

## OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

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### 8254.) SOUTHLAND TANNERS AND FELLMONGERS. — INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 30th day of May, 1925, between the Invercargill Tanners and Fellmongers' Industrial Union of Workers (hereinafter called the "union") of the one part and the undermentioned persons, firms, and companies (hereinafter called the "employers") of the other part.

Brown Bros., Fellmongers, Invercargill.

Kingsland Bros. and Anderson (Limited), Tanners and Fellmongers, Invercargill.

Matheson, J., Fellmongers, Kennington.

Southland Butchers' By-products Company (Limited), Fellmongers, West Plains.

Wallis, R. and F. (Limited), Fellmongers, Gore.

That the terms and conditions 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 the agreement.

The said parties hereto shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, 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, and provisions, but shall in all respects abide by and perform the same.

This agreement shall continue in force from the day of the date hereof, and thereafter shall continue in force until superseded by another agreement or by an award made under the provisions of the said Act.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.*

1. (a.) A week's work shall not exceed forty-eight hours, to be regulated by the employer according to the special requirements and circumstances of his business, but so that the ordinary hours of work shall be made to fall between the hours of 7.30 a.m. and 5.30 p.m. on five days of the week, and between 7.30 a.m. and 1 p.m. on the sixth day, such day to be mutually arranged between each employer and its employees.

(b.) Not less than three-quarters of an hour shall be allowed for dinner, between 12 noon and 1 p.m. unless mutually arranged otherwise between the employers and the workers.

##### *Overtime.*

2. Overtime shall be paid for at the rate of time and a half for the first three hours and thereafter double time.

##### *Holidays.*

3. (a.) The following shall be the recognized holidays: New Year's Day, 2nd January, Good Friday, Easter Monday, Labour Day, Birthday of the reigning Sovereign, Christmas Day and Boxing Day.

(b.) Any work done on Christmas Day, Good Friday, Labour Day, or Sundays shall be paid for at the rate of double time; other holidays time and a half.

*Payment of Wages.*

4. Wages shall be paid weekly or fortnightly on Friday, in the employers time.

*Rate of Wages.*

5. (a.) Fellmongery : Wool-sorters, pullers and pelt-classes, 2s. 0 $\frac{1}{4}$ d. per hour.  
 (b.) Bone-grinders, 2s. per hour.  
 (c.) Hand-scourers, wool-washers, scudders, fleshers, and wool-pressers, 1s. 10 $\frac{3}{4}$ d. per hour.  
 (d.) All other workers, 1s. 9d. per hour.  
 (e.) Piecework rates for wool-sorters, 1s. 7d. per hundredweight.

*Tannery Workers.*

6. (a.) Journeymen curriers, machine splitters, machine shaving and whitening, 2s. 1 $\frac{1}{2}$ d. per hour.  
 (b.) Machine setting, drum-stuffing, chrome-tanners, and chrome dyeing, 2s. 0 $\frac{1}{4}$ d. per hour.  
 (c.) Fleshers, scudders, and unhairers, 1s. 10 $\frac{3}{4}$ d. per hour.  
 (d.) Hide and lime-pit hands and tan-yard hands, 1s. 10 $\frac{1}{4}$  per hour.  
 (e.) All other workers, 1s. 9d. per hour.

*Employment of Youths.*

7. The rates of pay for youths shall be as follows : Under sixteen years of age, £1 2s. per week ; sixteen to seventeen years of age, £1 7s. per week ; seventeen to eighteen years of age, £1 14s. per week ; eighteen to nineteen years of age, 11d. per hour ; nineteen to twenty years of age, 1s. 2d. per hour ; twenty to twenty-one years of age, 1s. 5d. per hour.

*Proportion of Youths.*

8. The proportion of youths shall be as follows : One youth to every three or fraction of three workers over twenty-one years of age.

*Under-rate Workers.*

9. (a.) Any worker who considers himself incapable of earning the minimum wage fixed by this agreement 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 be 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 may 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 fixed.

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

#### *Preference.*

10. (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 provisions of the foregoing clause shall operate only if and so long as the rules of the union shall permit any worker within 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.

#### *General Conditions.*

11. (a.) Where a higher rate of wages than is provided for in this agreement is being paid to any individual worker, it shall not be reduced, provided he continues to perform that particular work.

(b.) All workers shall be supplied when necessary with aprons, leggings, gloves, vamps, and all other necessary tools.

(c.) Gum boots shall be supplied to hand wool-washers and workers on skin-dollies.

(d.) Privileges at present existing shall remain in force.

(e.) Proper provisions shall be made for dressing accommodation and for drying wet clothes.

(f.) Lavatory accommodation to the satisfaction of the local Inspector of Factories shall be provided.

(g.) The employer shall keep a clock going placed in a prominent position in each factory.

*Term of Agreement.*

12. This agreement in so far as it relates to wages shall be deemed to have come into force on the 1st day of March, 1925, and so far as all other conditions of this agreement are concerned it shall come into force on the day of the date hereof, and shall continue in force until the 1st day of March, 1927.

For the employer—

KINGSLAND BROS. AND ANDERSON (LIMITED):

J. D. LEITCH, Secretary.

R. AND F. WALLIS (LIMITED):

H. S. WALLIS, Secretary.

BROWN BROS., p.p. J. MATHESON:

G. T. MATHESON.

THE SOUTHLAND BUTCHERS' BY-PRODUCTS  
COMPANY (LIMITED):

ADAM L. ADAMSON, Secretary.

For the union—

R. McLEW, President.

H. M. NICOLL, Secretary.

[SEAL.]

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.