

(4434.) CANTERBURY BUTCHERS.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury 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 Christchurch Operative Butchers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

The Canterbury Master Butchers' Industrial Union of Employers.

Allpress, H., Worcester Street, Linwood.

Andrews, G., Colombo Street, Christchurch.

Ballinger and Cassidy, Woodend and Kaiapoi.

Barnard, J., Kaiapoi.

Clarkson and Burborough, Papanui.

Dann, D., Waltham.

Dixon Bros., Christchurch.

Fitzgibbons, J., Rangiora.

Fraser, A., Rangiora.

Goldman, D., Sydenham.

Hartnell, J., Prebbleton.

Kerr Bros., Sumner.
 Kincaid, Thomas, sen., Christchurch.
 Maine and Robinson, Christchurch.
 New Zealand Farmers' Co-operative Association, Christchurch.
 Oddy, J., Lincoln.
 Sharman, A. E., High Street, Christchurch.
 Sharman, J., and Son, Christchurch.
 Stevenson, C. P., Rangiora.
 Stevenson, —, Richmond.
 Wardell Bros., Christchurch.
 Wilson, J., Armagh Street, Christchurch.
 Wright, A. E., Sydenham.
 Wright, W., Colombo Street, Christchurch.

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 such of the employers as were represented either in person or by their representatives duly appointed, doth hereby order and award:—

That, as between the union and the members thereof and the employers and each and every of them, 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 employers and upon each and every of them, 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 employers and each and every of them 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 performed, 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 as from the 1st day of July, 1916, and shall continue in force until the 1st day of July, 1918, and thereafter as provided by subsection (1) (d) of section 90 of the Industrial Conciliation and Arbitration Act, 1908.

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 20th day of September, 1916.

T. W. STRINGER, Judge.

SCHEDULE.

Hours of Work.

1. (a.) A week's work shall not exceed fifty-two hours. The hours of work shall not exceed nine hours per day on four days of the week, with half an hour each day for breakfast and one hour for dinner, provided that the hour for commencing work shall be not earlier than 6 a.m., and the hour for ceasing work shall be not later than 5.30 p.m. On one day of the week the hour for commencing work shall be not earlier than 6 a.m., and the hour for ceasing work shall be not later than 6 p.m., with half an hour for breakfast and one hour for dinner. On the day of the weekly half-holiday the hour for commencing work shall be not earlier than 6 a.m., and the hour for ceasing work shall be not later than 1 p.m., with half an hour for breakfast.

(b.) All work done outside of or in excess of the hours specified herein shall be deemed to be overtime, and shall be paid for at the rate of time and a half.

Wages.

2. (a.) Workers shall be paid not less than the wages specified in the following scale:—

	Per Week.
	£. s. d.
First shopman or man in charge	3 15 0
Second shopman	3 5 0
First small-goods man	3 15 0
All other workers employed in connection with the business, including shopmen, small-goods men, carters in charge of hawking or order carts, and general hands	3 0 0

(b.) The wages hereinbefore prescribed are weekly wages, and are not subject to any deduction save for time lost through the default or illness of the worker.

Casual Labour.

3. (a.) The minimum wage for casual hands (adults) shall be at the rate of 12s. per day for all ordinary days and 14s. for Saturdays.

(b.) "Casual labour" shall be deemed to mean all employment of less duration than one week and terminated by the employer.

(c.) No casual labour shall be allowed for boys.

Boys and Youths.

4. (a.) Employers may employ boys and youths at not less than the following rates of wages: Under the age of sixteen years, 17s. 6d. per week; from sixteen to seventeen years, £1 2s. 6d. per week; from seventeen to eighteen years, £1 7s. 6d. per week; from eighteen to nineteen years, £1 12s. 6d. per week; from nineteen to twenty years, £1 15s. per week; from twenty to twenty-one years, £2 per week.

(b.) The proportion of boys or youths shall be one to every three men or fraction of three.

(c.) Any boy who has attended a course of instruction in butchery technique at the Christchurch Technical College and has passed the first year's examination in the same shall receive an increase of wages of 2s. 6d. per week in addition to the above rate; similarly boys who have passed the second year's examination shall receive an extra 5s. per week, and those who have passed the third year's examination an extra 7s. 6d. per week: Provided that these additional payments shall only be made for one year following the passing of the examination, except in the case of the third-year examination, in which case boys shall be entitled to receive the additional payment until they reach the age of twenty-one years.

Holidays.

5. (a.) All workers shall receive the following holidays: New Year's Day, Good Friday, Easter Monday, Labour Day, Show Day, Anniversary Day, birthday of the reigning Sovereign, Christmas Day, Boxing Day, and the day on which the butchers' picnic is held.

(b.) Where two holidays come together the employers may require their workers to work for a period not exceeding two hours at the commencement of the second of such holidays, or at the commencement of the Monday or Friday if any of the holidays here-inbefore mentioned shall fall on a Monday or on a Friday, provided he shall pay such worker overtime, in addition to the ordinary wages, for the time so worked at the rate of time and a half.

