

## CANTERBURY INDUSTRIAL DISTRICT.

## (5584.) SOUTH CANTERBURY THRESHING-MILLERS.—AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 15th day of January, 1920, between the South Canterbury Threshing-mill Owners' Industrial Union of Employers and the Waimate Workers' Industrial Union of Workers.

*Hours of Work.*

1. The hours of work shall be between 6 a.m. and 8 p.m., except on Saturdays, when the hours of work shall be between 6 a.m. and 6 p.m., but in stook-threshing work shall continue till 7.30 p.m. on Saturdays. Fifteen minutes extra shall be allowed to finish a set, and all time worked before or after these hours shall be deemed overtime and double rates shall be paid.

*Number of Hands to be employed.*

2. Except through accident or illness of any worker the number of hands to be employed at each mill when working shall consist of feeder, driver, three stackmen, three bagmen, one strawman, one waterman, and in camp one cook. In stack-threshing the bag-carriers shall assist stackmen when required. In stook-threshing three men shall be employed in the baghole and three men forking in the paddock, and the farmer shall find an extra man to fork if required.

*Definition of Waterman.*

3. It shall be the duty of the waterman in all cases to attend to his horses whether the mill is working or not, and if necessary to provide water outside the above working-hours specified in clause 1 hereof.

*Rates of Pay.*

4. All hands except the driver, feeder, and cook shall be paid 1s. 9d. per hour and found, the time to commence from when the mill enters upon the farm upon which the crop is to be threshed, and shall continue during all hours worked, including shifting-time from set to set until the finish of the last set on each farm; and fifteen minutes in the morning and fifteen minutes in the afternoon to be allowed for lunch and paid for, but does not include the fifty minutes to be allowed for dinner at any time that the mill may be stopped exceeding ten minutes allowed for repairs or any other unavoidable causes or time occupied in shifting from farm to farm; but if the public road is used to expedite shifting between paddocks or farms immediately opposite one another and the property of one owner such time shall be paid for. The cooks shall be paid £4 15s. per week, and feeder 2s. 3d. per hour. In all cases tents are to be supplied by the employer.

*Stackmen to be employed.*

5. Three stackmen shall be employed.

*Determination of Employment.*

6. Should any man desire to leave the mill during the currency of the season he shall give the driver in charge three days' notice of his intention to do so or forfeit three average days' pay. Should any employer desire to dismiss any worker he shall give him three days' notice or three average days' pay, except where it shall be for incompetence or wilful disobedience of orders, when such dismissal shall be summary and without compensation.

*Tallies of Time worked.*

7. In all cases the number of hours worked shall be kept by the representative of the employer and workers.

*Exemptions.*

8. Drivers shall be exempt from the operation of this agreement.

*Food to be supplied.*

9. All food supplied shall be of sufficient quantity and of good quality, quite up to the standard of that supplied previously under the late co-operative system, and shall be properly cooked, and shall consist of the following number of meals when working: Breakfast, lunch, dinner, lunch, and tea. But when the mill is idle the lunches are not to be supplied.

*Temporary Disputes.*

10. In every case a representative of the men shall be elected or chosen for each mill at each camp, and all trivial disputes that may arise not in contravention of this agreement shall be decided by the representative of the men and the representative of the employer, whose decision shall be final.

*Preference.*

11. If and so long as the rules of the union permit, without ballot or election, any worker of good character and sober habits to become a member of the union, upon written or personal application, on payment of an annual fee not exceeding £1, then members of the Waimate Workers' Industrial Union of Workers shall be employed in preference to non-members, provided that the local secretary or agent of the union is able to supply employers with members of the union who are equally competent and ready and willing to undertake the work required.

*Scope of Agreement.*

12. The operation of this agreement is limited to the South Canterbury District.

*Posting of Agreement.*

13. A copy of this agreement shall be posted up in the galley at each mill by the employers for the information of the men.

*Piecework.*

14. No piecework shall be allowed.

*Payment by Orders.*

15. Each threshing-mill owner in the South Canterbury District party to this agreement, whether he is a member of the South Canterbury Millowners' Union or not, shall pay to the organizer of the Waimate Workers' Union on demand all moneys due to the union for the sale of tickets of enrolment at each mill on the written order of the men enrolled.

*Term of Agreement.*

16. This agreement shall come into force as from the 1st day of January, 1920, and shall continue in force until the 31st day of December, 1921.

SOUTH CANTERBURY THRESHING-MILL OWNERS'  
INDUSTRIAL UNION OF EMPLOYERS :

[SEAL.]

JOHN LITHGOW, President.  
WALTER S. HARKNESS, Vice-President.  
THOS. GREIG.  
JESSE PREDDY.  
DANIEL F. HOPKINSON.  
THOMAS ORR.

WAIMATE WORKERS' INDUSTRIAL UNION OF  
WORKERS :

[SEAL.]

HARRY NELSON, President.  
HENRY WHITE, Vice-President.  
ROY HILDER, Vice-President.  
RICHARD EDDY, Secretary-Treasurer.

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.