

(5410.) NEW ZEALAND FREEZING-WORKS AND RELATED TRADES INDUSTRIAL ASSOCIATION OF WORKERS (REGISTERED) AND CANTERBURY FREEZING-WORKS AND RELATED TRADES EMPLOYEES' INDUSTRIAL UNION OF WORKERS (REGISTERED).— AGREEMENT *RE* OPPENHEIMER CASING COMPANY (LIMITED).

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 23rd day of August, 1919, between the New Zealand Freezing-works and Related Trades Industrial Association of Workers (Registered) and the Canterbury Freezing-works and Related Trades Employees' Industrial Union of Workers (Registered) (hereinafter called "the unions") of the one part, and the Oppenheimer Casing Company (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 incorporated in and 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.

3. This agreement shall continue in force from the day of the date hereof, and thereafter shall continue in force until superseded by

another agreement or by an award made under the provisions of the said Act.

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

THE SCHEDULE BEFORE REFERRED TO.

Hours of Work.

1. The recognized hours of work shall be from 8 a.m. until 5 p.m. on five days of the week, and from 8 a.m. till 12 noon on Saturdays. One hour shall be allowed for lunch. No overtime to be worked after 5 p.m. on Saturday whenever possible.

Classes of Labour.

2. Four classes of labour shall be recognized, viz. : (a) Machine-feeders; (b) classers, scrapers, measurers, tank hands, strippers, vatmen, and motor-drivers; (c) bung hands, salters, horse-drivers, and learners and workers not otherwise specified; (d) boys.

| | | | | <i>Wages.</i> | | | £ | s. | d. | |
|----|------------------|-------------------------------|-----|---------------|---|----|----|----|--------------|--|
| 3. | Class (a) | ... | ... | ... | 0 | 2 | 2 | | per hour. | |
| | Class (b) | ... | ... | ... | 0 | 2 | 1 | | „ | |
| | Class (c) | ... | ... | ... | 0 | 1 | 10 | | „ | |
| | Class (d), boys— | | | | | | | | | |
| | | Under sixteen years | ... | ... | 1 | 7 | 0 | | per week. | |
| | | Sixteen to seventeen years... | ... | ... | 1 | 13 | 0 | | „ | |
| | | Seventeen to eighteen years | ... | ... | 1 | 16 | 0 | | „ | |
| | | Over eighteen years | ... | ... | | | | | Men's wages. | |

| | | | | <i>Piecework Rates.</i> | | | £ | s. | d. | |
|----|--------------------------|-----|-----|-------------------------|---|---|---|----|------------|--|
| 4. | Strippers | ... | ... | ... | 1 | 5 | 0 | | per 1,000. | |
| | Bung hands (short bungs) | ... | ... | ... | 1 | 2 | 6 | | „ | |
| | Bung hands (long bungs) | ... | ... | ... | 1 | 7 | 6 | | „ | |

Overtime.

5. All time worked beyond the hours mentioned in clause 1 hereof shall be considered overtime, and shall be paid for at the rate of time and a quarter for the first two hours, time and a half for the next two hours, and double time thereafter.

Payment of Wages.

6. (a.) Where possible wages shall be paid weekly in the employers' time. Two days' lie-time to be allowed. Any error or omission in the pay-sheet shall be adjusted within forty-eight hours.

(b.) If any worker leaves his employment with his employers' consent or is dismissed by his employers his wages shall be paid in cash immediately following such leaving or dismissal.

Holidays.

7. (a.) All workers and boys shall be allowed the following holidays in each year: Boxing Day, New Year's Day, Good Friday, Easter Saturday, Easter Monday, reigning Sovereign's Birthday, Labour Day, Christmas Day, and shall be paid for such holidays at the same rates as for an ordinary working-day of eight hours. Pieceworkers to receive the hourly rate as agreed upon.

(b.) Any work done on any of the above-mentioned holidays or on Sundays shall be paid for at double rates.

(c.) The employer may agree with the unions to substitute any other day for any of the above-mentioned holidays, and in that event all the provisions of this award shall apply to such substituted day.

Waiting-time.

