

CANTERBURY INDUSTRIAL DISTRICT.

(8499.) CANTERBURY FREEZING - WORKS AND RELATED TRADES EMPLOYEES (CHRISTCHURCH ABATTOIRS).—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 23rd day of December, 1925, between the Canterbury Freezing-works and Related Trades Industrial Union of Workers (hereinafter called "the union") of the one part, and Messrs. Wootton and Sons and Walter C. Carr, contractors with the Christchurch City Council for the killing of stock at the Christchurch abattoirs (hereinafter called "the em-

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 This agreement shall continue in force from the day of the date hereof, and thereafter continue in force until superseded by another agreement or by an award made under the provisions of the said Act.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

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

(b) Provided it shall be competent for the employers to employ these workers on one day of the week for fifteen minutes later than the prescribed time, for a cut-out, on payment of double-time rates.

(c) It is further provided that employers may employ slaughtermen from 7 a.m. on the day preceding a holiday, in which case the starting-time for Saturday in that week shall be 8 a.m., instead of 7 a.m. as mentioned in clause 1 (a).

2. (a) *Slaughtermen's Assistants and Labourers.*—A week's work shall not exceed forty-four hours, to commence at 7 a.m. on Thursday and Saturday, and 8 a.m. on Monday, Tuesday, Wednesday, and Friday. Work to cease not later than 5 p.m., except on Saturday, when it shall cease at noon.

(b) Provided it shall be competent for the employers to employ assistants and labourers from 7 a.m. on the day preceding a holiday, in which case the starting-time for Saturday in that week shall be 8 a.m., instead of 7 a.m. as mentioned in clause 2 (a).

(c) Employers may employ assistants to have gambrels and wheels ready for the slaughtermen by starting-time, and to do the necessary cleaning down when required to do so after slaughtermen have ceased work, provided that overtime rates shall be paid for all time worked in excess of forty-four hours in the week, or in excess of nine and a half hours on any one day.

Wages.

3. (a.) Slaughtermen shall receive £5 11s. per week.
 (b.) Slaughtermen's assistants and labourers, £4 13s. per week.
 (c.) Youths may be employed at the following rates: Under seventeen years of age, £2 3s. 4d. per week; between seventeen and eighteen years of age, £2 9s. 3d. per week; between eighteen and twenty years of age, £3 13s. per week.

Casual Slaughtermen.

4. Casual slaughtermen shall be paid £1 2s. 9d. 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 £5 16s. 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 day of the holidays prescribed in clause 7 hereof to be paid for four hours or part thereof at double time.

Overtime.

5. (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-four hours in any one week to count as overtime, and to be paid for at the rate of time and a half.

Loading.

6. If 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.

7. The following shall be the holidays: New Year's Day, Good Friday, Easter Monday, Sovereign's Birthday, Anzac Day, Christmas Day, Boxing Day, Labour Day, Show Day, and Picnic day, which shall be observed on a Saturday. No work to be done on the above holidays or Sundays, except that on Easter Monday, Sovereign'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 these

days to be paid for at the rate of double time. Provided that when a Christmas Day falls on a Tuesday employers may employ their employees on the preceding Sunday on payment of double ordinary rates.

General.

8. (a.) Should any of the workers covered by this agreement be required to attend the Addington Saleyards, free luncheon to be provided for them.

(b.) When Addington sale day falls on any of the above-mentioned holidays employers may employ such men as are required to do any work there, on payment of ordinary rate for such time worked in addition to the weekly wage.

(c.) All stock to be penned.

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

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

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

(g.) 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.

(h.) 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.

(i.) Employers shall provide a first-aid outfit, which shall be kept as near to the board as possible.

Preference.

9. (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 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.

10. This agreement shall bind only the parties named herein.

Term of Agreement.

11. This agreement shall come into operation on the 1st day of January, 1926, and shall continue in operation until the 30th day of November, 1928.

The common seal of the Canterbury Freezing-works and Related Trades Industrial Union of Workers (Registered) was affixed hereto this 23rd day of December, 1925.

[SEAL.]

T. KEARNEY, Member of Executive.
F. C. ELLIS, Secretary of Union.

Signed on behalf of Wootton and Sons this 23rd day of December, 1925.

WOOTTON AND SONS.

Signed on behalf of Walter Collinson Carr this 23rd day of December, 1925.

WALTER C. CARR.

Witness to signatures—W. H. Haggar, Conciliation Commissioner.

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.