

(4458.) OTAGO FELLMONGERS AND SKINNERS.—AGREEMENT *RE*
NEW ZEALAND REFRIGERATING COMPANY (LIMITED).

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 27th day of September, 1916, between the Otago Freezing, Chemical-manure, Soap, Tanneries, 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. The hours of work shall be eight hours per day from the 1st December to the 31st May. The hours of work during this period shall be between 7 a.m. and 6 p.m. From the 1st June to the 30th November a week's work shall consist of forty-eight hours, the work to end at 12 noon on Saturday. During this period the hours of work shall be between 7.30 a.m. and 6 p.m. for five days of the week, and on Saturdays from 7.30 a.m. till 12 noon. This clause shall apply throughout the whole year to pelt-curing departments. Three alternate shifts may be worked if necessary, of not more than eight hours, on six consecutive days of alternate weeks, thirty minutes to be allowed out of each shift without deduction of wages. No worker under twenty-one may be allowed on morning or evening shifts.

Overtime.

2. The first two hours' work on any day or night after the recognized hour for ceasing work shall be paid for at the rate of time and a quarter, and the second two hours at the rate of time and a half; after that double time.

Holidays.

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

Payment for Holidays.

4. 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 picnic day.

Payment of Wages.

5. Wages shall be paid at intervals of not more than a fortnight; two days' lie-time shall be allowed.

Rates of Wages.

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

- (a.) Wool-sorters, 1s. 6d. per hour; pieceworkers, 9d. per hundredweight for crossbred wool and 10d. per hundredweight for merino wool.
- (b.) Pullers, 1s. 6d. per hour; $6\frac{1}{2}$ d. per dozen from November to March inclusive, and $7\frac{3}{4}$ d. per dozen from April to October inclusive.
- (c.) Pelt-classers, 1s. $7\frac{1}{2}$ d. per hour. An improver may be employed at this work for not more than two years at not less than 1s. 2d. per hour.
- (d.) Pelt-curers, 1s. $7\frac{1}{2}$ d. per hour; piecework may be worked.
- (e.) Painters and trimmers, 1s. 6d. per hour; pieceworkers, double-handed painting, 2s. 9d. per hundred skins, to cover stacking, trimming, and taking away, but not to cover stacking of chemicals and lime.
- (f.) Painters, single-handed, 1s. 6d. per hour; pieceworkers, 1s. $5\frac{1}{2}$ d. per hundred skins, painting only.
- (g.) Packers, 1s. $4\frac{1}{2}$ d. per hour; pieceworkers, $11\frac{1}{2}$ d. per bale; but any employer now paying more than $11\frac{1}{2}$ d. per bale shall not reduce his rate of payment during the currency of this award. Wool to be placed convenient for packers.
- (h.) Machine fleshers and scudders, 1s. $4\frac{1}{2}$ d. per hour; piecework may be worked.
- (i.) Skin-washers, 1s. 6d. per hour; lime-dollymen, 1s. 6d. per hour; skinmen, wringermen, wool scourers and washers, pullers' assistants, machine drier hands, hand scudders, curing-dollymen, pelt-packers, coopering and branding, chemical-mixers, and all other workers not otherwise provided for, 1s. $4\frac{1}{2}$ d. per hour.
- (j.) Workers over the age of fifty-five may be employed at light work at the rate of $11\frac{1}{2}$ d. per hour.
- (k.) Except where otherwise specified all workers over twenty-one years of age shall be paid not less than 1s. $4\frac{1}{2}$ d. per hour.

Always provided that in any individual case in any department where employees have been previously earning 1s. $3\frac{1}{2}$ d. or over then and in such cases these individuals shall receive an increase of $1\frac{1}{2}$ d. per hour unless a greater increase is specifically provided for in this agreement.

Employment of Youths.

7. Boys and youths may be employed at the discretion of the employer at not less than the following wages: Fourteen to fifteen years of age, 13s. 3d. per week; fifteen to sixteen years of age, 16s. 6d. per week; sixteen to seventeen years of age, 19s. 6d. per week; seventeen to eighteen years of age, £1 3s. per week; eighteen to twenty-one years of age, 10d. per hour.

Under-rate Workers.

8. (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 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 the 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 Conditions.

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.

(b.) All workers to be supplied with materials necessary to carry on the work, such as aprons, leggings, gloves, vamps, shears, knives, and steels, &c., or materials for making same when necessary.

(c.) Any worker, not having been informed before leaving work that there will be no work on the following day, who presents himself at the works, in case of no work he shall receive not less than one hour's pay.

(d.) Any error or omission in pay-sheet shall be adjusted within forty-eight hours.

(e.) Waiting-time beyond the first half-hour shall be paid for at the rate of 8d. per hour.

(f.) Where a higher rate of wages is paid in any department provided for or unprovided for in these conditions the same shall be increased by 10 per cent.

Term of Award.

This agreement shall come into force on the 1st day of May, 1916, and shall continue in force until the 30th day of April, 1919.

Signed on behalf of the New Zealand Refrigerating Company (Limited) this 27th day of September, 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—

JOHN MITCHELL, President.

GEO. W. PATTERSON, Secretary.

[SEAL.]

3rd October, 1916.