8. (a.) Should it be necessary at any time to wait for work after the usual hour of starting waiting-time shall be paid hourly hands for all time waited at ordinary rates until time of starting.

(b.) In the event of workers being required to attend the factory and there is no work available each man so attending shall receive a minimum of four hours' ordinary time.

Boys and Learners.

9. The proportion of boys or learners to be employed by the employer shall be one boy or learner to every four workers or fraction of the first four. For the purpose of determining the proportion of boys or learners to workers in taking any new boy or learner the calculation shall be based on two-thirds full-time employment of the workers employed by such employer for the twelve preceding calendar months.

General.

10. (a.) Boots and suitable material for aprons and leggings shall be supplied to those men who require them by the foreman, or an allowance of £3 per year shall be made for gear, such gear to remain the property of the employer.

(b.) When working after 7 p.m. half an hour shall be allowed for tea without deduction.

(c.) Suitable provision shall be made for dressing-room, dining-room, drying-room, and lavatory accommodation.

(d.) A shed for the storage of employees' bicycles shall be provided where required.

(e.) Should the foreman request any worker to work on Saturday afternoon or on Sunday a minimum of two hours shall be allowed to such worker. The foreman shall decide which worker is to be called on, and shall have the right to keep such worker fully employed for the said two hours.

(f.) Working-hours for the ensuing day shall be posted upon a time-board each night.

(g.) Five minutes shall be allowed before knocking-off time to wash and change clothes; where it is necessary to change for meals the above time shall also apply.

(h.) On the first five days of the week fifteen minutes shall be allowed without deduction from the men's pay for washing down. On Saturdays half an hour shall be allowed to all hands without stoppage of pay for a general clean-up of the shed, such washing down to be done to the satisfaction of the foreman.

(i.) Employers shall keep a clock going placed in a prominent position in the workroom of each factory.

(j.) The secretary of the union shall be allowed to visit the shed to discuss union business with the foreman and delegate respecting any matter arising out of this agreement.

(k.) A hot-water urn shall be provided convenient to the dressing-room.

Preference.

11. The employer when engaging any worker shall ascertain whether such worker is a member of the union, and if not his engagement shall be subject to his becoming a member forthwith, without ballot or other election, and remaining a member while in the employ of his employer. The employer shall place no obstacle in the way of collection of any moneys due to the union from members, provided that such collection is not made in working-hours.

Under-rate Workers.

12. (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 the worker after due notice to the unions, by the local Inspector of Factories; such Inspector in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector may think fit to consider after hearing such evidence and argument as the unions and such worker shall offer. Such permit shall be for such period, not exceeding six months, as such Inspector 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 the manner prescribed in this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability it may be fixed for such longer period as such Inspector may think fit.

(b.) 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.

(c.) It shall be the duty of the unions to give notice to the Inspector of Factories of every agreement made with a worker pursuant hereto.

(d.) It shall be the duty of an employer, before engaging a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

Term of Agreement.

13. This agreement shall come into force on the 1st day of August, 1919, and shall continue in operation until the 31st day of August, 1921.

The common seal of the New Zealand Freezing-works and Related Trades Industrial Association of Workers (Registered) was affixed hereto by the undersigned—

[SEAL.]

NEW ZEALAND FREEZING-WORKS AND
RELATED TRADES INDUSTRIAL ASSO-
CIATION OF WORKERS (REGISTERED):
F. NIALL, General Secretary.

Witness—M. C. Cunninghame.

The common seal of the Canterbury Freezing-works and Related Trades Employees' Industrial Union of Workers (Registered) was affixed hereto by the undersigned—

[SEAL.]

CANTERBURY FREEZING-WORKS AND RE-
LATED TRADES EMPLOYEES' INDUS-
TRIAL UNION OF WORKERS:
FRED. HANSEN, President.
F. C. ELLIS, Secretary.

Witness—C. Renn. 25th August, 1919.

Signed on behalf of the Oppenheimer Casing Company (Limited) this 23rd day of August, 1919—

THE OPPENHEIMER CASING COMPANY
(LIMITED):
ROBERT ARLOW, 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.