

## (4591.) MASTERTON SLAUGHTERMEN.—AWARD.

In the Court of Arbitration of New Zealand, Wellington 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 New Zealand Federated Slaughtermen's Industrial Association of Workers and the Wellington Slaughtermen's Industrial Union of Workers (both of which are hereinafter jointly and severally called "the union") and the Wellington Farmers' Meat Company (Limited) of Masterton (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 November, 1916, and shall continue in force until the 31st day of October, 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 6th day of March, 1917.

T. W. STRINGER, Judge.

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SCHEDULE.

*Hours of Work.*

1. The ordinary hours of work shall be between 7.30 a.m. and 5 p.m. on five days of the week. An ordinary day's work shall not exceed eight hours, including "smoke-ohs." One hour shall be

allowed for lunch. On Saturdays ordinary work shall not exceed four hours irrespective of the hour of starting work.

#### *Rates of Pay.*

2. (a.) Freezing sheep and lambs, £1 7s. 6d. per hundred; potters' sheep, £1 per hundred.

(b.) So long as the British Empire remains in a state of war with Germany and Austria or either of them, and for three months after the cessation of such war, there shall be paid, in addition to the rates above prescribed, a war bonus of 2s. 6d. per hundred.

(c.) Notwithstanding the foregoing clause the said war bonus may at any time during the currency of this award be continued either wholly or partially, or may be increased or terminated as the Court, on the application of any party to this award or of its own motion, may determine.

(d.) Rams and stags other than ram lambs, 5d. each; dead sheep or lambs, 1s. each. No daggy sheep or lambs to be killed; all sheep already crutched to be accepted.

All sheep-yards shall be covered for at least one day's killing, drained, and built up with solid floor.

Rates for cattle: Bullocks and cows, 2s. per head; bulls, 2s. 6d. per head. All bulls to be chopped and soft-sided, otherwise double rates to be paid. Calves: Up to 130 lb., 1s. per head; over 130 lb., 1s. 6d. per head; over 200 lb., 2s. per head. All dead cattle done at the works shall be paid for at 7s. 6d. each.

Rates for pigs: Pigs up to 120 lb., 1s.; pigs over 120 lb., 1s. 6d.

#### *"Smoke-oh."*

3. Fifteen minutes in the forenoon and fifteen minutes in the afternoon shall be allowed for "smoke-oh." The "smoke-ohs" shall be as nearly as possible to 9.45 in the morning and 3 in the afternoon.

#### *Overtime.*

4. Overtime shall be paid for at the rate of rate and a quarter. Not more than one hour per day overtime to be worked.

When overtime has to be worked on Saturdays work shall commence at 7 a.m. and cease at 12 noon.

#### *Waiting-time.*

5. Should it be necessary at any time to start work after the usual time of starting waiting-time shall be paid until time of starting. Should the men be called out before the usual time of starting and no work provided they shall be paid overtime rates for all time waited.

Slaughtermen shall wait fifteen minutes in the event of a cut-out, but if required to wait longer than fifteen minutes they shall be paid at the rate of 2s. per hour for all time waited, the

recognized dinner-hour to be excluded, time to count from the time the last man cuts out.

For the purpose of this agreement each row of hooks shall be considered a board.

Slaughtermen shall be paid 3s. per man when not told the day before if they come in the morning and there is no stock. In order to facilitate a cut-out "smoke-ohs" may be varied ten minutes before or after the specified hour.

#### *Slaughtermen's Work.*

6. Mutton-butchers' duties shall consist of killing, taking out tongues, taking off shanks, skins (including wool portion of head) and heads, severing wool-pieces, taking insides out, wiping, hanging off, and putting on neck-strings. No string to be used a second time. Tufts to be left on down lambs. Slaughtermen shall be allowed to cut wool-pieces up or down as they please.

Beef-butchers' duties shall be—Stun or pith, bleed, take head off, take tongue out, hoist, ground, take hide off, skin and take tail off, take inside and kidneys out, strip caul, wipe and clean, saw into sides, trim, and hang back.

All cattle to be put in the pithing-pen by employer.

All butchering to be turned out in a workmanlike manner and to the satisfaction of the foreman butcher.

#### *Damage to Skins.*

7. In the event of any worker, either through carelessness or neglect, damaging any skins, hides, or carcasses the foreman in charge shall have the right to restrict the hourly tally of any such worker, or he may instantly dismiss such worker.

#### *Men leaving Work.*

8. Employees shall ask permission of the foreman before ceasing work at any time other than the general time for ceasing work.

#### *Learners.*

9. The employers may employ learners in their respective factories. Each learner shall be provided with a hook. The hooks for learners shall be kept separate as far as reasonably practicable from the hooks of the slaughtermen.

Learners shall be employed in such proportion to the slaughtermen that there shall be not more than one learner to every six slaughtermen or fraction of the first six.

Slaughterhouse employees shall be given preference as learners.

A learner when capable of killing and dressing eight sheep or lambs per hour for freezing purposes to the satisfaction of the foreman butcher shall be classed as a competent slaughterman and shall be transferred from the learners' class.

Not more than one set of learners shall be allowed to work in any one shed in any one season.

Learners shall be paid for the slaughtering done by them at not less than the rates specified in this agreement.

Each learner shall be a member of the Slaughtermen's Union.

Each employer shall be entitled to have one learner in each beef-slaughterhouse, and such learner may be taken off the mutton-board.

No beef-butchers shall be allowed to employ labourers.

#### *Holidays.*

10. The recognized holidays shall be New Year's Day, Christmas Day, Boxing Day, Good Friday, Easter Monday, and Labour Day, also three holidays to be arranged to suit the locality and to be agreed upon during the month of November in each year.

All work done on any of the holidays or on Sundays shall be paid for at double rates.

#### *Preference.*

11. Preference of employment shall be given to the members of the Wellington Slaughtermen's Union.

Any member who is appointed as a foreman or to any other position of trust shall cease to be a member of the union.

#### *General.*

12. Not more than one slaughterman shall be engaged for each hook in each slaughterhouse. Not more than two men to work in one pen.

In the event of a man meeting with an accident the employer shall have the right to temporarily fill the vacancy.

Wages shall be paid weekly, two days' lie-time to be allowed.

Drinking-water shall be provided on the board. Boiling water shall be supplied for making hot drinks.

Suitable bathing accommodation shall be provided for slaughtermen in the proportion of one bath or shower to every ten men; both hot and cold water to be laid on.

Dressing, drying, and bath rooms shall be provided as near as possible to the slaughter-board. These shall be for the exclusive use of the slaughtermen, and shall be kept clean by the employers.

Employers shall provide medicine-chest and bandages at the works, to be kept as near the board as possible.

Grindstones shall be placed in or near every slaughterhouse.

One grindstone shall be supplied to every twenty men for the exclusive use of the employees on the board.

#### *Scope of Award.*

13. This award shall bind only the parties named herein.

*Term of Award.*

14. This award shall come into force as from the 1st day of November, 1916, and shall continue in force until the 31st day of October, 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 6th day of March, 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.

T. W. STRINGER, Judge.

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