

NEW ZEALAND.

DEPARTMENT OF LABOUR.

Decisions under the Industrial Conciliation
and Arbitration Acts.

NORTHERN (AUCKLAND) INDUSTRIAL DISTRICT.

(2993.) GISBORNE DISTRICT BUTCHERS.—AGREEMENT (ACCEPTED
RECOMMENDATION OF CONCILIATION COUNCIL).

In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the Auckland Butchers' Industrial Union of Workers, applicant, and the Poverty Bay Master Butchers' Industrial Union of Employers, respondent.

THE following are the recommendations of the Council of Conciliation for the settlement of the dispute:—

RECOMMENDATIONS.

Hours of Work.

1. The ordinary hours of work shall not exceed fifty-two in any one week, apportioned as follows:—

(a.) On four days of the week nine hours per day, and so arranged as to fall between the hours of 6 a.m. and 5.30 p.m., with half an hour allowed for breakfast and one hour for dinner on each of such days.

(b.) On the day of the statutory half-holiday work shall not commence before the hour of 6 a.m., and shall cease not later than 1 p.m., with half an hour allowed for breakfast.

(c.) On Saturday work shall not commence before 6 a.m., and shall cease not later than 6 p.m., with half an hour allowed for breakfast and one hour allowed for dinner.

Overtime.

2. An employer may arrange with any worker to work before or after the hours fixed for commencing or leaving off work, provided he shall pay such worker overtime for the time so worked at the rate of time and a half.

Carting of Beef.

3. Notwithstanding the foregoing an employer may arrange with any worker to commence work one hour and a half earlier for the purpose of carting meat from the abattoirs, providing such worker shall be allowed an equivalent time off on each such day.

Wages.

4. The following shall be the minimum rate of pay to be paid to the several classes of workers hereinafter specified: First shopmen, £3 10s. per week; second shopmen, £3 per week; small-goods men, £3 10s. per week; hawking carters, £3 per week; ordermen who cut their own orders, £2 17s. 6d. per week; order-delivery men and other hands, £2 12s. 6d. per week. The wages herein prescribed are weekly wages, and are not subject to any deduction save for time lost through default or illness of the worker.

Casual Workers.

5. All casual workers shall be paid at the minimum rate of 1s. 3d. per hour for outside hands, and 1s. 6d. per hour for inside hands, with a minimum of six hours work.

Employment of Boys and Youths.

6. Employers may employ boys or youths at not less than the following rates: Under the age of sixteen years, 17s. 6d. per week; from sixteen to seventeen, £1 2s. 6d. per week; from seventeen to eighteen, £1 7s. 6d. per week; from eighteen to nineteen, £1 12s. 6d. per week; from nineteen to twenty-one, £2 per week.

(a.) The proportion of boys or youths employed by any employer shall not exceed one boy or youth to every three men or fraction of the first three men. For the purpose of determining the proportion of boys to men in taking on a new boy, the calculation shall be based on two-thirds full time employment of men for the previous twelve months, provided that for the purpose of this clause no firm shall count as more than one man, though there be more than one member in the firm.

(b.) When a boy is boarded by his employer a deduction of 7s. 6d. per week may be made from his wages. The employment of casual boy-labour shall not be allowed, and employees shall not be permitted to have the assistance of boy-labour at any time.

General Provisions.

7. Where there are three or more hands engaged in the shop, inclusive of the employer, a first and second shopman shall be kept.

8. Where an employer is actively engaged in his own shop he may be rated as first shopman.

Holidays.

9. The following holidays shall be observed without stoppage of pay: New Year's Day, Good Friday, Easter Monday, birthday of reigning Sovereign, Labour Day, Boxing Day, Christmas Day, day of butchers' annual picnic, and Show Day.

(a.) An employer may arrange for any worker to work for not more than two hours on any of the foregoing holidays, provided he shall pay such worker at the rate of time and a half in addition to his ordinary pay.

Preference to Unionists.

10. If and so long as the rules of the union shall permit any person of good character who is or may hereafter reside in this industrial district, and who is or has been employed at the butchering business, and who is a competent workman, to become a member of the union upon written application of such person, and provided that the entrance fee shall at no time exceed 5s., then employers shall employ members of the union in preference to non-members.

Under-rate Workers.

11. Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may be from time to time fixed, on the application of the worker after due notice to the union, by the Inspector of Factories. In fixing such wage he shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector may think fit to consider after hearing such evidence and argument as the union and the worker shall offer. Such permit shall be for a period not exceeding six months, but may be renewed from time to time upon application to the Inspector if such Inspector shall consider the worker entitled to a renewal after hearing the union and such worker in respect of such application. Notwithstanding the foregoing it shall be competent for a worker to agree with the president or secretary of the union upon such wage without having the same so fixed. It shall be the duty of the union to give notice to the Inspector of Factories of every agreement made with a worker pursuant hereto. It shall be the duty of an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

Scope of Award.

12. This award shall apply only to employers who carry on business in that portion of the Northern Industrial District which is included in the Gisborne Judicial District.

Term of Award.

13. The term of award shall be for two years.

T. HARLE GILES,
Conciliation Commissioner

No notice of disagreement with the recommendation herein having been filed, and the parties having been notified accordingly on the 5th day of January, 1914, the said recommendation, by virtue of section 7 of the Industrial Conciliation and Arbitration Amendment Act, 1911, has been rendered operative and enforceable as an industrial agreement as from seven days after the date of such notification.

Dated this 5th day of January, 1914.

O. E. BOWLING, Clerk of Awards.
