

**(4450.) LONGBURN FREEZING-WORKS EMPLOYEES.—AGREEMENT.**

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 30th day of August, 1916, between the National Mortgage and Agency Company of New Zealand (Limited) (hereinafter called "the employers") of the one part, and the Manawatu Freezing-works Employees' Industrial Union of Workers, an industrial union of workers registered under the said Act (hereinafter called "the union"), of the other part, whereby it is mutually agreed by and between the said parties to this agreement as follows:—

1. That the terms, conditions, stipulations, and provisions contained and set out in the schedule hereto shall be binding upon the said parties, and they shall be deemed to be and are hereby incorporated in and declared to form part of this agreement.

2. The said parties hereto shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, stipulations, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this agreement or of the said terms, conditions, stipulations, and provisions, but shall in all respects abide by and perform the same.

3. This agreement shall continue in force from the day of the date hereof, and at the option of the company named in the agreement shall continue in force until the 31st August, 1918, or for a period to be determined by the currency of the war.

4. In witness whereof the parties hereto have executed these presents the day and year first before written.

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THE SCHEDULE BEFORE REFERRED TO.

*Hours of Work.*

1. (a.) An ordinary day's work shall not exceed eight hours.

(b.) Unless otherwise mutually arranged intervals for meals shall continue as at present.

*Rates of Pay and Working-conditions.*

2. The following shall be the minimum rates of wages and pay to be paid to and the conditions to be observed by the following several classes of workers, namely:—

	Per Hour,
	s.    d.
Slaughterman's assistants—	
Gutmen    ...    ...    ...    ...	1    4½
Floormen    ...    ...    ...    ...	1    4½
Cooling-room hands    ...    ...    ...	1    4½
Fellmongery—	
Skin-washers    ...    ...    ...    ...	1    6
Painters    ...    ...    ...    ...	1    5½
Pelt-washers    ...    ...    ...    ...	1    6
Scudders    ...    ...    ...    ...	1    5½
Pelt-classer    ...    ...    ...    ...	1    6

					Per Dozen.	
					s.	d.
Fleshers	...	...	...	...	0	2
					Per Hour.	
					s.	d.
Wool-washers	...	...	...	...	1	4½
Trimmers	...	...	...	...	1	4½
Pie-picking contract, 1¾d. per pound up to March,						
after 1½d. per pound, dryer's weight, or						
...	...	...	...	...	1	4½
Loading out pelts	...	...	...	...	1	6
Wool-pressing, ls. per bale or	...	...	...	...	1	4½
Wool-drier	...	...	...	...	1	4½
Wool-wringer	...	...	...	...	1	4½

3. *Youths and Boys.*—Under fifteen years of age, 12s. 6d. per week; up to sixteen years of age, 18s. per week; up to seventeen years of age, £1 5s. per week; up to nineteen years of age, £1 10s. per week; over nineteen years of age, £2 per week.

Youths and boys shall not be employed in any department in greater numbers than one boy to every three men or fraction of the first three.

In cases where a weekly wage is fixed no deduction shall be made therefrom save for time lost through the worker's default or sickness. In all other cases the worker shall be entitled to be paid only for time actually worked by him.

4. *Pullers.*—(a.) All pulling shall be paid for at piecework rates.

(b.) The rate of pay shall not be less than 9d. per dozen.

5. *General Conditions.*—All skins shall be counted and placed as conveniently as practicable near each puller, who shall be required to pull and sort the wool.

Manure and tallow department—

					Per Hour.	
					s.	d.
Bone-crushing	...	...	...	...	1	6
Other work	...	...	...	...	1	4½
Loading out tallow	...	...	...	...	1	6
Untrucking sheep, 6d. per truck or	...	...	...	...	1	6

#### *Preference.*

6. Preference of employment shall in the engagement of working-men be given to members of the union, provided and so long as the rules of the union permit any person of good character, upon payment of an entrance fee not exceeding 5s. and of subsequent contributions at a rate not exceeding 6d. per week, upon the written application of such person stating his desire to join the union, without ballot or other election, to become and remain a member thereof.

Nothing herein contained shall prevent the continued employment or the re-employment of workers now in the employment of any employer, although such workers may not be or become mem-

bers of the union, provided they are employed at the same class of work each season.

