

(3995.) CANTERBURY SAUSAGE-CASING WORKERS.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury 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 Canterbury Freezing-works, Bacon, Manure, Soap, and Sausage-casing Employees' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Cameron, P., P.O. Box 77, Dunedin.  
Christchurch Meat Company (Limited), Christchurch.  
Helyer, T. J., and Co., Hornby.  
Hyde, A., and Co., Barton Street, Woolston.  
Wolf, Sayer, and Heller, Watts Road, Sockburn.

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 con-

stitute 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 28th day of December, 1914, and shall continue in force until the 1st day of July, 1917.

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 21st day of December, 1914.

T. W. STRINGER, Judge.

#### SCHEDULE.

##### *Classes of Labour.*

1. Five classes of labour shall be recognized—(a) Classers, scrapers, measurers, and tank hands; (b) salters; (c) strippers; (d) bung hands and beef-gut hands; (e) boys. Classers, scrapers, measurers, tank hands, salters, bung hands, and beef-gut hands and strippers are hereinafter referred to as “workers.”

##### *Hours of Employment.*

2. The recognized hours of work shall be from 8 a.m. until 5 p.m. on five days of the week; 8 a.m. till 12 noon Saturday. One hour to be allowed each day for dinner.

##### *Wages.*

3. Scrapers, classers, measurers, and tank hands shall be paid 1s. 5d. per hour from 8 a.m. until 5 p.m.; Saturdays, 1s. 5d. per hour, 8 a.m. until 12 noon. All time worked before or after these hours shall be reckoned as overtime, and shall be paid for at the rate of time and a quarter.

Salters: All salters over twenty-one years of age shall be paid 1s. 3d. per hour from 8 a.m. until 5 p.m.; Saturdays, 8 a.m. until 12 noon. All hours worked before or after these shall be reckoned as overtime, and shall be paid at the rate of time and a quarter.

All boys under the age of sixteen years shall be paid a weekly wage of £1 for every week of forty-four working-hours; over the age of sixteen years and under the age of seventeen years, £1 5s. for every week of forty-four working-hours; over the age of seventeen years and under the age of eighteen years, £1 10s. for every week of forty-four working-hours; over the age of eighteen years and under the age of nineteen years, £2 for every week of forty-four working-hours; over the age of nineteen years and under the age of twenty years, £2 5s. for every week of forty-four

working-hours; over the age of twenty years and under the age of twenty-one years, £2 10s. for every week of forty-four working-hours. When they have attained the age of twenty-one years they shall be paid the wage hereinbefore provided for workers.

Strippers, 1s. 6d. per 100 sets.

Bung hands and beef-gut hands shall be paid 1s. 6d. per hour. Learners in this class shall be paid 1s. 3d. per hour until competent, when they shall receive 1s. 6d. per hour.

4. Any worker who is not capable of earning the wage as hereinbefore provided shall be paid such less wage as may from time to time be agreed upon in writing between the employer and an official of the union, and in default of such agreement within twenty-four hours after either such worker or such employer has notified the secretary in writing of his desire that such less wage shall be agreed upon then as shall be fixed in writing by the Conciliation Commissioner of the industrial district, upon the application of such worker or employer after twenty-four hours' notice in writing to the secretary of the union, who may be heard by such Commissioner on such application. Any worker whose wage has been so fixed shall receive a permit from the secretary of the union to work and be employed by any employer for such less wage for a period of not more than six calendar months thereafter, but at the expiration of the said period of six calendar months such permit may be renewed for a further period not exceeding six calendar months after the expiration of the said period of six calendar months hereinbefore provided.

#### *Overtime.*

5. All work done by workers in classes (a) and (b) of clause 1 herein and by boys beyond the time mentioned in clause 2, and all work done by workers in these two classes and by boys on the holidays hereinafter provided for, shall be considered overtime, and shall be paid for at the following rates: On ordinary working-days, time and one-quarter per hour; on Sundays and the holidays hereinafter provided for, double time (including in the case of holidays the ordinary wage which shall be paid to workers in classes (a) and (b) of clause 1 herein and to the boys as provided by clause 7, and not in addition thereto).

#### *Payment of Wages.*

6. Wages shall be paid fortnightly; two days' lie-time shall be allowed. If any worker desires his wages to be paid at the Christchurch or Timaru offices of the employer he shall give forty-eight hours' notice of his desire; then his wages shall be paid at such Christchurch or Timaru office, and not at the factory: Provided that if any worker leaves his employment with his employer's con-

sent, or is dismissed by his employer, his wages shall be paid in full immediately following such leaving or dismissal.

*Holidays.*

7. All workers in classes (a) and (b) of clause 1 hereof and boys shall be allowed the following holidays in each year: Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, and Sovereign's Birthday; and shall be paid for such holidays at the same rate as for an ordinary working-day of eight hours.

*Boys.*

8. From and after the date of the coming into operation of this award the proportion of boys to workers to be employed by any employer shall be one boy to every six workers or fraction of the first six. For the purpose of determining the proportion of boys to workers in taking any new boy or boys the calculation shall be based on a two-thirds full-time employment of the workers employed by such employer for the twelve preceding calendar months.

No boy may perform work in class (a) without the consent of the union.

*Clock.*

9. Employers shall keep a clock going, placed in a prominent position in the workroom of each factory.

*Preference.*

10. (a.) If any employer shall hereafter engage any worker coming within the scope of this award who shall not be a member of the union, and who shall not become a member thereof within seven days after his engagement and remain such member, the employer shall dismiss such worker from his service if requested to do so by the union, provided there is then a member of the union equally qualified to perform the particular work required to be done, and ready and willing to undertake the same.

(b.) The provisions of the foregoing clause shall operate if and only so long as the rules of the union shall permit any worker coming within the scope of this award of good character and sober habits to become a member of the union upon payment of an entrance fee not exceeding 5s., upon a written application, without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 6d. per week.

*"Smoke-oh."*

11. A "smoke-oh" of fifteen minutes' duration shall be allowed morning and afternoon, without deduction from the men's wages, at intervals of not less than two hours.

*Term of Award.*

12. This award shall come into force on the 28th day of December, 1914, and shall remain in force until the 1st day of July, 1917.

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 21st day of December, 1914.

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

## MEMORANDUM.

This award, except as to the date from which it is to come into force, embodies the recommendation of the Council of Conciliation, which the parties agreed to accept.

T. W. STRINGER, Judge.

---