

(7942.) SOUTH CANTERBURY THRESHING-MILL EMPLOYEES.—
INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 1st day of November, 1924, between the Waimate Industrial Union of Workers (hereinafter called "the union") on the one part, and the South Canterbury Threshing-mill Owners' Industrial Union of Employers (hereinafter called "the employers") of the other part, whereby it is mutually agreed by and between the parties hereto as follows, that is to say:—

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.

SCHEDULE.

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 until 7.30 p.m. on Saturdays. Fifteen minutes extra shall be allowed to finish a set.

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 and waterman, and, in camp, one cook; but should a mill be fitted with any patent appliance, the work equivalent done by such appliance will be taken into account when manning the mill, and the number of hands reduced accordingly. 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. Tents to be provided for sleeping-accommodation by the employer.

Definition of "Watermen."

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, or any time that the mill may be stopped (exceeding ten minutes) allowed for repairs, or any other unavoidable cause, or any 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 cook shall be paid £4 15s. per week, and the feeder 2s. 3d. per hour.

Determination of Employment.

5. 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.

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

Exemptions.

7. Drivers shall be exempt from the operation of this award.

Food to be supplied.

8. 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, tea. When the mill is idle the lunches are not to be supplied.

Temporary Disputes.

9. 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 award shall be decided by the representative of the men and the representative of the employer, whose decision shall be final.

Preference.

10. 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 entrance fee not exceeding 5s. and subsequent weekly contribution not exceeding 1s. a week for the first month, and £1 5s. a year thereafter, then members of the union 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.

Union Organizer.

11. Any mill may be visited, during stack-threshing only, by an officer of the union once in each season, when such mill shall cease work for a period not exceeding fifteen minutes to permit such officer to transact business of the union. Such time lost shall not be counted as working-time.

Posting of Award.

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

Piecework.

13. No piecework shall be allowed.

Payment of Orders.

14. Each threshing-mill owner in the South Canterbury District, party to this award, whether he is a member of the South Canterbury Threshing-mill Owners' Union or not, shall pay to the organizer of the 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.

Medical Outfit.

15. A St. John Ambulance first-aid compressed kit shall be kept in a convenient and accessible place about the mill.

Scope of Award.

16. This award shall be limited to that part of the Canterbury Industrial District lying between the Rangitata and Waitaki Rivers.

Term of Agreement.

17. This agreement shall come into force on the 1st day of December, 1924, and shall continue in force until the 1st day of October, 1925.

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

The seal of the Waimate Industrial Union of Workers was hereto affixed by order of the union in the presence of—

[SEAL.]

J. COCK, Secretary.
C. SULLIVAN, Member.
R. ELLEN, Member.

The seal of the South Canterbury Threshing-mill Owners' Industrial Union of Employees was hereunto affixed by order of the union in the presence of—

[SEAL.]

JNO. LITHGOW, President.
J. B. MINTER, Member.
W. J. CLARKE, Member.

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.