

(6542.) TAUMARUNUI BUTCHERS.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 20th day of December, 1920, between Marriott and Co. and Williams and Frankland, of Taumarunui, Master Butchers (hereinafter called "the employers"), of the one part, and the Auckland Butchers' Industrial Union of Workers, an industrial union registered under the Industrial Conciliation and Arbitration Act, 1908, and its amendments (hereinafter called "the union"), of the other part, whereby it is mutually agreed by and between the parties as follows, that is to say :—

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. 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.

## THE SCHEDULE BEFORE REFERRED TO.

*Hours of Work.*

1. The hours of work shall not exceed forty-eight hours per week, and shall be arranged in advance by the employer to suit the requirements of his particular business.

*Overtime.*

2. All overtime shall be paid for at time and a half.

*Wages.*

3. All workers employed in or about a butcher's shop shall receive not less than £4 15s. per week.

*Meat Allowance.*

5. In addition to the foregoing wages workers shall receive meat to the value of 10s. per week.

The wages hereinbefore prescribed are weekly wages, and are not subject to any deductions save through time lost through illness or default of the worker.

*Payment of Wages.*

All wages shall be paid in full on Friday of each week.

*Casual Labour.*—The minimum rate for casual labour shall be at 2s. 6d. per hour. No casual labour shall be allowed for boys.

*Boys and Youths.*—Employers may employ boys and youths at not less than the following rates of wages :—

	Per Week.		
	£	s.	d.
Under the age of sixteen	1	10	0
From sixteen to seventeen	1	15	0
From seventeen to eighteen	2	0	0
From eighteen to nineteen	2	7	6
From nineteen to twenty	2	15	0
From twenty to twenty-one	3	5	0

The proportion of boys or youths shall not be more than one boy or youth to every three or fraction of three journeymen butchers employed.

*Holidays.*

(a.) All workers shall receive the following holidays : New Year's Day, 2nd January, 29th January, Good Friday, Easter Monday, Labour Day, birthday of reigning Sovereign, Christmas Day, Boxing Day, Anzac Day, and the day of the butchers' picnic.

(b.) An employer may arrange with any worker to work for not more than two hours on the morning of any of the foregoing holidays, provided he shall pay in addition to the ordinary pay overtime at the rate of time and a half.

(c.) For each year of service all workers shall receive one week's holiday on full pay.

*Preference.*

Preference of employment shall at all times be given to members of the union.

*Under-rate Workers.*

(a.) Any worker who considers himself incapable of earning the minimum wage fixed by this award 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 union, by the local Inspector of Awards or such other person as the Court may from time to time appoint for that purpose; and such Inspector or other person in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector or other person shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b.) Such permit shall be for such period not exceeding six months as such Inspector or other person 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 manner prescribed by 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 or other person shall think fit.

(c.) Notwithstanding the foregoing it shall be competent for a worker to agree in writing with the president or secretary of the union upon such wage without having the same so fixed.

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

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

This agreement shall come into force on the 20th day of December, 1920, and shall continue in force until the 20th day of December, 1922.

In witness whereof the parties have executed these presents.

MARRIOTT AND Co.:

P. A. MARRIOTT.

Witness—J. N. Coutts.

WILLIAMS AND FRANKLAND:

P.p. J. S. WILLIAMS.

Witness—N. Todd.

The seal of the Auckland Butchers' Industrial Union of Workers was hereunto affixed, this 22nd day of December, 1920.

[SEAL.]

ROBERT HARDMAN, President.

WM. E. SILL, Secretary.

Witness—H. Seed.

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.