

## (10163.) GISBORNE ABATTOIR ASSISTANTS.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and amendments thereto, this 14th day of August, 1931, between the Poverty Bay Freezing-works and Related Trades Industrial Union of Workers (hereinafter called "the union") of the one part, and the Gisborne Borough Council (hereinafter called "the employers") 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 This agreement shall continue in force from the date hereof, and thereafter continue in force until superseded by another agreement or by an award made under the provisions of the said Act.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 executed these presents the day and the year first before written.

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SCHEDULE.

*Hours of Work.*

1. The ordinary hours of work shall not exceed forty-four per week, to commence at 8 a.m. on Monday, Tuesday, Wednesday, and Friday, and at 7 a.m. on Thursday and Saturday. Work to cease not later than noon on Saturday. No longer period than nine hours shall be worked on any one day without payment of overtime, with the exception of Thursday, upon which a period of ten hours may be worked.

2. Casual labour may be employed when found necessary, the same to observe the hours of the permanent employees. The minimum time for such employment shall be six hours, but when found necessary to employ a casual hand for one week or more, then such labour shall be paid for at the rates fixed for permanent employees.

*Wages.*

3. Wages shall be paid on a weekly basis, and shall be as follows : Slaughtermen, £5 10s. per week ; casual slaughtermen, 3s. 6d. per hour ; assistants, £4 10s. per week ; casual assistants, 2s. 6d. per hour.

*Overtime.*

4. All work done in excess of forty-four hours per week to count as overtime, and shall be paid for at the rate of time and a half. When casual men are employed, overtime shall be paid after eight hours' work on five days of the week, and after four hours' work on Saturdays.

*Holidays.*

5. Employees shall have holidays during the year to fit in with the current Retail Butchers' award. All work done on these specified holidays shall be paid for at the rate of time and a half. (Holidays at present observed by retail butchers being New Year's Day, 2nd of January, Good Friday, Easter Saturday, Easter Monday, Labour Day, Sovereign's Birthday, Christmas Day, Boxing Day, Anzac Day, and Show Day.) Two weeks' holiday on full pay shall be allowed each worker (irrespective of the specified holidays as above provided) after twelve months' service ; no holiday will be allowed to accumulate or any allowance made to workers who leave without first obtaining consent of the employer. Where men are dismissed they shall receive the proportion of holiday allowance due.

*General.*

6. (a) A first-aid outfit shall be available at all times at the abattoirs.

(b) Fifteen minutes' " smoke-oh " shall be allowed both morning and afternoon.

(c) A hot-water urn shall be provided.

(d) A hot-water shower shall be provided.

(e) Disinfectants shall be available at all times.

(f) Wages shall be paid fortnightly in cash. Casual employees to be paid when discharged.

(g) The employers shall provide saws, choppers, and knives, and all tools necessary to carry on the work.

(h) The employer shall have the right to keep men fully employed for forty-four hours per week at work solely confined to the abattoirs and precincts, and in connection with abattoir work.

(i) The dressing and bath room shall be convenient to each other and shall be fly-proof. These shall be kept clean by the employer.

(j) The employer shall see that no daggy sheep are penned up for killing.

(k) 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 to be expedient.

(l) Not less than forty-five minutes shall be allowed for meals.

(m) That the methods of killings and work at the abattoirs at present existing shall continue.

#### *Under-rate Workers.*

7. Court's usual clause.

#### *Preference.*

8. (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.*

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

#### *Term of Agreement.*

10. This agreement shall come into operation on the 17th day of August, 1931, and shall continue in operation until the 16th day of August, 1933.

The common seal of the Mayor, Councillors, and Burgesses of the Borough of Gisborne was hereunto affixed this 20th day of August, 1931, in the presence of—

[SEAL.]

D. W. COLEMAN, Mayor.

H. E. MAUDE, Councillor.

R. D. B. ROBINSON, Town Clerk.

The seal of the Poverty Bay Freezing-works and Related Trades Industrial Union of Workers was affixed in our presence—

[SEAL.]

T. SHARP, President.

C. E. BICKFORD, Secretary.