

(4724.) CANTERBURY SLAUGHTERMEN.—AWARD *RE* CHRIST-  
CHURCH CITY COUNCIL.

In the Court of Arbitration of New Zealand, Canterbury 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 Canterbury Slaughtermen's Industrial Union of Workers (hereinafter called "the union") and the Christchurch City Council (hereinafter called "the employer").

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 the employer by its representatives duly appointed, doth hereby order and award:—

That, as between the union and the members thereof and the employer, 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 employer, 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 employer 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 as from the 1st day of June, 1917, and shall continue in force until the 31st 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 22nd day of September, 1917.

T. W. STRINGER, Judge.

#### SCHEDULE.

##### *Hours of Work.*

1. A week's work shall not exceed forty-four hours. Slaughtermen to commence work at 7 a.m. on Thursdays and Saturdays, and at 8 a.m. on the other four days of the week, except in case of a holiday, when an earlier start may be mutually arranged. Work to cease not later than 7 p.m. on Thursdays, and not later than 12 noon on Saturdays, and not later than 5 p.m. on the other four days of the week, except preceding a holiday, when work may continue until 7 p.m., provided that these hours may from time to time be varied if and when special circumstances arise reasonably requiring such variation. Overtime to be paid in excess of eight hours on the second day should two long days be worked in the same week. If slaughtermen are required to load before 7 a.m. 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 before 5 a.m. Men for loading to be taken in rotation.

##### *Wages and Overtime.*

2. All slaughtermen shall be paid £3 15s. per week, the week not to exceed forty-four hours. All work in excess of forty-four hours in any one week to count as overtime; overtime to be paid for at the rate of time and a half. All casual slaughtermen to be paid 16s. per day, the day not to exceed eight hours. All time worked by casual slaughtermen in excess of eight hours in any one day to count as overtime, such overtime to be paid for at the rate of 3s. per hour. A casual slaughterman who may be employed by the week must be paid £4 per week. "Casual" slaughterman is defined as one who is not employed continuously for more than one week. Casual slaughtermen who may be employed on any of the holidays prescribed in clause 7 hereof to be paid 10s. for the four hours or part thereof. Should any of the

slaughtermen be required to attend the Addington Saleyards free luncheon to be provided for them.

*Preference.*

3. (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 fourteen 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.

*Stock to be penned.*

4. All stock to be penned.

*Dead Stock.*

5. Any stock that die outside the slaughterhouse not to be skinned by slaughtermen.

*"Smoke-oh."*

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

*Holidays.*

7. (a.) 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 picnic day.

(b.) No work to be done on any of the above holidays or on Sundays, except that on Easter Monday, the Sovereign's Birthday, Prince of Wales's Birthday, and Boxing Day the employer shall be at liberty to employ the slaughtermen for a period not exceeding four hours for the purpose of slaughtering stock for local consumption only; all time worked on those days to be paid for at the rate of double time.

*Payment of Wages.*

8. Wages to be paid fortnightly in cash on the ceasing of work on Fridays. Casual slaughtermen to be paid when discharged.

*Right of Control.*

9. The employer shall have the fullest right to control (subject to the special conditions of this award) over its abattoirs and works, and may make such rules for the necessary and proper management thereof as may be deemed expedient.

*Limitation of Award.*

10. This award shall bind only the parties hereto.

*Term of Award.*

11. This award shall come into force as from the 1st day of June, 1917, and shall continue in force until the 31st 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 22nd day of September, 1917.

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. It was also agreed that the award should be made retrospective in its operation.

T. W. STRINGER, Judge.

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