General Provisions.

6. (a.) A worker who does substantially the work of a shopman shall be classed as a shopman and paid accordingly, although he may do other work as well.

(b.) An employer who does substantially the work of a shopman in his own shop shall be classed as first shopman.

(c.) If a small-goods man is not employed at least two-thirds of his time at small-goods he shall be classed as a general hand.

(d.) The provisions of this award shall not apply to clerks or other workers engaged exclusively on the office-work of any employer.

(e.) All wages, including over-time, shall be paid in full on Friday of each week.

(f.) Any worker who so desires shall have the right, on application to his employer, to an annual holiday not exceeding fourteen days, the time for which is to be fixed by the employer.

Under-rate Workers.

7. (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 the application of the

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 permit shall be for such period, not exceeding six months, as such Inspector or other person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been 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 other 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.

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

Scope of Award.

9. The foregoing provisions of this award shall apply to all employers carrying on business within a radius of ten miles from the Chief Post-office in the City of Christchurch.

Partial Exemption.

10. Thomas Kincaid, sen., the New Zealand Farmers' Co-operative Association, and Wardell Bros. are only bound by the provisions of this award so far as regards workers in their employ who are engaged for at least two-thirds of their time in the manufacture of small-goods, and then only so far as regards the wages and overtime fixed by this award for such workers.

COUNTRY CONDITIONS.—SCHEDULE.

Hours of Work.

1. (a.) The hours of work shall be fifty-two per week, apportioned as follows: On ordinary days from 7 a.m. to 5 p.m., with one hour each day for dinner; on Saturdays from 6.30 a.m. to 5.30 p.m., with one hour for dinner; on the day of the weekly half-holiday the hours shall be from 7 a.m. to 12 noon. On market day the hours on that day may be extended by one hour.

(b.) An employer may arrange with any worker to commence work on any day before the ordinary time for the purpose of carting meat from the abattoirs or slaughterhouses, provided such worker shall be allowed an equivalent time off at the end of each such day; provided further that in the case of slaughtermen the adjustment shall be made weekly. Sunday work to be reckoned in the week's total. In no case shall a slaughterman be required to work after 5 p.m. without payment of overtime.

(c.) All time worked in excess of the above hours shall be paid for at the rate of time and a half.

Wages.

2. (a.) All workers employed in or about butchers' shops shall be paid not less than £3 per week. This wage is a weekly one, and is not subject to any deduction except for time lost through the default of the worker.

(b.) The minimum wage for casual workers shall be 1s. 6d. per hour.

(c.) Any worker receiving a higher rate of wages than the minimum rate herein prescribed shall not have his wages reduced.

Youths.

3. (a.) Employers may employ youths at not less than the following rates of wages: Under the age of sixteen years, 17s. 6d. per week; from sixteen to seventeen years, £1 2s. 6d. per week; from seventeen to eighteen years, £1 7s. 6d. per week; from eighteen to nineteen years, £1 12s. 6d. per week; from nineteen to twenty years, £1 17s. 6d. per week; from twenty to twenty-one years, £2 2s. per week.

(b.) The proportion of youths to be employed by any employer shall not exceed one youth to every three men or fraction of three.

(c.) The wages herein prescribed are weekly wages, and are not subject to any deduction save for time lost through the default of the worker.

(d.) When a youth is boarded by his employer a deduction of 10s. may be made from his wages weekly.

Holidays.

4. (a.) All workers shall receive the following holidays: New Year's Day, Anniversary Day, Good Friday, Easter Monday, King's Birthday, Labour Day, Christchurch Show Day, Christmas Day, Boxing Day, and the day of the butchers' picnic.

(b.) An employer may arrange with any worker to remove meat from the slaughterhouse to his shop for not more than two hours on the morning of a holiday, provided he shall pay such worker, in addition to his ordinary pay, at the rate of time and a half.

(c.) The employers in any town or place may agree with the union to substitute any other day or days for all or any of the holidays hereinbefore mentioned.

Payment of Wages.

5. Wages, including overtime, shall be paid in full on Friday in each week.

Preference.

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

Under-rate Workers.

7. (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 the application of the 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 permit shall be for such period, not exceeding six months, as such Inspector or other person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been 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 other 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.

Scope of Award.

8. The foregoing provisions of this award under the heading "Country Conditions" shall apply to employers carrying on business as butchers in the Canterbury Industrial District outside a radius of ten miles from the Chief Post-office, Christchurch.

Term of Award.

9. This award shall come into force as from the 1st day of July, 1916, and shall continue in force until the 1st day of July, 1918.

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 20th day of September, 1916.

T. W. STRINGER, Judge.

MEMORANDUM.

This award embodies the recommendations of the Conciliation Council, which the parties agreed to accept, with some slight modifications which were agreed to at the hearing.

T. W. STRINGER, Judge.