

(4264.) AUCKLAND 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 Auckland Provincial Master Butchers' Industrial Union of Employers.

Adams, J., and Co., bacon-curers, Breakwater Road, Auckland.

Auckland Meat Company (Limited), butchers, Wakefield Street, Auckland.

Ayton, W. R., pork-butcher, Victoria Road, Devonport.

Baker, E. H., butcher, Great North Road, Arch Hill.

Barnaby, T., butcher, Kingsland, Auckland.

Baster, T., butcher, Ponsonby Road.

Binsted, H. and J., butchers, Avondale.

Bridges and Walker, butchers, Wellesley Street, City.

Brooke, C. E., butcher, Queen Street, Onehunga.

Brown, H. J., butcher, Takapuna, Auckland.

Churches, J., and Co., butchers, Ellerslie, Auckland.

Churches, J., and Co., butchers, Otahuhu, Auckland.

Coates, H. A., butcher and bacon-curer, Symonds Street, Auckland.

Cochran, R., butcher, Victoria Road, Devonport.

Cochran, W., butcher, Jervois Road, Ponsonby, Auckland.

Day, S., butcher, Ellerslie, Auckland.

Dimock, W. (Limited), bacon-curers, 25 Beach Road, Auckland.

Durea, A. D., butcher, New North Road, Morningside, Auckland.

Ellis and Sons, pork-butchers, Newmarket, Auckland.

Fearon Bros., butchers, Ponsonby Road, Auckland.

Fischer, O. (Auckland Sausage Company), Wellesley Street West, Auckland.

Fitze, J., pork-butcher, Karangahape Road, Auckland.

Fraser, J. R., pork-butcher and bacon-curer, Victoria Street West, Auckland.

Garrett, J. W., butcher, Karangahape Road, Auckland.

Gray, W., butcher, Great North Road, Grey Lynn, Auckland.

Hall, J., butcher, Otahuhu, Auckland.

Harrison and Smith, pork-butchers, Ponsonby Road, Auckland.

Harrison, H. and J., pork-butchers, Karangahape Road, Auckland.

- Hawthorne and Munro, butchers, Papatoetoe.
 Hellaby, R. and W. (Limited), butchers, Shortland Street, Auckland.
 Holborow and Hood, butchers, Panmure, Auckland.
 Hood, H. W., butcher, Dominion Road, Auckland.
 Holt, E., butcher, Henderson.
 Hopkins, H. W., Great South Road, Green Lane, Auckland.
 Johnson, R. H., butcher, Wellington Street, Auckland.
 Knight, G. O., butcher, Karangahape Road, Auckland.
 Liddiard, H. J., butcher, Waikumete.
 McGowan, A. D., pork-butcher, 108 Victoria Street West, Auckland.
 Martin, Thomas, pork-butcher, Manukau Road, Parnell.
 Morrow, William, butcher, New North Road, Glenmore.
 Napier, J., butcher, Great South Road, Remuera.
 Nicholson, G., butcher, Howick.
 Nielson, D., butcher, Onehunga.
 Norgrove, C., and Sons, butchers, Richmond Avenue, Grey Lynn.
 Parsons, F. D., butcher, Great North Road, Grey Lynn.
 Peachy, W., butcher, College Hill, Auckland.
 Pearse, W., butcher, Eden Terrace, Auckland.
 Reid, D., Elliott Street, Auckland.
 Ryan, D. and A., Ponsonby Road, Auckland.
 Salmon, R., and Son, butchers, Symonds Street, City.
 Schrafft, C. F., butcher, Richmond Avenue, Grey Lynn.
 Shipman and Hayson, butchers, New Edendale Road, Mount Albert.
 Stansfield, E., pork-butcher, Karangahape Road, Auckland.
 Stevens and Olding, butchers, Great North Road, Grey Lynn.
 Thorne, R. E., butcher, Karangahape Road, Auckland.
 Webster, C. E., pork-butcher, Symonds Street, Auckland.

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 1st day of May, 1916, and shall continue in force until the 1st day of May, 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 7th day of April, 1916.

T. W. STRINGER, Judge.

SCHEDULE.

Hours of Work.

1. (a.) A week's work shall not exceed fifty-two hours. The hours of work shall be from 7 a.m. to 5 p.m. on four days of the week, with one hour for dinner on each day. On Saturdays the hours of work shall be from 6 a.m. to 5 p.m., with half an hour for breakfast and one hour for dinner. On the day of the weekly half-holiday the hours of work shall be from 7 a.m. to 12 noon.

