

(4518.) GISBORNE DISTRICT BUTCHERS.—AWARD.

In the Court of Arbitration of New Zealand, Northern 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 Auckland Butchers, Meat-preservers, and Bacon-curers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

The Poverty Bay Master Butchers' Industrial Union of Employers, Gisborne.

Fisken and Ludwig, butchers, Gisborne.

Gisborne Co-operative Meat-supply Company (Limited),
Gisborne.

Halbert, T., pork-butcher, Gladstone Road, Gisborne.

Hampton, W. C., pork-butcher, Gladstone Road, Gisborne.

Kaiti Meat Company (Limited), butchers, Gisborne.

Machell and Russell, butchers, Gisborne.

Nossiter, V., pork-butcher, Gladstone Road, Gisborne.

Robinson, H. D., butcher, Makaraka.

West End Butchery Company, butchers, Gisborne.

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 from the 18th day of December, 1916, and shall continue in force until the 18th day of December, 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 9th day of December, 1916.

T. W. STRINGER, Judge.

SCHEDULE.

Hours of Work.

1. The ordinary hours of work shall not exceed fifty-two hours in any one week, apportioned as follows:—

(a.) On four days of the week nine hours per day, so arranged as to fall between the hours of 6 a.m. and 5 p.m., with half an hour allowed for breakfast and one hour for dinner on each of such days.

(b.) On the day of the statutory half-holiday not more than five and a half hours shall be worked between the hours of 6 a.m. and 12.30 p.m., with half an hour for breakfast.

(c.) On Saturday work shall not commence before 6 a.m., and shall cease not later than 6 p.m., with half an hour allowed for breakfast and one hour allowed for dinner.

(d.) Notwithstanding the foregoing the hours of workers employed by any employer solely engaged in the business of a pork-butcher or small-goods man shall not exceed fifty hours per week, apportioned as follows: On five days of the week nine hours per day to be worked between the hours of 7 a.m. and 7 p.m., with one hour for dinner on each such day. On the day of the weekly half-holiday the hours of work shall not exceed five hours, and shall be worked between 7 a.m. and 1 p.m. In all cases save for the hour provided for meals the hours of work shall be consecutive.

Overtime.

2. 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.

Carting of Meat.

3. Notwithstanding the foregoing an employer may arrange with any worker to commence work one hour and a half earlier for the purpose of carting meat from the abattoirs, provided such worker shall be allowed an equivalent time off on each such day.

Wages.

4. (a.) The following shall be the minimum rate of pay to be paid to the several classes of workers hereinafter specified:—

	£	s.	d.	
First shopman	3	15	0	per week.
Second shopman	3	5	0	„
First small-goods man	3	15	0	„
Second small-goods man	3	5	0	„
Hawking carters	3	5	0	„
All other workers employed in connection with the business	3	0	0	„

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

Casual Workers.

5. All casual workers shall be paid at the rate of not less than 1s. 6d. per hour, with a minimum of six hours for any day on which such workers shall be employed, except as provided in clause 1, subclause (b), hereof.

Employment of Boys and Youths.

6. 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; sixteen to seventeen, £1 5s. per week; seventeen to eighteen, £1 10s. per week; eighteen to nineteen, £1 15s. per week; nineteen to twenty-one, £2 2s. 6d. per week.

(a.) The proportion of boys or youths employed by any employer shall not exceed one boy or youth to every three men or fraction of three men. For the purpose of determining the proportion of boys to men in taking on a new boy the calculation shall be based on two-thirds full-time employment of men for the previous twelve months: Provided that for the purposes of this clause no firm shall count as more than one man, though there be more than one member of the firm.

(b.) The employment of casual boy labour shall not be allowed, and employees shall not be permitted to have the assistance of boy labour at any time.

General Provisions.

7. Where there are three or more hands engaged in the shop, inclusive of the employer, a first and second shopman shall be kept.

8. Where an employer is actively engaged in his own shop he may be rated as first shopman.

Holidays.

9. The following holidays shall be observed without stoppage of pay:—

(a.) New Year's Day, Good Friday, Easter Monday, birthday of the reigning Sovereign, Labour Day, Christmas Day, Boxing Day, Show Day, day of butchers' annual picnic.

(b.) An employer may arrange for any worker to work for not more than two hours on any of the foregoing holidays, provided he shall pay such worker at the rate of time and a half in addition to his ordinary pay.

(c.) The butchers' annual picnic shall be held on one of the days on which the statutory half-holiday falls, such day to be mutually agreed upon between the employers and the union.

(d.) When a public holiday occurs on any other day than that on which the statutory half-holiday falls work shall cease not later than 3 p.m. on the day of the usual statutory holiday.

(e.) If any day shall be generally observed as a holiday in lieu of any of the above-mentioned holidays such day for the purposes of this award may, by arrangement between the employers and the union, be substituted for the specified holiday.

Preference.

10. (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.

11. (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.

12. This award shall apply only to employers who carry on business in that portion of the Northern Industrial District which is included in the Gisborne Judicial District.

Term of Award.

13. This award shall come into force on the 18th day of December, 1916, and shall continue in force until the 18th day of December, 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 9th day of December, 1916.

T. W. STRINGER, Judge.

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MEMORANDUM.

This award embodies without alteration the recommendations of the Conciliation Council, which the parties agreed to accept. The term of award has been settled by the Court.

T. W. STRINGER, Judge.
