

(8190.) WANGANUI AND RANGITIKEI DISTRICTS BUTCHERS.—
AWARD

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the Wanganui Operative Butchers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

- Allen, R., Butcher, Horopito.
 Allen, Robert and Co., Butchers, Main Street, Ohakune.
 Ambrose, George, Pork-butcher, Avenue, Wanganui.
 Anderson, George N., Butcher, Seddon Street, Raetihi.
 Benning, J. W., Butcher, Main Road, Ohingaiti.
 Berryman, J., Butcher, Gonville, Wanganui.
 Bristol, T. L., and Co., Butchers, Avenue, Wanganui.
 Broadbent and Cox, Butchers, Ingestre Street, Wanganui.
 Cameron, K., Butcher, Hunterville.
 Campion, Butcher, Marton Junction.
 Eatox Beef Company, Butchers, Avenue, Wanganui.
 Hawke, H. E., Butcher, Turakina.
 Heard, C., Butcher, Mangaweka.
 Higginbottom Bros., Butchers, Waverley.
 Leighton and Co., Butchers, Hautapu Street, Taihape.
 Leighton and Co., Butchers, Utiku.
 McDonald, W. S., Butcher, Mangaweka.
 Mather, T., Butcher, Seddon Street, Raetihi.
 Morris, George, Butcher, High Street, Marton.
 Morris, George, Butcher, Pokako.
 O'Dea, T., Butcher, Taihape.
 Phillips, A., Butcher, Crofton.
 Pope, J. B., Butcher, Lakes Road, Ohakune.
 Rue, H., Pork-butcher, Wellington Road, Marton.
 Senior and Bennett, Butchers, Guyton Street, Wanganui.
 Sherman and Son, Butchers, Liverpool Street, Wanganui.
 Sinclair, R., Butcher, Turangerere.
 Smith, F., Pork-butcher, Taihape.
 St. John's Meat Company (A. Pearce, Proprietor), Victoria Avenue, Wanganui.
 Stubbins, J., Butcher, Rangataua.
 Summerville and Rountree, Butchers, Kai-Iwi.
 Symons, W. H., Butcher, Moana Street, Wanganui East.
 Timbs, S. (Limited), Butchers, Hautapu Street, Taihape.
 Tiu Street Meat Company, Butchers, Taihape.
 Tucker, W., Butcher, Puriri Street, Gonville, Wanganui.
 Wanganui Meat Freezing Company (Limited), Butchers, Avenue, Wanganui.

White, G., Butcher, Ohingaiti.

Windleburn, J. H., Butcher, Mill Street, Marton.

Wright and Sons, Butchers, Duncan Street, Wanganui East.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives duly appointed, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, doth hereby order and award:—

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award 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 award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that a penalty as by law provided shall be payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect from the 18th day of May, 1925, and shall continue in force until the 30th day of October, 1927, and thereafter as provided by subsection (1) (d) of section 90 of the Industrial Conciliation and Arbitration Act, 1908.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand this 5th day of May, 1925.

[L.S.]

F. V. FRAZER, Judge.

SCHEDULE.

Hours of Work.

1. (a.) A week's work shall not exceed forty-eight hours, to be worked as follows: Between the hours of 7 a.m. and 4.30 p.m., or 7.30 a.m. and 5 p.m., with one hour for lunch, on five days of the

week; between 12 noon, on the day that employers are allowed for breakfast. The hours of 7 a.m. and 11.30 a.m., or 7.30 a.m. and 12 noon, on the day of the weekly half-holiday: Provided, however, that employers shall be permitted to commence work at 6.30 a.m. on one day in each week, and on such day half an hour shall be allowed for breakfast.

(b.) The hours of work in any shop in which the business is solely that of a pork-butcher shall be as follows: Not more than forty-eight hours in any one week on four days between the hours of 8 a.m. and 5.30 p.m., with one hour for dinner, on one day between the hours of 8 a.m. and 8 p.m., with one hour for dinner and one hour for tea, and on the day of the weekly half-holiday from 8 a.m. to 12 noon. This subclause shall not apply to any shop in which any fresh meat, other than pork, is sold.

