

(4431.) OTAGO MANURE, TALLOW, OLEO, FREEZERS, PRESERVERS,
AND FREEZING-WORKS LABOURERS.—AGREEMENT *RE* THE NEW
ZEALAND REFRIGERATING COMPANY (LIMITED).

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 28th August, 1916, between the Otago Freezing, Chemical-manure, Tannery, Soap, and Allied Trades Industrial Union of Workers (hereinafter called "the union") of the one part, and the New Zealand Refrigerating Company (Limited) (hereinafter called "the employers") of the other part, whereby it is mutually agreed by and between the union and the employers as follows:—

SCHEDULE.

Hours of Work.

1. (a.) In all the departments covered by this agreement except the freezing-chamber hands eight hours shall constitute a day's work, and may be worked between the hours of 7 a.m. and 5 p.m. All time worked beyond eight hours or before or after the time mentioned shall be considered overtime, each day to stand by itself: Provided that in this clause nothing shall be construed to prevent the working of shifts, which may be worked up to eight hours at the ordinary rates hereinafter provided.

(b.) The employers shall be at liberty to start men before the hours mentioned to do essentially necessary preparing work for the day's operations without overtime being paid for such work.

(c.) The hours of labour for freezing-chamber hands as hereinafter defined shall be eight hours in any twenty-four, reckoning from midnight to midnight. Overtime rates to be paid for all time worked in excess of eight hours in each twenty-four: Provided that when a worker is required to continue working overtime rate of pay shall continue until he has had a break of at least one hour for each two hours continuous time worked. Maximum compulsory break, eight hours.

Wages.

2. The following shall be the minimum rates of wages to be paid respectively to the several classes of workers specified, that is to say,—

- (a.) Manure and tallow department, 1s. 4½d. per hour.
- (b.) Oleo department, 1s. 4½d. per hour.
- (c.) General labourers, 1s. 4½d. per hour.
- (d.) Freezing-chamber hands (workers employed in and about the freezing-chambers and in loading or preparing for the loading of wagons or trucks), 1s. 6d. per hour.
- (e.) Preserving department: Boners, 1s. 6d. per hour; second preserver, 1s. 6d. per hour; tinsmith, 1s. 6d. per hour; all other hands employed in the department, 1s. 4½d. per hour.

Always provided that, in any individual case in any department where employees have been previously earning 1s. 3½d. or over, then in such case these individuals shall receive an increase of 1½d. per hour unless a greater increase is specifically provided for in this agreement.

Employment of Youths.

3. Boys and youths up to eighteen years of age may be employed, at the discretion of the employer, at not less than the following rates of wages per week: Between the ages of fourteen and fifteen years, 12s. per week; between fifteen and sixteen years, 15s. per week; between sixteen and seventeen years, 18s. per week; between seventeen and eighteen years, £1 1s. per week.

Overtime.

4. All time worked in excess of those hours mentioned in clause 1 shall be considered overtime, and shall be paid for at the rate of time and a quarter for the first two hours and time and a half afterwards.

Holidays.

5. The following to be the holidays: New Year's Day, Easter Monday, Labour Day, Boxing Day, King's Birthday, Good Friday, Christmas Day, and local works picnic day.

Payment for Holidays.

6. Double time shall be paid for work done on Christmas Day, Good Friday, and Sundays. Time and a half shall be paid for work done on New Year's Day, Easter Monday, Labour Day, Show Day, Boxing Day, King's Birthday, and local works picnic day and Easter Saturday.

Payment of Wages.

7. Wages shall be paid fortnightly; two days' lie-time shall be allowed. If any worker desires his wages to be paid at the Dunedin office of the employer he shall give forty-eight hours' notice of his desire, then his wages shall be paid at such Dunedin office and not at the factory: Provided that, if any worker leaves his employment with his employer's consent or is dismissed by his employer, his wages shall be paid in full immediately following such leaving or dismissal.

Under-rate Workers.

8. (a.) Any worker who considers himself incapable of earning the minimum wage fixed by this agreement may be paid such lower wage as may from time to time be fixed, on the application of such worker after due notice to the union, by the local Inspector of Awards or such other person as the Court may from time to time appoint for that purpose; and such Inspector or other person in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector or other person shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b.) Such wage shall be fixed for such period, not exceeding six months, as such Inspector or other person shall determine: 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 other person shall think fit.

(c.) 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.

(d.) It shall be the duty of the union to give notice to the Inspector of Awards 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 of Employment.

9. If and so long as the rules of the union shall permit any person now employed in this trade in the industrial district, and any person who may hereafter reside in this industrial district and

who is a competent workman, to become a member of the union upon payment of an entrance fee not exceeding 5s. and of subsequent contributions (whether payable weekly or otherwise) not exceeding 6d. per week, upon a written application to the secretary by the person so desiring to join the union, without ballot or other election, then and in such case employers shall when engaging a workman employ members of the union in preference to non-members, provided that there are members of the union equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it. Notwithstanding the foregoing, in the engagement of his workers the employer shall have the right to engage any worker he chooses, provided that within one week from the date of his engagement the worker shall become and remain a member of the union.

General.

10. (a.) A "smoke-oh" of ten minutes' duration shall be allowed morning and afternoon at intervals not exceeding two hours and a half, without deduction from the men's wages, provided that special previous conditions which have hitherto obtained in any department shall continue.

(b.) If on any day the worker is ordered to start work, and the work done on such day is less than one hour, the workers shall nevertheless be paid as if they had worked one hour on such day.

(c.) Gloves shall be supplied to freezing-chamber hands by the employer to such men as may require them.

(d.) Gum boots to be supplied by employers where men are working in drains or wet places.

(e.) Disinfectants shall be allowed to men in manure department handling dead or cancered carcasses.

(f.) One hour shall be allowed for each meal. No longer period than five hours shall be permitted between each meal, except where it is necessary to work a complete shift of eight hours as provided by clause 1 hereof.

(g.) Waiting-time and delay in setting the men to work shall be avoided by the employers as much as possible.

(h.) When a day's work is finished the men shall, if it is reasonably possible to do so, be informed of the time when they are required to start work on the next day, or notice is to be sent to them.

(i.) A reasonable time shall be allowed the men who are in a heated condition through working outside to cool before entering the freezing-chambers.

(j.) All employers shall provide dressing-rooms and lavatory accommodation.

(k.) There shall be an equal distribution of work in each department where practicable.

(L.) Aprons, overalls, and leggings shall be supplied to men where required.

This agreement shall be binding on the New Zealand Refrigerating Company (Limited) as from the 1st day of May, 1916, and shall remain in force for all parties until the 30th day of April, 1919.

Signed on behalf of the employers.

Signed on behalf of the New Zealand Refrigerating Company (Limited) this 28th day of August, 1916.

For the New Zealand Refrigerating Company (Limited)—

W. O. CAMPBELL, Secretary.

Signed on behalf of the Otago Freezing, Chemical-manure, Tannery, Soap, and Allied Trades Industrial Union of Workers—

[SEAL.]

JOHN MITCHELL, President.

GEO. W. PATTERSON, Secretary.