

(7118.) DUNEDIN CITY ABATTOIR EMPLOYEES.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 6th day of February, 1922, between the Otago and Southland Freezing-works and Related Trades Employees' Industrial Union of Workers (Registered) (hereinafter called "the union") of the one part, and Messrs. Blackwood and Co., of Dunedin City Abattoirs, Burnside (hereinafter called "the employers"), of the other part, whereby it is mutually agreed by and between the parties 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 This agreement shall continue in force from the day of the date hereof, and thereafter continue in force until superseded by another agreement or by an award made under the provisions of the said Act.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.

THE SCHEDULE BEFORE REFERRED TO.

*Hours of Work.*

1. The recognized hours of work shall be from 8 a.m. till 5 p.m. on five days of the week, and from 8 a.m. till 12 noon on Saturdays, except in the case of a holiday, when an earlier start may be mutually arranged.

*Wages.*

2. Slaughtermen, £5 per week; casual slaughtermen, £1 5s. per day of eight hours; slaughtermen's assistants and labourers, £4 per week. Youths—under seventeen years of age, £1 15s. per week; seventeen to eighteen years of age, £2 10s. per week; eighteen to nineteen years of age, £2 15s. per week.

*Overtime.*

3. 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 double time.

*Holidays.*

4. The following shall be the recognized holidays: New Year's Day, Dunedin Cup Day, picnic day, Good Friday, Easter Saturday, Easter Monday, Sovereign's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day. No work to be done on the above holidays or Sundays, except that on Easter Monday 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.

*Privileges.*

5. Privileges at present existing shall remain in force.

*Payment of Wages.*

6. Wages shall be paid in full weekly or fortnightly.

*Preference.*

7. (a.) If the employer shall hereinafter engage any worker who shall not be a member of the union, and who within one week after his engagement shall not become and remain a member of the union, the employer shall dismiss such worker from his services 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.) Whenever the employer shall employ any worker who is not a member of the union he shall within twenty-four hours thereafter give notice in writing of such employment to the secretary of the union.

*Under-rate Workers.*

8. (a.) Any worker who considers himself incapable of earning the minimum wage may be paid such lower wage as may from time to time be fixed, on the application of the worker after twenty-four hours' notice to the union, by the Inspector of Factories for this district; and 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 shall think fit to consider after hearing such evidence and argument as the union and worker shall offer.

(b.) Whenever occasion arises for so fixing the worker's wage it shall be fixed for such period, not exceeding six months, as such Inspector shall determine: 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 shall think fit.

(c.) It shall, notwithstanding the foregoing, be competent for a worker to agree with the president or secretary of the union upon such wages 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 rate, to examine the permit or agreement by which such wage is fixed.

*Term of Agreement.*

9. This agreement shall come into force as from the 4th day of February, 1922, and shall continue in force until the 31st day of October, 1923.

The common seal of the Otago and Southland Freezing-works and Related Trades Employees' Industrial Union of Workers was affixed hereto by the undersigned—

[L.S.]

A. E. BUDD, President.

J. A. MILBURN, Secretary.

Witness—A. R. Smith.

Signed on behalf of Messrs. Blackwood and Co. this 6th day of February, 1922—

ALEXANDER BLACKWOOD.

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.