When members of the union and non-members are employed together there shall be no distinction between members and non-members, and both shall work together in harmony and shall receive equal pay for equal work.

*General Conditions.*

7. (a.) Gloves, aprons, or material therefor, shall be supplied by the employer to those workers whom it has been customary to supply with same.

(b.) Suitable dressing-rooms shall be provided, with provision for bathing.

(c.) Waiting-time and delays in setting men to work shall be avoided as far as possible.

(d.) Spells of a reasonable time shall be allowed to men who are in a heated condition through working outside to cool before entering the freezing-chambers. No deduction will be made from the men's wages on account of such spells.

(e.) "Smoke-oh" shall be ten minutes' duration, and shall be allowed every two hours' continuous work or as near to it as convenient.

(f.) Where contracts are let all contractors shall pay the men employed by them not less than the minimum rates of wages herein prescribed. The employers shall make it a binding term of any such contract that the contractor shall comply with this condition.

(g.) Subject to the provisions of this award the employers shall retain and have full powers to manage and control their business and the conduct of their employees in connection therewith, and to make reasonable rules and regulations relating to the management thereof, and the hiring, conduct, duties, and dismissal of persons in their employ.

(h.) This agreement shall not apply to permanent hands employed from year to year.

				Per Hour.	
				s.	d.
Freezing-chamber hands—					
Chamber-work	...	...	...	1	6
Discharging	...	...	...	1	11 $\frac{1}{2}$
Overtime rate	...	...	...	1	11 $\frac{1}{2}$
				Per Week or Seven Days.	
				£	s. d.
Firemen and greasers	...	...	...	3	17 0
Nightwatchmen	...	...	...	2	15 0

(With free mutton during season for night-watchmen.)

Nightwatchmen: No work except watching vats. To have use of room as at present, and a fortnight's holiday to be allowed every year on full pay.

Carter, 11s. per day. Driver to attend to his horses one hour extra per day without extra pay, half-hour in the morning and half-hour at night.

		Per Hour.	
		s.	d.
Casuals	...	1	4 $\frac{1}{2}$
All workers not otherwise specified	...	1	4 $\frac{1}{2}$

*Overtime.*—Except where otherwise provided all time worked in excess of eight hours in any one day shall be considered overtime, and shall be paid for at the rate of time and a quarter. The provisions of this clause shall not apply to workers at piecework.

#### *Holidays.*

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

All work done on Christmas Day or Good Friday shall be paid for at double time, except the case of firemen and contract work. All work done on any of the other holidays or Sundays shall be paid for at the rate of time and a quarter, except in the case of pieceworkers and freezing-chamber hands.

#### *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 the worker after due notice to the union, by the local Inspector of Factories; and such Inspector in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector may think fit to consider after hearing such evidence and argument as the union and such worker shall offer. Such permit shall be for such period, not exceeding six months, as such Inspector 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 fixed in the manner prescribed in 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 may think fit.

(b.) 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.

(c.) It shall be the duty of the union to give notice to the Inspector of Factories of every agreement made with the worker pursuant hereto.

(d.) It shall be the duty of an employer, before engaging a worker at such low wages, to examine the permit or agreement by which such wage is fixed.

*Matters not provided for.*

9. Any dispute in connection with any matter not provided for in this agreement shall be settled between the particular employer concerned and the secretary or president of the union, and in default of any agreement being arrived at then such dispute shall be referred to the local Inspector of Awards, who may either decide the same or refer the matter to the Court. Either party dissatisfied with the decision of the Inspector of Awards may appeal to the other party within seven days after such decision shall have been communicated to the party desiring to appeal.

The common seal of the Manawatu Freezing-works Employees' Industrial Union of Workers was affixed hereto by the undersigned president of the union, pursuant to a resolution of the committee of management of the above union, this 30th day of August, 1916, in the presence of—

[SEAL.]

P. T. MOORE, President.  
JAMES THORN, Secretary.

The seal of the National Mortgage and Agency Company of New Zealand (Limited) was affixed hereto by its attorney this 30th day of August, 1916, in the presence of—Wm. Turnbull, jun., accountant, Dunedin.

NATIONAL MORTGAGE AND AGENCY COMPANY OF  
NEW ZEALAND (LIMITED):

[SEAL.]

By its attorney,  
J. FARQUHARSON.