

(3029.) AUCKLAND SLAUGHTERMEN.—AWARD (*RE* AUCKLAND FARMERS' FREEZING COMPANY (LIMITED)).

In the Court of Arbitration of New Zealand, Northern 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 Auckland Slaughtermen's Industrial Union of Workers (hereinafter called "the union") and the Auckland Farmers' Freezing Company (Limited) (hereinafter called "the company").

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 the employer by its representatives duly appointed, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, doth hereby order and award:—

That, as between the union and the members thereof and the employer, 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 employer, 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 employer 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 per-

formed, 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 6th day of April, 1914, and shall continue in force until the 5th day of April, 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 2nd day of April, 1914.

T. W. STRINGER, Judge.

#### SCHEDULE.

##### *Hours of Work.*

1. (a.) Unless otherwise mutually agreed upon the ordinary hours of work shall be worked between the hours of 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 time of starting work.

(d.) Intervals for meals shall be the same at the various sheds unless otherwise mutually arranged.

##### *Rates of Pay.*

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

(b.) Wages shall be paid weekly as at present.

##### *Waiting-time.*

3. In every case when slaughtermen are required to wait for work after the arranged time for starting they shall be paid at the rate of 2s. per hour for all time 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 cuts out.

*Mutton Slaughtermen's Work.*

4. The killing and dressing of sheep and lambs shall consist of killing; taking out tongue; taking off skin, including wool portion of head and shanks with wool pieces, all wool pieces to be left on pelt; take off heads and trotters; stripping caul fat; taking inside out; taking out neck sweetbreads from lambs; wiping and thoroughly cleaning carcass; scrape back veins; put on neck-strings and butchers' tags; weasands to be properly drawn and tied; necks not to be trimmed on the floors or ends of windpipes cut off; and hang off.

*Beef Slaughtermen's Work.*

5. (a.) 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 fourth rib from the neck and chop remainder into sides, trim and hang back.

(b.) All slaughtering to be turned out in workmanlike manner to the satisfaction of the foreman butcher.

*Damage to Skins, &c.*

6. 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.

*Competent Men.*

7. None but competent men shall be employed as slaughtermen, provided that this clause shall not operate to prevent the company from employing hereafter any worker who was employed by the company as a slaughterman during the season 1909-10, although such worker may not be a competent slaughterman.

*Learners.*

8. (a.) The employer may employ learners in its 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 competent slaughtermen or fraction of first six.

(b.) Not more than one set of learners shall be allowed to work in any one shed in any one season.

(c.) The employer shall be entitled to have one learner in each beef slaughterhouse, and such learner shall be taken off the mutton board.

(d.) The 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.

(e.) Learners shall be paid for all slaughtering done by them at not less than the rates specified by this award. The provisions as to preference to unionists shall apply to learners.

(f.) A learner when capable of killing and dressing eight sheep or lambs per hour 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.

#### *Regulations.*

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

#### *Holidays.*

10. (a.) The following days shall be holidays: Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, Labour Day, birthday of the reigning Sovereign, Anniversary Day, and the day of the company's annual picnic.

(b.) The employer may agree with the union to substitute any other day for any of the above-mentioned holidays, and in that event all the provisions of this award shall apply to such substituted day.

(c.) When it is mutually agreed to work on any of the said holidays work done on Christmas Day, Good Friday, and Sunday shall be paid for at double rates. Work done on any of the other holidays shall be paid for at the rate of rate and a half.

#### *Overtime.*

11. 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. Not more than one hour's overtime shall be worked on any one day, except on Saturdays, when four hours may 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.*

12. Preference of employment shall be given to members of the union: Provided that for the purposes of this award the rules of the union in force at the date hereof with respect to the admission of members shall provide that no ballot or other election shall be required in the case of any person of good character who does

not owe contributions to any kindred slaughtermen's union: Provided, further, that the entrance fee shall at no time exceed 10s. Nothing herein contained shall prevent the continued employment of workers now in the employment of the employer, although such workers may not be or become members of the union.

*Dressing and Dining Rooms.*

13. The conditions in respect of these matters in existence at the date hereof shall be continued.

*Management.*

14. Subject to the special provisions of this award the employer 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 award relating to the management thereof, and to the hiring, conduct, duties, and dismissal of persons in their employment.

*Men leaving Work.*

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

*Cutting-out.*

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

*Alteration in Dressing.*

17. 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 shall meet the employer's wishes in this respect, and the payment of such alteration shall be mutually agreed upon between the union and the employer.

*Scope of Award.*

18. This award shall bind only the parties named herein.

*Term of Award.*

19. This award shall come into force on the 6th day of April, 1914, and shall continue in force until the 5th day of April, 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 2nd day of April, 1914.

T. W. STRINGER, Judge.