

(4707.) CHRISTCHURCH SLAUGHTERMEN'S ASSISTANTS AND LABOURERS.—AGREEMENT *RE* CHRISTCHURCH CITY ABATTOIRS.

Memorandum of agreement made the 4th day of August, 1917, between the Mayor, Councillors, and Citizens of the City of Christchurch and the Canterbury Freezing-works, Bacon, Manure, and Soap Employees' Industrial Union of Workers.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 4th day of August, 1917, between the Mayor, Councillors, and Citizens of the City of Christchurch (hereinafter called "the employers") of the one part, and the Canterbury Freezing-works, Bacon, Manure, and Soap Employees' Industrial Union of Workers (hereinafter called "the employees") of the other part.

Whereas the parties hereto, being desirous of promoting and continuing good will between and amongst the employers and employees, and for other considerations, have agreed together to enter into this agreement as an industrial agreement made in pursuance of the above-mentioned Act: Now this agreement witnesseth and it is hereby mutually agreed by and between the said parties to this agreement as follows:—

1. That they (the said employers and the said employees) do hereby agree to accept and work under and abide by the terms, conditions, and provisions set out herein and those set out also in the schedule hereto, and will at all times do, observe, and perform every matter, condition, and thing which by the said terms, conditions, and provisions set out herein and in the schedule hereto are required to be done, observed, or performed, and will not do anything in contravention of the said terms, conditions, and provisions, but will in all respects abide by the same as fully and effectually and to the same extent in all respects as if the said terms, conditions, and provisions had been contained in an award of the Court of Arbitration under the above Act.

2. That this agreement shall be deemed to be an industrial agreement entered into by the parties hereto in pursuance of the said Industrial Conciliation and Arbitration Act, 1908, and the amending Acts thereto, and shall be enforceable in accordance with the provisions of the said Act or Acts.

3. If either of the parties to this agreement shall in any particular commit or suffer any breach of this agreement such party shall forfeit and pay such penalty or penalties as may be imposed by the Court under the provisions of the said Act and amending Acts.

4. The failure of the parties hereto to observe and perform any matter or any thing by the said conditions, terms, and provisions to be done, observed, and performed by either of the parties hereto, and the doing of anything in contravention of the said terms, conditions, and provisions by either of the parties hereto, shall constitute a breach or breaches of this agreement within the meaning of the said Act and the Acts amending the same.

5. This agreement shall take effect from the 1st day of June, 1917, and shall remain in force and its provisions may be enforced up to the 31st day of December, 1918.

In witness whereof the said parties hereto have executed these presents the day and year first before written.

THE SCHEDULE HEREINBEFORE REFERRED TO.

*Conditions of Work for Men employed as Slaughtermen's Assistants and Labourers at the Sockburn Abattoirs.*

Clause 1. The recognized hours of work shall be from 8 a.m. to 5 p.m. on Mondays, Tuesdays, Wednesdays, and Fridays; from 7 a.m. to 7 p.m. on Thursdays; and from 7 a.m. to noon on Saturdays, except on the day preceding a holiday, when work may continue until 7 p.m., and on holidays an earlier start may be mutually arranged.

Clause 2. Slaughtermen's assistants and labourers shall receive not less than the following scale of wages: Under seventeen years of age, £1 10s. per week; seventeen to eighteen years of age, £1 15s. per week; eighteen to twenty-one years of age, £2 11s. per week; over twenty-one years of age, £3 5s. per week.

Clause 3. All hours worked in excess of the hours mentioned in clause 1 shall be considered overtime, and shall be paid for at the rate of time and a half: Provided that forty-eight hours shall constitute a week's work, and only time worked over forty-eight hours in a week shall be paid for at overtime rates.

Clause 4. The following shall be the holidays: New Year's Day, Good Friday, Easter Monday, Sovereign's Birthday, Prince of Wales's Birthday, Christmas Day, Boxing Day, Labour Day, Show Day, Anniversary Day, and a picnic day to be held on the Islington Picnic Day. No work to be done on the above holidays nor Sundays, except that on Easter Monday, the Sovereign's Birthday, Prince of Wales's Birthday, and Boxing Day employees shall be at liberty to employ slaughtermen's assistants and labourers for a period not exceeding four hours on the above-mentioned holidays for the purpose of assisting in the slaughtering of stock for local consumption only, all such time worked on those days to be paid for at the rate of double time.

Clause 5. Fifteen minutes in the morning and fifteen minutes in the afternoon to be allowed for "smoke-oh."

Clause 6. If slaughtermen's assistants or labourers are required to load before the hours specified above such work to be paid for at the rate of 3s. per hour in addition to the ordinary week's wages, such loading not to start earlier than 5 a.m. No worker under the age of eighteen years to do loading out before 7 a.m. Men for loading to be taken in rotation.

Clause 7. 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 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.

Clause 8. As soon as slaughtering operations have ceased for the day assistants to do only the necessary cleaning and washing down. When asked to do outside work after slaughtering operations have ceased they shall be paid overtime rates, subject to the proviso in clause 3 hereof.

The common seal of the Mayor, Councillors, and Citizens of the City of Christchurch was hereto affixed the 1st day of August, 1917.

[SEAL.]

H. HOLLAND, Mayor.

HY. R. SMITH, Town Clerk.

J. R. HAYWARD, Councillor.

Chairman of Committee.

The common seal of the Canterbury Freezing-works, Bacon, Manure, and Soap Employees' Industrial Union of Workers was affixed hereto pursuant to a resolution of the management committee of the above union held at the Trades and Labour Hall, Christchurch, on the 4th day of August, 1917.

[SEAL.]

J. W. O'LOUGHLAN, President.

F. C. ELLIS, Secretary.

NOTE.—Section 25, subsection (4), of the Industrial Conciliation and Arbitration Act, 1908, provides that, notwithstanding the expiry of the term of the industrial agreement, it shall continue in force until superseded by another industrial agreement or by an award of the Court of Arbitration, except where the registration of an industrial union of workers bound by such agreement has been cancelled.