

## WELLINGTON INDUSTRIAL DISTRICT.

## (4449.) NGAHAURANGA AND PETONE SLAUGHTERMEN.—AWARD.

In the Court of Arbitration of New Zealand, Wellington 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 Ngahauranga and Petone Slaughtermen's Industrial Union of Workers (hereinafter called "the union") and the Gear Meat Preserving and Freezing Company of New Zealand (Limited) and the Wellington Meat Export Company (Limited) (hereinafter called "the employers").

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, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, 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 from the 2nd day of October, 1916, and shall continue in force until the 2nd day of October, 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 25th day of September, 1916.

T. W. STRINGER, Judge.

## 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.
- (d.) Intervals for meals shall be as at present customary at the various sheds unless otherwise mutually arranged.

*Rates of Pay.*

2. (a.) Freezing sheep and lambs, £1 7s. 6d. per hundred; potters' sheep, £1 per hundred.
- (b.) So long as the British Empire remains in a state of war with Germany and Austria or either of them, and for three months after the cessation of such war, there shall be paid, in addition to the rates above prescribed, a war bonus of 2s. 6d. per hundred.
- (c.) Notwithstanding the foregoing clause the said war bonus may at any time during the currency of this award be continued either wholly or partially, or may be increased or terminated as the Court, on the application of any party to this award or of its own motion, may determine.
- (d.) Rams other than ram lambs, 5d. per head; lambs requiring back sets, 5d. per head; dead sheep and lambs (when required), 1s. per head; cattle, 2s. per head; dead cattle, 5s. per head; pigs up to 120 lb., 1s. per head; pigs 121 lb. and over, 1s. 6d. per head; calves up to 130 lb., 1s. per head; calves 131 lb. and over, 1s. 6d. per head.
- (e.) Wages shall be paid weekly or fortnightly as is practised in different works.

*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 cut out.

*Slaughtermen's Work.*

4. The killing and dressing of sheep and lambs shall consist of killing, taking out tongues, taking off skins, opening up and removing insides, skinning wool portion of heads and leaving same attached to skins, taking off heads and trotters, cutting wool-pieces either up or down but not to a greater length than 4 in. below knee or hook, and leaving all wool-pieces attached to the skins;

thoroughly clean and wipe up the carcasses, scrape back the veins, put on neck-strings and butchers' tags, take out neck sweetbreads, and hang off; properly draw and tie weasands; necks not to be trimmed on floor or ends of windpipes cut off.

All butchering on every class of sheep or lambs to be turned out in a workmanlike manner and to the satisfaction of the foreman butcher. All sheep and lambs to be allowed to die before commencing skinning.

Killing-pace to be regulated by employers. Breast and cods to be split, and all skins turned out square and free from cuts or scores.

#### *Damage to Skins.*

5. 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.*

6. The employers may employ learners in their respective factories. 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 be not more than one learner to every six slaughtermen or fraction of first six.

Each employer shall be entitled to have one learner in each beef slaughterhouse, and preference shall be given to men taken off the mutton-board.

Each employer 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 employer and the slaughtermen employed to teach such learners.

Learners to be paid for all slaughtering done by them at not less than the rates specified in this award. The clause as to preference to unionists shall apply to learners.

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.

In the event of a learner being employed in the beefhouse the employers to pay half and the slaughterman the other half of his wages.

#### *Regulations.*

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

*Beef-butchers' Work.*

8. Put into pithing-pen, stun or pith, bleed, take head off, take tongue out, hoist, ground, take hide off, skin and take tail off, take inside and kidneys out, strip caul, wipe and clean, saw through rump-bone and to the fourth rib from neck into sides, trim and hang back.

*Holidays.*

9. The 1st January, Christmas Day, Boxing Day, birthday of reigning Sovereign, Good Friday, Easter Monday, and Labour Day; also two other days to be arranged to meet the requirements of the several localities.

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 the rate of rate and a half.

*Overtime.*

10. All work done after 5 p.m. in works where the usual hour of starting work is 8 a.m., or after eight ordinary working-hours in works where an earlier start has been mutually agreed upon, shall be paid for at the rate of rate and a quarter. No more than one hour's overtime shall be worked on any one day except on 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. Preference of employment shall be given to members of the union: Provided that for the purposes of this award the rules of the union at present in force at date of the award with respect to the admission of members shall be interpreted to mean that no ballot or other election shall be required in the case of any person of good character: Provided, further, that the entrance fee shall at no time exceed 10s. Nothing herein contained shall prevent the continued employment or re-employment of workers now in the employment of any employer.

*Dressing and Dining Rooms.*

12. The conditions in respect of these matters in existence at the date of this award shall continue.

*Management.*

13. Subject to the special provisions of this award 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.

*Men leaving Work.*

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

*Cutting out.*

15. In order to cut out any mob which may be on 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, and beef for export be required at any time on request from London or elsewhere, then the union shall meet the employers' wishes in this respect.

*Term of Award.*

16. This award shall come into force on the 2nd day of October, 1916, and shall continue in force until the 2nd day of October, 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 25th day of September, 1916.

T. W. STRINGER, Judge.

MEMORANDUM.

The only substantial question submitted to the Court in this dispute was as to the rate of wages for the slaughtering of freezing sheep and lambs. In ordinary circumstances the rate of wages payable for the work under the industrial agreement under which the parties have been working for the past three years—viz., £1 7s. 6d. per hundred—could not fairly be regarded as otherwise than sufficient. In view, however, of the fact that owing to the war the industry has been and is exceedingly prosperous, the Court thinks it is reasonable that the workers in the industry should participate to some extent in the prevailing prosperity. It has therefore decided to retain the existing rate of wages for the work in question, but has granted the workers a war bonus of 2s. 6d. per hundred, although in doing so it has somewhat departed from the principle previously laid down with regard to the granting of such bonuses. In all other respects, with one slight modification, the terms of the existing industrial agreement have been embodied in this award.

T. W. STRINGER, Judge.