

TARANAKI INDUSTRIAL DISTRICT.

(3042.) WAITARA SLAUGHTERMEN.—AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 3rd day of April, 1914, between Thomas Borthwick and Sons (Australasia), Limited (hereinafter referred to as "the employers"), of the one part, and the Waitara Slaughtermen's Industrial Union of Workers (hereinafter referred to as "the slaughtermen" or "the union") of the other part, witnesses that the parties hereto do hereby agree as follows:—

SCHEDULE.

Hours of Work.

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

Rates of Pay.

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

- (b.) Wages to be paid fortnightly as at present.

Waiting-time.

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

Beef Slaughtermen's Work.

4. (A.) (a) Put into pithing-pen; (b) stun or pith; (c) bleed, tie weasands, and save sweetbreads; (d) take off head; (e) take tongue

* When required.

out; (f) hoist; (g) ground; (h) take off hide and tail; (i) take inside out and kidneys; (j) strip caul; (k) wipe and clean; (l) saw through rump-bone and to the fourth rib from neck into sides; (m) trim and hang back.

Mutton Slaughtermen's Work.

5. (A.) (a) Killing; (b) taking out tongues; (c) taking off heads and trotters; (d) cutting wool-pieces either up or down, but to a length not greater than 4 in. below knee or hock, leaving all wool-pieces attached to skins; (e) properly drawing and tying weasands; (f) taking out neck and sweetbreads, neck not to be trimmed on floor or ends of windpipes to be cut off; (g) taking off skins, skinning wool portion of heads and leaving same attached to skins; (h) opening up and removing insides; (i) thoroughly cleaning and wiping carcasses and scraping back the veins; (j) putting on neck-strings and butcher's tags and hanging off.

(B.) All butchering on every class of sheep and lambs to be turned out in a workmanlike manner and to the satisfaction of the foreman butcher.

(c.) All sheep and lambs to be allowed to die before commencing skinning.

(D.) Killing-pace to be regulated by the employers.

Damage to Skins.

6. All hides and skins to be turned out square and free from cuts or scores. 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.

Learners.

7. (a.) The employers may employ learners. 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 slaughtermen or fraction of first six.

(b.) The employers shall be entitled to have one learner in beef slaughterhouse, and such learner may be taken off the mutton board.

(c.) The employers 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 or remuneration as may be agreed upon between the employers and the slaughtermen employed to teach such learners.

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

(e.) A learner when capable of killing and dressing sheep and lambs 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.

(f.) In the event of a learner being employed in the beefhouse the employers to pay half and the slaughtermen the other half of his wages.

Regulations.

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

Holidays.

9. The 1st of January, Christmas Day, Boxing Day, birthday of the reigning Sovereign, Good Friday, Easter Monday, and Labour Day.

All work done on Christmas Day, Good Friday, or on Sundays shall be paid for at double rates. All work done on any of the other holidays shall be paid for at rate of rate and a half.

Overtime.

10. All work done after eight ordinary working-hours shall be paid for at rate of rate and a quarter. No more than one hour's overtime shall be worked on any one day except Saturdays, when four hours shall 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.

11. The employers shall, when engaging workmen, employ members of the union in preference to non-members when members are at least equally capable of performing the particular work required to be done; but if in any particular case the employers for any reason whatever desire to employ a non-member they shall be at liberty to do so, provided that such non-member consents within one calendar month after his engagement to be enrolled as a member of the union. And the union hereby agrees not to offer any objection to or place any obstacle in the way of such enrolment.

Dressing and Dining Rooms.

12. The conditions in respect to these matters in existence at the date of this agreement shall be accepted.

Management.

13. Subject to the special provisions of this agreement expressed the employers 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 agreement relating to the management thereof, and to the hiring, conduct, duties, and dismissal of persons in their employment.

Men leaving Work.

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

Cutting off.

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

Should any small alteration in the dressing of sheep, lambs, or beef for export be required at any time on request from London or elsewhere then the union will undertake to meet the employers' wishes in this respect.

Smoke-oh.

16. Ten minutes in each forenoon and ten minutes in each afternoon to be allowed.

Terms of Agreement.

17. This agreement shall come into force on the 3rd day of April, 1914, and shall continue in operation for a period of three years.

In witness whereof the parties hereto have hereunto set their hands and seals.

THOS. BORTHWICK AND SONS (AUSTRALASIA), LIMITED,
JAMES BORTHWICK, Attorney.

Signed on behalf of Thomas Borthwick and Sons (Australasia), Limited, this 9th day of April, 1914, in the presence of—C. S. Harper, Manager, Christchurch.

[SEAL OF UNION.]

JOSEPH BADLEY, President.
WILLIAM PROCTER, Secretary.

Signed on behalf of the Waitara Slaughtermen's Industrial Union of Workers, this 7th day of April, 1914, in the presence of—Walter F. Jenkins, J.P., Auctioneer, Waitara.