
CANTERBURY INDUSTRIAL DISTRICT.

(3949.) CHRISTCHURCH AND TIMARU BREWERY AND MALTSTERS' EMPLOYEES.—AGREEMENT.

THIS industrial agreement, made the 12th day of October, 1914, in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, between the Canterbury Brewers and Maltsters' Union of Workers and the Canterbury Brewery and Maltsters' Employers, copy of which is attached, is made to amend our previous agreement which came into force on the 22nd March, 1913, and to continue in force till the 28th February, 1916.

SCHEDULE.

Hours of Work.

1. (a.) The hours of work for coopers, carters, men employed in breweries, malthouses, and bottling-stores shall be forty-five per week, such hours of work to be between the hours of 8 a.m. and 5 p.m., and five hours on Saturday, finishing at noon. In addition to the forty-five hours referred to the carters are required to

give eight hours per week attendance on horses, and the said eight hours are exempt from any conditions in this log.

(b.) Nightmen to start at such time as suits the employer.

Wages.

2. (a.) The following shall be the minimum rates of wages: Coopers, £3; carters, £2 12s.; brewery, malthouse, and bottling-store hands, £2 10s. 6d. Night hands 3s. extra in all cases, provided the night hands commence work between the hours of 6 and 10 p.m.

(b.) The holidays herein specified shall be paid for, but subject thereto a worker shall be entitled to be paid for time actually worked by him.

Casual Labour.

3. Casual labour shall be paid for at the rate of 1s. 2d. per hour.

Assisting-carters.

4. Each employer shall be at liberty, when the exigencies of the business demand it, to employ two men from his staff of workers as assisting-carters, and the conditions relative to regular carters shall only apply to assisting-carters when engaged in actual driving.

Overtime.

5. All time worked beyond forty-five hours per week shall be paid for at the rate of time and a quarter.

Holidays.

6. (a.) The following shall be the recognized holidays: New Year's Day, Good Friday, Easter Monday, Show Day or Sovereign's Birthday (at employer's option), Labour Day, Anniversary Day, Christmas Day, and Boxing Day.

(b.) All work done on any of the above-named holidays shall be paid for at the rate of time and a quarter (this means ordinary time for the whole day, and time and a quarter extra for the actual time worked).

General Conditions.

7. All wages shall be paid weekly and in the employer's time.

8. All men required to work overtime at night shall be notified the previous day or be allowed a reasonable time in which to get their meals, or be paid 1s. extra for their tea by their employer.

9. Men working under excessive heat shall be allowed a reasonable time before starting work in a cold temperature.

10. No man shall be asked to work for more than four hours in any one day at an open malt-screen unless same be fitted with exhausts or other appliances reducing dust to a minimum.

11. When earlier or later attendance is required the hours of work shall be continuous, subject to the usual meal-hours.

12. In no case shall copper sidemen or topmen perform the duties of a second or assistant brewer except in the case of illness or temporary absence of the brewer or his assistant.

Under-rate Workers.

13. Any worker whom an employer considers incapable of earning the minimum wage hereinbefore prescribed may be paid such less wage as shall be agreed upon in writing between the union and his employer, or in default of such agreement as shall be fixed by the Inspector of Awards.

Preference.

14. (a.) All the workers now employed in the breweries and malthouses shall continue to be members of the union, and any worker hereafter employed must become a member of the union within one week from commencing work.

(b.) This clause shall not apply to casual men, but casual men must not be employed continuously for more than one month, otherwise they must become members of the union.

15. The provisions of the foregoing clause shall operate only if and so long as the rules of the union shall permit any person of good character and sober habits who is now or has been working in a brewery or malthouse to become a member of the union upon payment of an entrance fee not exceeding 5s., upon a written or verbal application, without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 6d. per week.

16. It is further mutually agreed between the parties hereto that—

(a.) The carters' hours shall not exceed forty-five hours per week, and eight hours in necessary attendance to horses, &c.

(b.) It shall be part of the ordinary duty of a carter to assist when required in loading and unloading his employer's vehicles, and his employer may employ him at other than carting-work when the latter is not required.

(c.) *Overtime.*—Clauses 1 (a), 4, 5, and 6 of the industrial agreement shall not apply to carters engaged in attendance to horses, &c., on Sundays, week-days, and holidays, provided such attendance does not exceed eight hours per week; and in the interest of the carters concerned, and to prevent any unnecessary members attending, it is agreed that the carters employed at each brewery shall frame a roster, under which the duties of attendance upon horses shall be fixed weekly. The said roster to be posted up in the stables and a copy thereof given to the employers, the union holding itself responsible for the due carrying out of the provision by its members and to settle any dispute that may arise thereunder, the employers not being concerned in the details of the roster other than that due provision be made for the proper and necessary attendance upon the horses, &c.

Boys' Wages and Employment.

17. The proportion of boys to journeymen to be employed by any employer in breweries or bottling-stores shall be in the ratio of one boy to the first four men or fraction thereof, and one boy to every succeeding four men or fraction thereof. The age of commencing work to be seventeen, and the rate of wages as follows: Seventeen years of age, £1 2s. 6d. per week; eighteen years of age; £1 7s. 6d. per week; nineteen years of age, £1 12s. 6d. per week; twenty years of age, £1 17s. 6d. per week.

This industrial agreement shall come into force on the 12th October, 1914, and shall continue in force until the 28th February, 1916.

On behalf of the union—

JOHN FISHER, President.

M. HARTIGAN.

On behalf of the employers—

R. W. WALKER.

VINCENT AND CO. :

G. HICKMOTT.

S. MANNING AND CO. (LIMITED) :

Per W. C. HILL, Manager.

WARD AND CO. (LIMITED) :

Per ROBT. SHAND.

THE TIMARU BREWERY—HOLE, GRIERSON,
AND DAVIS (LIMITED) :

Per J. G. HOLLIS, Secretary.

ST. ALBANS BREWERY :

F. SHAND.

CROWN BREWERY COMPANY (LIMITED) :

E. BOULTON, Secretary.

THE CANTERBURY (N.Z.) SEED COMPANY
(LIMITED) :

C. H. HEWLETT, Manager.