(c.) Each employer shall notify the union within three days what the starting and finishing hour shall be for each of his workers, and such hours when so fixed shall continue for a period of not less than six months, when either party to the award may make application for an alteration or continuance of same.

(d.) For the purpose of calculating the hours of work, each of the holidays hereinafter mentioned shall be deemed to be a day worked for the number of hours usually worked on that day of the week although no work shall have actually been done on such holiday.

(e.) An employer may arrange with any worker to commence work on any day not earlier than 5 a.m. for the purpose of carting meat from the abattoirs or slaughterhouses, provided such workers shall be allowed an equivalent time off at the end of each such day.

Wages.

2. (a.) Workers shall be paid not less than the wages specified in the following scale:—

	Per Week.
	£ s. d.
First shopman or man in charge	5 17 6
Second shopman	5 5 0
First small-goods man	5 17 6
All other workers connected with the shop or small-goods department	4 16 0

(b.) In shops where a small-goods man or second shopman is not substantially employed, the man or men doing the small-goods or serving in the shop shall be classed as "general hand" or "general hands," and shall receive second shopman's wages.

(c.) The wages hereinbefore prescribed are weekly wages, and are not subject to any deduction, except for time lost through default or illness of the worker.

(d.) Any worker receiving a higher rate of wages than the minimum prescribed shall not have his wages reduced.

(e.) One week's notice shall be given by either party of the termination of the employment.

(f.) Any employee, other than a first shopman, who is substantially employed and performing the duties of a shopman shall be classed as second shopman.

Casual Labour.

3. All casual workers shall be paid at the rate of not less than 2s. 6d. per hour, with a minimum of four hours on the day of the half-holiday and six hours on any other day on which such workers shall be employed. "Casual worker" shall mean any person whose engagement is for a period of less than five and a half consecutive days.

Boys and Youths.

4. (a.) Employers may employ boys and youths at not less than the following rates:—

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

Provided, however, that a youth between nineteen and twenty-one years of age who has served not less than three years at the trade shall receive £3 10s. per week.

(b.) The proportion of boys or youths shall be one to every three men or fraction of the first three.

Holidays.

5. (a.) All workers shall receive the following holidays: New Year's Day, 2nd January, Anniversary Day, Good Friday, Easter Monday, Labour Day, Sovereign's Birthday, Christmas Day, Boxing Day, Show (People's) Day, and the Operative Butchers' annual picnic day. The employers shall have the right to fix the day of the week, but not otherwise the date of this last-mentioned holiday.

(b.) Should any of the above-mentioned holidays fall on a Sunday, then for the purposes of this award such holidays shall be observed on the following Monday.

(c.) One holiday of one week on full pay shall be granted to each worker under this award on completion of each year of service, such holidays to be exclusive of any holiday mentioned in subclause (a) of this clause.

(d.) All time worked under the previous award shall count as if worked under this award for the purpose of calculating the years of service.

(e.) A worker completing six months' service and his employment terminating shall be granted pay in lieu of holidays in the same proportion according to the length of his service: Provided that this subclause shall not apply in the case of a worker dismissed for wilful misconduct.

(f.) All work done on Sundays, Christmas Day, or Good Friday shall be paid for at double-time rates, and all work done on any of the other specified holidays or on any holidays observed in lieu thereof shall be paid for at the rate of time and a half. The said payments shall be in addition to the ordinary weekly wage.

Weekly Half-holiday.

6. No worker shall be employed after 12 noon on the day of the weekly half-holiday.

General.

7. (a.) In the case of weekly employment, where a worker is substantially employed in any capacity he shall be paid the rate of wages laid down for that class of employment.

(b.) All overtime and wages shall be paid in full on Friday of each week before the closing-hour.

(c.) In shops and factories the rotation of employment shall be as follows: First shopman, second shopman, all other workers; or first small-goods man, second small-goods man, all other workers.

(d.) A copy of this award shall at all times be affixed in some conspicuous place at or near the entrance to the shop or factory, and in such a position as to be easily accessible to the persons employed therein.

