

NORTHERN INDUSTRIAL DISTRICT.

(4147.) AUCKLAND FLOUR, OATMEAL, AND PEARL-BARLEY MILLS EMPLOYEES.—AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, between the Auckland United Flour-mill Employees' Industrial Union of Workers (hereinafter called "the said union") of the one part, and the Northern Roller-milling Company (Limited), Bycroft Limited, Samuel Carey Brown, and Joseph Partington, all of the City of Auckland, millers (hereinafter called "the said employers"), of the other part, witnesseth that the parties do hereby agree as follows:—

SCHEDULE.

Hours of Work.

1. The hours of work in the mills of the employers and of each of them shall not exceed forty-eight hours per week, nor, except in the case of night shifts, more than eight and three-quarter working-hours per day. Each employer shall be at liberty to arrange with his employees the hours for commencing and ceasing on each day, and may work his mill in shifts either by day or night. Any employer may arrange with his employees for a Saturday half-holiday, but no day shift shall consist of more than eight and three-quarter working-hours. Such arrangements for meals may be made by any employer with his employees as may be suitable in the working of the particular mill.

2. All work done in any one day in excess of the hours above set forth shall (except as hereinafter mentioned) be paid for as follows: Time and a quarter for the first three hours, time and a half for the next three hours, and then double time shall be paid, forty-eight hours weekly being paid for at ordinary rate. (Note: In calculating overtime each day's overtime shall stand by itself, so long as the full number of hours required to constitute a week's work have been worked.)

Holidays.

3. All work done on Sundays or holidays shall be paid for at the rate of double time. Storemen shall, if required, work for the first two hours' overtime at the ordinary rate, but if they shall be required to work more than two hours' overtime on any one day they shall be paid overtime at the rates hereinbefore prescribed. In respect of the man who has to turn out to get up steam ready for the mill to start, whether he be the man in charge or otherwise, whatever extra time he is so employed in regard to this special duty he shall be paid at the ordinary rate of pay.

4. The following days shall be observed as holidays: New Year's Day, 2nd January, Good Friday, Easter Monday, Labour

Day, the Sovereign's Birthday, Anniversary Day, Christmas Day, and Boxing Day.

Boys.

5. The number of boys employed in any flour-mill shall not exceed one to three or fraction of the first three men. The number of boys employed in any oatmeal-mill shall not exceed two to one man employed in that department.

5A. No boys except apprentices to be allowed on packers except packing packages of 12½ lb. and under.

Preference.

6. (a.) If any employer shall hereafter engage any worker coming within the scope of this agreement who shall not be a member of the union, and who shall not become a member thereof within fourteen 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 operate only if and so long as the rules of the union shall permit any worker coming within the scope of this agreement 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.

Term of Engagement.

7. Employees upon leaving their situations shall give a full week's notice, and upon their services being dispensed with by their employers shall receive a full week's notice, unless dismissed for misconduct, or personal negligence, or other reasonable cause.

Wages.

8. The following shall be the minimum rates of wages:—

		Per Hour.	
		s.	d.
(a.)	Rollerman or shift miller	1	4
(b.)	Oatmeal and barley miller	1	4
(c.)	Purifier—the man on purifier and flour-dressing floors	1	3
(d.)	Smutterman—man in charge of wheat-cleaning machinery and wheat-tipping	1	3
	Assistant smutterman or tipman	1	2
(e.)	Kilnman	1	2
(f.)	Head storeman—man solely in charge of store and responsible for receiving and delivery of goods, &c.	1	3½

	Per Hour.
	s. d.
(g.) Assistant storeman—man who works under instructions from the office and not from the head storeman (where the work of a storeman is performed by the head miller such miller shall not be deemed to be head storeman)	1 2
(h.) Packerman	1 2
(i.) Engine-drivers (steam)—	
(1.) Where the combined cylinders of an engine are 200 or over 200 circular inches the man in charge shall receive	1 3½
(2.) Where the combined cylinders of an engine are under 200 circular inches the man in charge shall receive	1 1½
And second and third engine-drivers	1 0
Engine-drivers (gas-producer)—	
(1.) Where the engine of any suction gas-producer plant is capable of developing 70 horse-power and upwards the man in charge of such engine shall receive	1 3
And second and third engine-drivers	1 1½
(2.) Where the engine of any suction gas-producer plant is capable of developing less than 70 horse-power the man in charge of such engine shall receive	1 1
And second and third engine-drivers	1 0
(j.) Carters—driving and attending one horse, driving and attending two horses: Wages to be fixed by the Drivers' award for the time being in force.	
(k.) The rate of wages for boys shall be—	Per Week.
	£ s. d.
For the first six months	0 10 0
For the second six months	0 12 0
For the third six months	0 15 0
For the fourth six months	0 18 0
For the fifth six months	1 1 0
For the sixth six months	1 4 0
For the seventh six months	1 7 0
For the eighth six months	1 10 0
For the ninth six months	1 13 0
For the tenth six months	1 16 0
(l.) All casual workers in store to be paid at the rate of 1s. 2d. per hour.	

9. Any employer shall be at liberty to employ a man to combine the duties of more than one class of worker.

10. Men relieving each other on shift work, by consent of the employer, shall not be entitled to overtime rates.

Matters not provided for.

11. Any matter not provided for in this agreement shall be arranged between the employer and the executive of the union, and in the event of their being unable to agree the matter shall be referred to the Conciliation Commissioner for the district, whose decision shall be final.

Term of Agreement.

12. This industrial agreement shall come into force on the 1st day of October, 1915, and shall continue in force until the 30th day of September, 1918, and thereafter shall continue in force until superseded by a new agreement.*

In witness whereof the parties have executed these presents on the 16th day of September, 1915.

The common seal of the Auckland Flour-mill Employees' Union was hereunto affixed in the presence of—

[SEAL.]

F. W. NIDDRIE, President.

J. LEE, Vice-President.

R. DRYDEN, Treasurer.

Witness—T. Harle Giles, Conciliation Commissioner.

NORTHERN ROLLER-MILLING COMPANY (LIMITED):
P. VIRTUE, Manager and Secretary.

BYCROFT LIMITED:
JOHN FRASER. }
A. MURRAY BELL, } Managers.

JOSEPH PARTINGTON.

S. C. BROWN.

Witness to the above signatures—T. Harle Giles, Conciliation Commissioner.

*Section 25, subsection (4), of the Industrial Conciliation and Arbitration Act, 1908, provides that, notwithstanding the expiry of the term of the industrial agreement, it shall continue in force until superseded by another industrial agreement or by an award of the Court of Arbitration, except where the registration of an industrial union of workers bound by such agreement has been cancelled.