

(2861.) WANGANUI SLAUGHTERMEN.—AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 1st day of September, 1913, between the undermentioned persons, firms, and companies, and the Wanganui Slaughtermen's Industrial Union of Workers and the Wanganui Meat-freezing Company (Limited).

Hours of Work.

1. (a.) Unless otherwise mutually agreed upon, the ordinary hours of work shall be worked between 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 hour of starting work.
- (d.) Intervals for meals shall be as at present customary at the various sheds, unless otherwise mutually arranged.

		<i>Rates of Pay.</i>			
		£	s.	d.	
2. (a.)	Freezing sheep and lambs	...	1	7	6 per 100.
	Rams other than ram lambs	...	0	0	5 per head.
	Lambs requiring back sets	...	0	0	5 ,,
	Dead sheep and lambs (when re- quired)	... ..	0	1	0 ,,
	Cattle	... ..	0	2	0 ,,
	Dead cattle	... ..	0	5	0 ,,
	Pigs, up to 120 lb.	...	0	1	0 ,,
	Pigs, 121 lb. and over	...	0	1	6 ,,
	Calves, up to 130 lb.	...	0	1	0 ,,
	Calves, 131 lb. and over...	...	0	1	6 ,,
	Potters' sheep	... ..	1	0	0 per 100.

(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 cut out.

Slaughtermen's Work.

4. The killing and dressing of sheep and lambs shall consist of killing, taking out tongues, taking off skin, opening up and removing insides, skinning wool portion of heads and leaving same attached to skins, take off heads and trotters, cut wool-pieces either up or down but not to a greater length than 4 in. below knee or hock, and leave all wool-pieces attached to skins.

Thoroughly clean and wipe up the carcasses, scrape back the veins, put on neck-strings and butchers' tags, take out neck sweet-breads, and hang off.

All butchering on every class of sheep or lambs to be turned out in a workmanlike manner and to the satisfaction of the foreman butcher. All sheep and lambs to be allowed to die before commencing skinning.

Killing-pace to be regulated by employers. Breast and cods to be split, and all skins to be turned out square and free from cuts or scores.

Properly draw and tie weasands; necks not to be trimmed on floor, or ends of windpipes cut off.

Damage to Skins.

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.

Learners.

6. 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 the 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. In the event of a learner being employed in the beef-house the employers to pay half and the slaughtermen the other half of his wages.

Regulations.

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

Beef-butchers' Work.

8. 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 the fourth rib from neck into sides, trim and hang back.

Holidays.

9. The 1st January, Christmas Day, Boxing Day, birthday of reigning Sovereign, Good Friday, Easter Monday, and Labour Day; also two other days to be arranged to meet the requirements of the several localities.

All work done on Christmas Day, Good Friday, or on 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.

Overtime.

10. All work done after 5 p.m. in works where the usual hour of starting work is 8 a.m., or after eight ordinary working-hours

in works where an earlier start has been mutually agreed upon, shall be paid for at the rate of rate and a quarter. No 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.

Preference.

11. 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.

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

Management.

13. 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.

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

Cutting out.

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

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 will undertake to meet the employers' wishes in this respect.

Term of Agreement.

16. This agreement shall come into force on the 1st day of September, 1913, and shall continue in operation for a period of three years.

Award.

It is agreed that the union shall take the earliest possible step to obtain registration under the Arbitration and Conciliation Act, and that 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.

For the Wanganui Meat-freezing Company (Limited)—

[SEAL.]	JOHN STEVENSON,	} Directors.
	C. L. DUIGAN,	
	C. M. CRESSWELL, Secretary.	

For the Wanganui Slaughtermen's Industrial Union of Workers—

[SEAL.]	CHARLES SUTHERLAND MCKENZIE, President.
	EDGAR MASON, Secretary.