

(5977.) CANTERBURY CITY COUNCIL ABATTOIRS EMPLOYEES.—
AGREEMENT.

THIS industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 2nd day of June, 1920, between the Canterbury Freezing-works and Related Trades Industrial Union of Workers (Registered) (hereinafter called "the union") of the one part, and the Mayor, Councillors, and the Citizens of the City of Christchurch (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 This agreement shall continue in force from the day of the date hereof, and thereafter continue in force until superseded by another agreement or by an award made under the provisions of the said Act.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.

SCHEDULE

Hours of Work.

Clause 1. (a.) Slaughtermen: A week's work shall not exceed forty-four hours, to commence at 7 a.m. on Thursday and Saturday, and at 8 a.m. on Monday, Tuesday, Wednesday, and Friday, except in case of a holiday, when an earlier start may be mutually

arranged. Work to cease not later than 5 p.m., except on Saturday, when it shall cease at noon.

(b.) Slaughtermen's assistants and labourers: A week's work shall not exceed forty-eight hours, to commence at 7 a.m. on Thursday and Saturday, and 8 a.m. on Monday, Tuesday, Wednesday, and Friday, except in the case of a holiday, when an earlier start may be mutually arranged. Work to cease not later than 5 p.m., except on Saturday, when it shall cease at noon.

Wages.

Clause 2. (a.) Slaughtermen, £4 10s. per week.

(b.) Slaughtermen's assistants and labourers, £3 14s. per week; youths under seventeen years, £1 15s. per week; youths seventeen to eighteen years, £2 per week; youths eighteen to twenty years, £3 per week.

Casual Slaughtermen.

Clause 3. Casual slaughtermen shall be paid 18s. 6d. per day, the day not to exceed eight hours. All time worked in excess of eight hours in any one day to count as overtime. A casual slaughterman who may be employed by the week must be paid not less than £4 15s. A 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 6 hereof to be paid for four hours or part thereof at double time.

Overtime.

Clause 4. (a.) Slaughtermen: All work in excess of forty-four hours in any one week to count as overtime, and to be paid for at the rate of time and a half.

(b.) Slaughtermen's assistants and labourers: All work in excess of forty-eight hours in any one week to count as overtime, and to be paid for at the rate of time and a half.

Loading.

Clause 5. If slaughtermen, slaughtermen's assistants, or labourers are required to load out before 7 a.m. such work shall be paid for at the rate of 3s. per hour in addition to the ordinary week's wages, the minimum payment for one morning's loading to be 5s., such loading not to start before 5 a.m. Men not attending for loading at the time appointed by the manager shall be paid for time worked only. Men for loading to be taken in rotation. No worker under the age of eighteen years to do loading before 7 a.m.

Holidays.

Clause 6. 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. No work to be done on

the above holidays or Sundays, except that on Easter Monday, Sovereign's Birthday, Prince of Wales's Birthday, and Boxing Day the employer shall be at liberty to employ slaughtermen, slaughtermen's assistants, and labourers for a period not exceeding four hours on each of the above-mentioned holidays for the purpose of slaughtering and assisting in the slaughtering of stock for local consumption only. All such time worked on those days to be paid for at the rate of double time.

General.

Clause 7. (a.) Should any of the workers covered by this agreement be required to attend the Addington Sale-yards, free luncheon to be provided for them.

(b.) All stock to be penned.

(c.) All stock that die outside the slaughterhouse not to be skinned by slaughtermen.

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

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

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

(g.) As soon as slaughtering operations have ceased for the day, assistants to do only the necessary cleaning and washing down. When asked to do outside work after slaughtering operations have ceased they shall be paid overtime rates.

Preference.

Clause 8. (a.) If any employer shall hereafter engage any worker coming within the scope of this agreement 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 provision 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 agreement 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.

Limitation of Agreement.

Clause 9. This agreement shall bind only the parties named herein.

Term of Agreement.

Clause 10. 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.

The common seal of the Mayor, Councillors, and Citizens of the City of Christchurch was hereto affixed the 16th day of June, 1920.

HENRY T. J. THACKER, Mayor.

HY. R. SMITH, Town Clerk.

S. HARPER, Councillor.

[SEAL.]

The common seal of the Canterbury Freezing-works and Related Trades Industrial Union of Workers (Registered) was affixed hereto the 2nd day of June, 1920.

F. HANSEN, President.

F. C. ELLIS, Secretary.

[SEAL.]