

NORTHERN (AUCKLAND) INDUSTRIAL DISTRICT.

(4287.) TOKOMARU BAY FREEZING-WORKS EMPLOYEES.—
AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 20th day of December, 1915, between the Tokomaru Bay Freezing-works Employees' Industrial Union of Workers and the Tokomaru Sheep-farmers' Freezing Company (Limited).

SCHEDULE.

Hours of Work.

1. Except in the case of those working on piecework, or unless otherwise herein provided, or when otherwise mutually agreed upon, the ordinary hours of work shall be eight hours and a half on five days of the week and five and a half on Saturday. The hours of work shall be between 6 a.m. and 6 p.m. on week-days, and between 6 a.m. and 12.30 p.m. on Saturdays during the months of November to April inclusive, and 6 a.m. to noon during the months of May to October inclusive.

2. The starting-hour shall be regulated from time to time by the employer to meet the requirements of the business.

3. Men working in shifts shall work eight hours out of the twenty-four at ordinary rates of pay.

4. No longer period than five hours shall be worked between meals, except in the case of finishing or on Saturdays, when thirty minutes extra may be worked.

Overtime.

5. All time worked beyond the hours hereinbefore specified shall be paid for at the rate of time and a half on Saturday, and at the rate of time and a quarter on other days.

Rates of Pay.

6. The minimum rates of pay for the several classes shall be as follows:—

Slaughterhouse—		s.	d.	
Cooling-floor and general hands	...	1	3	per hour.
Trimmers	1	4½	„
Graders	1	6	„
Boners	1	6	„
Guthouse hands	1	4	„
Hide-washer	1	4	„
All other hands	1	3	„
Blood and manure hands	1	4½	„

Fellmongery—	s.	d.	
Wool-pressers and general hands	1	3	per hour.
Painters, fleshers, scudders, all dollymen, wool-driers, wringers, trimmers, and wool-scourers	1	4½	„
Piece and pie men (or by special arrangement)	1	3	„
Pullers (no overtime rates)	5	0	per 100.
Tallow and oleo department—			
All hands	1	4½	per hour.
Preserving department—			
Tinsmiths	1	4½	„
Other hands	1	3	„
Freezing-chambers—			
All hands	1	6	„

When loading out men may be called upon to work eight hours at any time between 12 p.m. and 12 p.m. All time worked beyond eight hours shall be paid for at overtime rates.

Carters	10	0	per day.
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The hours of work shall be those as specified in clause 1, exclusive of time occupied in necessary attendance to horses, vehicles, and harness, which duties are included in the above rate of wages.

Miscellaneous workers—

Coopers	1	4½	per hour.
Tallymen on shoot (or as per arrangement)	1	4½	„
Shoot hands	1	3	„
Fitters	1	6	„
Firemen (per shift of eight hours)	11	0	per shift.
Greasers (per shift of eight hours)	11	0	„

Firemen and greasers shall work, if required, seven days per week without extra payment for work done on holidays or Sundays. They shall be allowed fourteen days' leave per annum on full pay.

All unspecified labour	1	3	per hour.
Boys and youths—	£	s.	d.
From 15 to 16 years of age	1	0	0 per week.
„ 16 to 17	1	7	6 „
„ 17 to 18	1	10	0 „
„ 18 to 19	1	15	0 „

Holidays.

7. (a.) The following days shall be observed as holidays: 1st January, Christmas Day, Boxing Day, Good Friday, Easter Monday, Sovereign's Birthday, and Labour Day; also two other days to be arranged between the employers and the union.

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

General Clauses.

8. A minimum of two hours shall be paid to men who are called out to work for less than two hours.

9. In cases where a weekly wage is fixed no deduction shall be made therefrom except for time lost through the worker's own default. In all other cases the worker shall be entitled to be paid only for time actually worked by him, except in cases to which clause 7 of this award applies.

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

11. Where contracts are let all contractors shall pay the worker employed by them the minimum rate of wages prescribed by this award. The employers shall make it a binding term of any such contract that the contractor shall comply with this condition.

12. Smocks, gloves, and all material for leggings and aprons shall be supplied by the employers to such men as may require them.

13. Spells of a reasonable time shall be allowed at intervals to men who are in a heated condition, through working outside, to cool before entering the freezing-chamber. No deduction shall be made from the worker's wages on account of such spells.

14. Spells for smoking shall be allowed to slaughterhouse hands, freezing-chamber hands, fellmongery hands, preserver hands, and manure hands. Such spells shall not exceed ten minutes, and shall be given as nearly as conveniently may be at intervals of two hours.

15. All continuous work done in chambers or chiller shall be paid for at chamber rates.

Under-rate Workers.

16. (a.) Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may from time to time be fixed, on application of such worker after due notice to the union, by the local Inspector of Factories or such other person as the Court may from time to time

appoint for that purpose; and such Inspector or person in so fixing a worker's wage shall have regard to such worker's capability, his past earnings, and such other circumstances as such Inspector or person may think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b.) Such permit shall be for such period, not exceeding six months, as such Inspector or person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall be given to such worker by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability it may be fixed for such longer period as such Inspector or person shall think fit.

(c.) Notwithstanding the foregoing it shall be competent for a worker to agree in writing with the president or secretary of the union upon such wage without having the same so fixed.

(d.) 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.

(e.) 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.

Preference.

17. (a.) If any employer shall hereafter engage any worker who shall not be a member of the union, and who within twenty-one days after his engagement shall not become and remain a member of the union, 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 who is equally qualified with the non-member 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 to become a member of the said 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.

Exemption.

18. The provisions of this award shall not apply to permanent hands employed continuously throughout the year, or to engineers, storemen, bag-room hands, yardmen, and shepherds.

Scope of Award.

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

Term of Award.

20. This award shall come into force on the 20th day of December, 1915, and shall continue in force until the 16th day of November, 1918.

Award.

21. This agreement shall be forwarded to the Court of Arbitration for the purpose of having its terms, conditions, and application embodied in an industrial award.

Signed and sealed on behalf of the Tokomaru Bay Freezing-works Employees' Industrial Union of Workers this 20th day of January, 1916.

[SEAL.]

H. POOL,
F. W. GOUGH, } Secretaries.

Signed and sealed on behalf of the Tokomaru Sheep-farmers' Freezing Company (Limited), this 22nd day of January, 1916.

[SEAL.]

R. S. WICKSTEED,
K. S. WILLIAMS, } Directors.
H. C. DAWSON, Manager and Secretary.