(b.) In the case of workers other than factory hands, carting meat to shops, supplying early shipping, hotels, restaurants, or attending an early morning train, such workers may be required to commence work not earlier than 6 a.m., provided that such workers shall be allowed one half-hour for breakfast, and time off at the end of the day equivalent to the time worked before 7 a.m. in excess of the breakfast half-hour.

(c.) The hours of work for beef or ice carters shall be regulated in advance by the employer, provided that not more than fifty-two hours shall be worked in any one week, or nine hours in any one day. On the day of the half-holiday not more than five hours shall be worked.

(d.) 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.

(e.) Notwithstanding the above the present custom of attending to horses by beef-carters shall continue.

Wages.

2. (a.) Workers shall be paid not less than the wages specified in the following scale:—

	Per Week.		
	£	s.	d.
First shopman or man in charge...	3	15	0
Second shopman	3	5	0
First small-goods man	3	15	0
All other workers employed in connection with the business, including shopmen, small-goods men, carters in charge of hawking or order carts, and general hands	3	0	0
Drivers driving one horse	2	12	0
Drivers driving two horses	2	16	0

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

(c.) The Court reserves the power to review and readjust the wages of drivers after hearing evidence in the general drivers' disputes in other parts of the Dominion.

Casual Labour.

3. (a.) The minimum wage for casual hands (adults) shall be at the rate of 12s. per day for all ordinary days, and 14s. for Saturdays.

(b.) "Casual labour" shall be deemed to mean all employment of less duration than one week, and terminated by the employer.

(c.) No casual labour shall be allowed for boys.

Boys and Youths.

4. (a.) 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; from sixteen to seventeen years, £1 2s. 6d. per week; from seventeen to eighteen years, £1 7s. 6d. per week; from eighteen to nineteen years, £1 12s. 6d. per week; from nineteen to twenty years, £1 15s. per week; from twenty to twenty-one years, £2 per week.

(b.) The proportion of boys or youths shall be one to every three men or fraction of three.

(c.) Any boy who has attended a course of instruction in butchery technique at the Auckland Technical College and has passed the first year's examination in the same shall receive an increase of wages of 2s. 6d. per week in addition to the above rate: similarly, boys who have passed the second year's examination shall receive an extra 5s. per week, and those who have passed the third year's examination an extra 7s. 6d. per week: Provided that these additional payments shall only be made for one year

following the passing of the examination, except in the case of the third-year examination, in which case boys shall be entitled to receive the additional payment until they reach the age of twenty-one years.

Holidays.

5. (a.) All workers shall receive the following holidays: New Year's Day, 2nd January, 29th January, Good Friday, Easter Monday, Labour Day, birthday of the reigning Sovereign, Christmas Day, and Boxing Day.

(b.) An employer may arrange with any worker to work for not more than two hours on the morning of any holiday, provided he shall pay such worker overtime, in addition to the ordinary wages, for the time so worked at the rate of time and a half.

(c.) When a public holiday occurs on any other day than that on which the statutory half-holiday falls, employees may be called upon to work up to 3 p.m. on such statutory holiday.

General.

6. (a.) In the case of weekly employment, where a worker is employed two-thirds of his time in any capacity he shall be paid the rate of wages laid down for that class of employment.

(b.) All wages, including overtime, shall be paid in full on Friday of each week.

(c.) Any worker who so desires shall have the right, on application to his employer, to an annual holiday not exceeding fourteen days, the time for which is to be fixed by the employer.

Under-rate Workers.

7. (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.

Preference.

8. (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.

Scope of Award.

9. This award shall apply to all employers carrying on business within a radius of fifteen miles from the Chief Post-office in the City of Auckland.

Term of Award.

10. This award shall come into force on the 1st day of May, 1916, and shall continue in force until the 1st day of May, 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 7th day of April, 1916.

T. W. STRINGER, Judge.

MEMORANDUM.

This award is based for the most part upon the recommendations of the Conciliation Council. The most important question in dispute was as to wages, and these have been settled by the Court. Some additional holidays have also been granted.

T. W. STRINGER, Judge.

NOTE.—Section 90, subsection (1) (d), of the Industrial Conciliation and Arbitration Act, 1908, provides that, notwithstanding the expiration of the currency of the award, the award shall continue in force until a new award has been duly made or an industrial agreement entered into, except where the registration of an industrial union of workers bound by such award has been cancelled.