agreement has been signed by the parties hereto.

The common seal of the Southland Frozen Meat and Produce Export Company (Limited) was hereto affixed in the presence of—

[L.S.]

JOHN McQUEEN, } Directors.  
R. DUNLOP, }  
DAVID COCHRANE, Secretary.

Signed by the Ocean Beach Freezing-works by its managing agents, J. G. Ward and Co. (Limited), in the presence of—

OCEAN BEACH FREEZING-WORKS.  
J. G. WARD AND CO. (LIMITED), Managing Agents  
R. A. ANDERSON, Managing Director.

Witness—R. Taylor, Clerk, Invercargill.

The common seal of the Mataura, Ocean Beach, and Makarewa Slaughtermen's Industrial Union of Workers was hereto affixed in the presence of—

[L.S.]

JNO. FOTHERINGHAM, President.  
JAMES CALDER, Secretary.