

CANTERBURY INDUSTRIAL DISTRICT.

(4283.) CANTERBURY SLAUGHTERMEN'S ASSISTANTS.— AGREEMENT.

Under the Industrial Conciliation and Arbitration Act, 1908, and its Amendments.

THE CANTERBURY FREEZING-WORKS, BACON, MANURE, AND SOAP EMPLOYEES' INDUSTRIAL UNION OF WORKERS (SLAUGHTERMEN'S ASSISTANTS).

MEMORANDUM of agreement made this 31st day of March, 1916, between the Canterbury Freezing-works, Bacon, Manure, and Soap Employees' Industrial Union of Workers of the one part, and the Canterbury Frozen Meat and Dairy-produce Export Company (Limited) and the Christchurch Meat Company (Limited) of the other part, whereby it is mutually agreed by and between the union and the employers as follows:—

SCHEDULE.

Control of Factory.

1. Every employer shall be entitled to the fullest control of his factory, and to make such rules and regulations, not inconsistent with the following conditions, as may be necessary for the proper management of his business.

Hours of Labour.

2. (a.) Eight hours shall constitute a day's work, and shall be worked according to the hours of slaughtering. All time worked beyond eight hours shall be considered overtime; each day to stand by itself.

(b.) The employers shall be at liberty to start men before the commencement of slaughtering to do essentially necessary preparing work for the day's operations. Overtime to be paid for such preliminary work.

Rates of Wages.

3. (a.) The wages to be paid to slaughtermen's assistants shall be at the rate of not less than 1s. 4½d. per hour, and in cases where men have hitherto been paid above award rates for special work an increase of 1½d. per hour shall be given.

(b.) Where required, skinning dead sheep or lambs shall be paid for at the rate of 1s. each.

(c.) All assistants to receive a minimum average wage of not less than 6s. per day in any one week while on the company's pay-sheet.

Employment of Youths.

4. Boys and youths up to eighteen years of age may be employed, at the discretion of the employer, at not less than the following rates of wages per week: Between the ages of fourteen and fifteen years, 14s. per week; between fifteen and sixteen years, 17s. per week; between sixteen and seventeen years, £1 per week; between seventeen and eighteen years, £1 5s. per week.

Overtime.

5. All time worked above eight hours per day shall be considered overtime, and shall be paid for at the rate of time and a quarter for the first two hours and time and a half thereafter, and each day shall stand by itself.

Holidays.

6. The holidays in each factory shall be the same as those given to the slaughtermen—viz., New Year's Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Show Day, Christmas Day, Boxing Day, day after Boxing Day, reigning Sovereign's Birthday, Picnic Day; Easter Tuesday at Belfast, Islington, Smithfield, and Pareora; two days at Timaru Autumn Race Meeting for Pareora and Smithfield.

7. Should any holidays fall on a Sunday the following Monday shall be observed. No slaughtering for export shall be done on these holidays nor on Sundays, but on Easter Monday, the King's Birthday, and Boxing Day employers shall be at liberty to employ for four hours only such employees as they may require to slaughter stock for local consumption only. All such work done on these days shall be paid for at the rate of time and a half. It is further provided that any alteration made in the above holidays, as set forth above, will also apply to this agreement.

Payment of Wages.

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

Where practicable, all wages shall be paid in money and not by order.

Under-rate Workers.

9. (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 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 arguments 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, 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 disabilities 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.

10. If and so long as the rules of the union shall permit any person now employed in this trade in the industrial district, and every 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 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 any 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.

11. (a.) There shall be two intervals of fifteen minutes each for "smoke-oh" during the day, one in the forenoon and the other in the afternoon, without any deduction from pay for the same.

(b.) There shall be an equal distribution of work in each department where practicable.

(c.) Paunch-cutters, bung-washers, and men hosing down shall be supplied with gum boots.

(d.) Aprons, overalls, and leggings shall be supplied where required.

(e.) All employers shall provide dressing-rooms and lavatory accommodation.

Scope and Term of Agreement.

12. The employers having undertaken to treat this agreement as binding on them so far as relates to wages as from the 17th day of January, 1916, they shall on demand pay to all workers coming within the scope of this agreement who have worked for them since the 17th day of January, 1916, the difference between the wages paid to such workers and the wages they would have been entitled to receive had this agreement been in force since the 17th day of January, 1916, and they shall also pay wages in accordance with the provisions of this agreement as from the date hereof.

Term of Agreement.

13. Subject to the provisions hereinbefore contained, this agreement shall come into force as from the 17th day of January, 1916, and shall remain in force until the 17th day of January, 1919.

In witness whereof the parties hereto have hereunto set their hands and seals.

The common seal of the Christchurch Meat Company (Limited) was hereunto affixed pursuant to a resolution of the Board of Directors this 6th day of April, 1916, in the presence of—

[SEAL.] H. A. KNIGHT, } Directors.
ALEX. BOYLE, }
W. O. CAMPBELL, Secretary.

Signed on behalf of the Canterbury Freezing-works, Bacon, Manure, and Soap Employees' Industrial Union of Workers, 31st March, 1916—

[SEAL.] THOMAS I. POOLE, President.
F. C. ELLIS, Secretary.

The common seal of the Canterbury Frozen Meat and Dairy-produce Export Company (Limited) was hereunto affixed in the presence of the undersigned, two of the directors of the said company, on the 26th day of April, 1916—

[SEAL.] GEORGE CLIFFORD, { Directors.
JAS. GOUGH, }
N. L. MACBETH, Secretary.