

(5269.) AUCKLAND ABATTOIR ASSISTANTS AND FREEZING-WORKS EMPLOYEES.—AGREEMENT WITH AUCKLAND CITY COUNCIL AND R. AND W. HELLABY (LIMITED) UNDER THE LABOUR DISPUTES INVESTIGATION ACT, 1913.

THIS industrial agreement, made in pursuance of the Labour Disputes Investigation Act, 1913, this 28th day of May, 1919, between the Auckland Abattoir Assistants and Freezing-works' Employees' Industrial Union of Workers (Abattoir Branch) (hereinafter called "the union") of the one part, and the Auckland City Council and R. and W. Hellaby (Limited) (hereinafter called "the employers") of the other part, whereby it is mutually agreed by and between the parties hereto as follows:—

1. That the terms, conditions, stipulations, and provisions contained and set out in the schedule hereto shall be binding upon the said parties, and they shall be deemed to be and are hereby declared to form part of this agreement.

2. The said parties hereto shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, stipulations, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this agreement or of the said terms, conditions, stipulations, and provisions, but shall in all respects abide by and perform the same.

SCHEDULE.

Hours of Work.

1. (a.) The ordinary hours of work on five days of the week shall fall between the hours of 8 a.m. and 5 p.m. On Saturday

work shall commence at 8 a.m. and shall cease not later than 12 noon. By mutual arrangement the ordinary hours of work may on any day fall between 7 a.m. and 5 p.m., provided that such day's work shall not exceed eight hours.

(b.) There shall be one hour allowed on each day for dinner, except on the day of the weekly half-holiday.

(c.) There shall be fifteen minutes allowed both morning and afternoon for "smoke-oh."

Overtime.

2. All work done outside the hours specified in clause 1 shall be paid for at rate and a half in the case of pieceworkers, and in the case of all other workers, save as hereinafter specified, at time and a half.

Rates of Pay.

3. (a.) Sheep and lambs, 38s. per hundred.

(b.) Cattle other than bulls, 2s. 4d. per head.

(c.) Bulls and stags, 3s. per head.

(d.) Calves up to 200 lb., 1s. 6d. per head; calves over 200 lb., beef rates.

(e.) Pigs up to 120 lb., 1s. 3d. per head; pigs from 121 lb. to 200 lb., 1s. 9d. per head; pigs over 200 lb., 1s. per 100 lb. or fraction of 100 lb.

(f.) No dead stock to be skinned more than twelve hours after death. Double rates to be paid for any skinned within that time.

(g.) Abattoir assistants other than slaughtermen shall be paid not less than 1s. 9d. per hour, with a minimum wage of £3 10s. per week.

(h.) Assistants loading out before 7 a.m. shall receive not less than 3s. per hour, with a minimum of 5s. per shift for each assistant so engaged.

Youths and Boys.

4. Up to seventeen years of age, £1 15s. per week; seventeen to eighteen years of age, £2 per week; over eighteen years, man's wages.

Youths and boys shall not be employed in any department in a greater number than one boy or youth to every four men or fraction of the first four. In cases where a weekly or daily wage is fixed no deduction shall be made therefrom save for time lost through the worker's default. In all other cases the worker shall be entitled to be paid for time actually worked by him.

Waiting-time.

5. Slaughtermen shall wait ten minutes in the event of a cut-out, but if required to wait longer than ten minutes they shall be paid at the rate of 3s. per hour for all time so waited, the recognized dinner-time to be excluded.

Slaughtermen's Work.

6. (a.) Mutton-butchers' work shall consist of killing, leaving shanks on, taking off skin and heads, taking insides out, wiping and hanging off.

(b.) Beef-butchers' work shall be, stun or pith, bleed and take head and hide off, take insides out, strip caul, wipe and clean, and divide into sides as usual.

Holidays.

7. (a.) The following holidays shall be observed: New Year's Day, 29th January, Good Friday, Easter Monday, birthday of reigning Sovereign, Labour Day, Christmas Day, and Boxing Day.

(b.) All work done on any of the aforementioned holidays or on a Sunday shall be paid for at double rates, excepting during the months of January and February and on Easter Sunday, when killing may be done at ordinary rates on Sunday in lieu of Saturday.

General.

8. (a.) Suitable dressing and dining rooms shall be provided, also bathrooms with hot and cold water laid on.

(b.) A hot-water urn shall be provided in each dining-room.

(c.) No daggy sheep shall be dressed.

(d.) All saws shall be sharpened when required.

(e.) A hook or receptacle for caul fat shall be provided at the hook or tackle.

(f.) None but competent slaughtermen shall be engaged.

(g.) For the purpose of this agreement a "competent slaughterman" shall mean a man who can kill and dress eight sheep per hour.

(h.) A grindstone driven by power shall be provided for each slaughterhouse.

Payment of Wages.

9. All wages shall be paid weekly.

Preference.

10. Preference for employment shall be given to members of the union, provided that the rules of the union with respect to admission of members shall provide that no ballot or other election shall be required in the case of any person of good character and who is a competent slaughterman, and provided further that the entrance fee at no time shall exceed 10s.

Interpretation.

11. Any matter incidental to or arising out of this agreement shall be determined by a committee consisting of one representative appointed by each party to this agreement. In the event of no agreement being arrived at the matter shall be referred to the Conciliation Commissioner for the district, whose decision shall be final.

Term of Agreement.

12. This agreement shall come into force on the 2nd day of June, 1919, and shall continue in force until the 2nd day of June, 1922.

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

Signed on behalf of the Abattoir Branch of the Auckland Abattoir Assistants and Freezing-works' Employees' Industrial Union of Workers—

W. WAKEFIELD, President.

WM. E. SILL, Secretary.

Signed on behalf of the Auckland City Council and R. and W. Hellaby (Limited)—

W. J. HOLDSWORTH.

C. J. MOSES.

P. pro. R. AND W. HELLABY (LIMITED):
S. WING.

Witness to all the above signatures—T. Harle Giles, Conciliation Commissioner.

NOTE.—This agreement, made under the Labour Disputes Investigation Act, 1913, was filed with the Clerk of Awards at Auckland, pursuant to section 8 (1) of the said Act, on the 29th day of May, 1919.