

(3917.) WELLINGTON PULLERS.—AWARD.

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the Wellington Pullers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

The Gear Meat Preserving and Freezing Company of New Zealand (Limited), Wellington.

The Wellington Meat Export Company (Limited), Wellington.

THE COURT of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives duly appointed, doth hereby order and award :—

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this

award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that the sum of £100 shall be the maximum penalty payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect from the 24th day of August, 1914, and shall continue in force until the 30th day of July, 1916.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 10th day of August, 1914.

T. W. STRINGER, Judge.

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SCHEDULE.

*Wages of Journeymen.*

1. (a.) All pulling shall be paid for at piecework rates.
- (b.) The rate of pay during ordinary time shall be not less than 9d. per dozen.
- (c.) The rate of pay on Sundays or on any of the holidays hereinafter specified shall be not less than 10d. per dozen.

*Wages and Conditions of Learners.*

2. (a.) All learners may be employed for a period not exceeding eighteen months.

(b.) Learners shall be paid at a rate of not less than 6d. per dozen during the first six months they are employed in this capacity.

(c.) Learners shall be paid at a rate of not less than 7d. per dozen during the remainder of the term they are employed in this capacity.

(d.) Learners pulling over thirty skins per hour shall be paid for all skins pulled in excess of that quantity at the rate of 9d. per dozen.

(e.) For the purpose of assessing the number of skins pulled each day shall stand by itself.

(f.) When a learner is classed as a journeyman it shall be a condition of his employment that he shall immediately become a member of the Wellington Pullers' Industrial Union of Workers.

(g.) The proportion of learners to journeymen shall not exceed one to four or fraction of the first four.

(h.) Where through slackness of trade or any other cause journeymen are put off work then learners shall be put off also in the same proportion.

*Holidays.*

3. The following days shall be recognized as holidays: New Year's Day, Good Friday, Christmas Day, and Boxing Day.

*General Conditions.*

4. (a.) All skins shall be counted and placed as conveniently as practicable near each puller, who shall be required to pull and sort the wool, and in the case of sweated skins to trim the same.

(b.) The methods and general practices in respect of working in this industry that have been in vogue during the past twelve months shall as far as practicable apply during the term of this award.

(c.) A "smoke-oh" of fifteen minutes shall be allowed in the morning and afternoon of each day.

*Waiting-time.*

5. (a.) Pullers required to wait on the employer's premises for a longer period than one quarter of an hour shall be paid for time so occupied in waiting at the rate of 2s. per hour.

(b.) Payment for waiting-time shall be computed from the expiration of the first quarter of an hour.

*Preference.*

6. (a.) So long as the rules of the union permit any puller of good character, upon payment of an entrance fee not exceeding 5s. and of subsequent contributions at a rate not exceeding 6d. per week, upon a written application by such puller stating his desire to join the union, without ballot or other election, to become a member thereof and to remain such member, each employer shall employ members of the union in preference to non-members, provided 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 of any workers now in the employment of any employer although such workers may not be or become members of the union.

(c.) The union shall keep at some convenient place at the works of the Gear Meat Company and at the works of the Wellington Meat Export Company a register containing the names and addresses of such members of the union as may for the time being be unemployed.

*Scope of Award.*

7. This award shall apply only to employers carrying on business in the City of Wellington and the suburbs thereof.

*Term of Award.*

8. This award shall come into force on the 24th day of August, 1914, and shall continue in force until the 30th day of July, 1916.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the said Court hath hereunto set his hand, this 10th day of August, 1914.

\_\_\_\_\_ T. W. STRINGER, Judge.

## MEMORANDUM.

This award embodies without alteration the recommendation of the Council of Conciliation, which the parties agreed to accept.

T. W. STRINGER, Judge.