

## CANTERBURY INDUSTRIAL DISTRICT.

### (4511.) CANTERBURY SAUSAGE-CASING WORKERS.—AGREEMENT

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 7th day of November, 1916, between the Canterbury Freezing-works, Bacon, Manure, Soap, and Sausage-casing Employees' Industrial Union of Workers (hereinafter called "the union") on the one part, and the New Zealand Refrigerating Company (Limited) (late the Christchurch Meat Company (Limited)) (hereinafter called "the employer") on the other part, whereby it is mutually agreed by and between the union and the employer as under:—

#### SCHEDULE.

##### *Classes of Labour.*

1. Four classes of labour shall be recognized—(a) Classers, scrapers, measurers, and tank hands; (b) salters; (c) bung hands and beef-gut hands; (d) boys. Classers, scrapers, measurers, tank hands, salters, bung hands, and beef-gut hands are hereinafter referred to as "workers."

##### *Hours of Employment.*

2. The recognized hours of work shall be from 8 a.m. until 5 p.m. on five days of the week; 8 a.m. till 12 noon Saturday. One hour to be allowed each day for dinner.

##### *Wages.*

3. Vatmen, scrapers, classers, measurers, and tank hands shall be paid 1s. 8d. per hour from 8 a.m. until 5 p.m.; Saturdays, 1s. 8d. per hour, 8 a.m. until 12 noon. All time worked before or

after these hours shall be reckoned as overtime, and shall be paid for at the rate of time and a quarter.

Salters: All salters over nineteen years of age shall be paid 1s. 6d. per hour from 8 a.m. until 5 p.m.; Saturdays, 8 a.m. until 12 noon. All hours worked before or after these shall be reckoned as overtime, and shall be paid for at the rate of time and a quarter.

All boys under the age of sixteen years shall be paid a weekly wage of £1 2s. 6d. for every week of forty-four working-hours; over the age of sixteen and under the age of seventeen years, £1 7s. 6d. for every week of forty-four working-hours; over the age of seventeen years and under the age of eighteen years, £1 10s. for every week of forty-four working-hours; over the age of eighteen years and under the age of nineteen years, £1 15s. for every week of forty-four working-hours. When they have attained the age of nineteen years they shall be paid the wage hereinbefore provided for workers.

Bung hands and beef-gut hands shall be paid 1s. 7d. per hour, or at the rate of 17s. 6d. per 1,000 for short bungs and £1 5s. per 1,000 sets for long bungs.

4. Any worker who is not capable of earning the wage as hereinbefore provided shall be paid such less wage as may from time to time be agreed upon in writing between the employer and an official of the union, and in default of such agreement within twenty-four hours after either such worker or such employer has notified the secretary in writing of his desire that such less wage shall be agreed upon then as shall be fixed in writing by the Conciliation Commissioner of the industrial district, upon the application of such worker or employer after twenty-four hours' notice in writing to the secretary of the union, who may be heard by such Commissioner on such application. Any worker whose wage has been so fixed shall receive a permit from the secretary of the union to work and be employed by any employer for such less wage for a period of not more than six calendar months thereafter, but at the expiration of the said period of six calendar months such permit may be renewed for a further period not exceeding six calendar months after the expiration of the said period of six calendar months hereinbefore provided.

#### *Overtime.*

5. All work done by workers in classes (a) and (b) of clause 1 herein and by boys beyond the time mentioned in clause 2, and all work done by workers in these two classes and by boys on the holidays hereinafter provided for, shall be considered overtime, and shall be paid for at the following rates: On ordinary working-days time and one-quarter per hour; on Sundays and the holidays hereinafter provided for double time (including in the case of holidays the ordinary wage shall be paid to worker in classes (a) and (b) of clause 1 herein and to boys as provided by clause 7, and not in addition thereto).

*Payment of Wages.*

6. Wages shall be paid fortnightly; two days' lie-time shall be allowed. If any worker desires his wages to be paid at the Christchurch or Timaru offices of the employer he shall give forty-eight hours' notice of his desire, then his wages shall be paid at such Christchurch or Timaru 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.

*Holidays.*

7. All workers in classes (a) and (b) of clause 1 hereof and boys shall be allowed the following holidays in each year: Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, and Sovereign's Birthday, and shall be paid for such holidays at the same rate as for an ordinary working-day of eight hours.

*Boys.*

8. From and after the date of coming into operation of this agreement the proportion of boys to workers to be employed by any employer shall be one boy to every six workers or fraction of the first six. For the purpose of determining the proportion of boys to workers in taking any new boy or boys the calculation shall be based on a two-thirds full-time employment of the workers employed by any such employer for the twelve preceding calendar months.

No boy may perform work in class (a) without the consent of the union.

*Clock.*

9. Employers shall keep a clock going placed in a prominent position in the workroom of each factory.

*Preference.*

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

*“Smoke-oh.”*

11. A “smoke-oh” of fifteen minutes’ duration shall be allowed morning and afternoon, without deduction from the men’s wages, at intervals of not less than two hours.

*Term of Agreement.*

12. This agreement shall come into force on the 1st day of November, 1916, and shall remain in force until the 31st October, 1919.

Signed on behalf of the New Zealand Refrigerating Company (Limited), this 9th day of November, 1916—

W. O. CAMPBELL, Secretary.

Signed on behalf of the Canterbury Freezing-works, Bacon, Manure, Soap, and Sausage-casing Employees’ Industrial Union of Workers, 7th November, 1916—

[SEAL.]

J. W. O’LOUGHLAN, President.  
F. C. ELLIS, Secretary.