(e.) At all establishments accommodation shall be provided for hanging up and changing clothes.

(f.) No worker who has charge of or drives any motor-vehicle for his employer and stables or accommodates such vehicle on his own premises shall be permitted to do any cleaning or repairing work on such vehicle at his place of residence either before or after the hours for starting or finishing work as set out in this award, or on any holiday or a Sunday.

(g.) The employment of female labour other than the wife or daughter of the employer shall not be permitted under any consideration, and no employer shall be permitted to have the assistance of female labour at any time.

(h.) No boy or youth under the age of sixteen years shall be employed to have charge of any cart or motor in which meat is delivered or sold.

(i.) The employment of casual boy labour by either employer or employee is not allowed, and employees are not permitted to have the assistance of any casual boy labour at any time.

Overtime.

8. (a.) All time worked after the ordinary time for ceasing work on any day shall be deemed to be overtime and shall be paid for at time-and-a-half rates.

(b.) All time worked before the ordinary starting-time in the morning as set out in the hours-of-work clause shall be paid for at double-time rates.

(c.) For the purpose of calculating overtime, any overtime under half an hour shall count as half an hour, and if over half an hour but under one hour as one hour worked.

Time and Wages Book.

9. Each employer shall keep and enter or cause to be kept and entered up a book containing the names of each of the workers to whom this award applies, the class of work performed by each worker, and the time during which he has been employed during each day.

Early Closing of Shops.

10. (a.) In exercise of the powers conferred by section 69 of the Shops and Offices Act, 1921-22, it is ordered that all butchers' shops, and the shops of every person, firm, or company in which fresh meat, other than pork, is sold, shall be closed as follows: At the hour of 5 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday, and at the hour of 12.30 p.m. on Saturday: except in the case of shops observing Wednesday or Thursday as the half-holiday, in which case the closing-hours shall be at 12 noon on Wednesday or Thursday and 5 p.m. on Saturday. In the case of pork-butchers—at the hour of 6 p.m. on Monday, Tuesday, Wednesday, Thursday; at the hour of 9 p.m. on Friday; and at the hour of 1 p.m. on Saturday, except in the case of shops observing Wednesday or Thursday as the half-holiday, in which case the closing-hours shall be 1 p.m. on Wednesday or Thursday and 6 p.m. on Saturday: Provided that on Christmas Eve and New Year's Eve the closing-hour shall be 10 p.m.

(b.) All shops mentioned in the preceding subclause shall be closed from the hour of 7 a.m. on those days set out as holidays, or days observed in lieu thereof, in clause 5 hereof.

Matters not provided for.

11. Any dispute in connection with any matter not provided for in this award shall be settled between the particular employer concerned and the secretary or president of the union, and in default of any agreement being arrived at, then such dispute shall be referred to the Conciliation Commissioner, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner, may appeal to the Court upon giving written notice of such appeal to the other party within seven days after such decision shall have been communicated to the party desiring to appeal.

Under-rate Workers.

12. (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 Awards 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.

13. (a.) If any employer shall hereafter engage any worker coming within the scope of this award who shall not be a member of the union, and who shall not become a member thereof within thirty 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 this clause shall operate only if and so long as the rules of the union shall permit any worker coming within the scope of this award 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 9d. per week.

(c.) Whenever an employer shall employ any worker who is not a member of the union he shall give notice in writing or verbally of such employment to the secretary of the union within one week after the employment of such worker.

Scope of Award.

14. This award shall operate in that portion of the Wellington Industrial District which is bounded by a straight line drawn from the

mouth of the Patea River to Pipiriki, up the Wanganui River to the 39th parallel, along the 39th parallel to the Ruahine Ranges, along the Ruahine Ranges to the Kawhatu Stream, thence along the Kawhatu Stream to the Rangitikei River, continuing along the Rangitikei River to the sea.

Term of Award.

15. This award shall come into force on the 18th day of May, 1925, and shall continue in force until the 30th day of October, 1927.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 5th day of May, 1925.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

The Court has settled a number of disputed clauses on the lines of other recent awards.

[L.S.]

F. V. FRAZER, Judge.