

WELLINGTON INDUSTRIAL DISTRICT.

(10406.) WELLINGTON INDUSTRIAL DISTRICT BUTCHERS.—
INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and of section 5 of the Industrial Conciliation and Arbitration Amendment Act, 1932, this 9th day of March, 1933, embodies the terms of the settlement arrived at by the assessors appointed for the hearing of the industrial dispute between the Wellington Operative Butchers Industrial Union of Workers (Trades Hall, Wellington), (hereinafter called "the union") of the one part, and J. Benge, Butcher, Main Road, Karori, Wellington, and other persons, firms, and companies cited as in attached schedule (hereinafter called "the employers") of the other part, whereby it is mutually agreed by and between the said assessors as set out in the schedule hereto.

LIST OF PARTIES.

Wellington.

- Adler, G., Butcher, Cuba Street, Wellington.
 Allanson and Morley, Butchers, Cuba Street, Wellington.
 Bannin, G., Butcher, 55 Northland Road, Wellington.
 Barber and Co., Butchers, 137 Lambton Quay, Wellington.
 Barons, R. E., Butcher, Alicetown, Lower Hutt.
 Barrott, W. J., Butcher, Main Road, Karori, Wellington.
 Belsham and Naylor, Butchers, 458 Adelaide Road, Wellington.
 Benge, R. (Executors of), Butchers, Aro Street, Wellington.
 Benge, J. J., Butcher, Main Road, Karori, Wellington.
 Bird, C., Butcher, Moera, Lower Hutt.
 Blackburn, I., Butcher, Cambridge Terrace, Wellington.
 Boniface, H., Butcher, 213 Riddiford Street, Wellington.
 Bonish, R., Butcher, Aro Street, Wellington.
 Bonner, F. C., Butcher, Eastbourne, Wellington.
 Bramley, W. H., Butcher, Johnsonville and Khandallah.
 British Meat Co. (F. O. Mooney), Butchers, Cuba Street, Wellington.
 Bryenton Bros., Butchers, Riddiford Street, Wellington.
 Button, Butcher, 30B Waitoa Road, Wellington.
 Campion, J. S., Butcher, Pirie Street, Wellington.
 Capil, H., Butcher, 145 Willis Street, Wellington.
 Central Meat Mart (T. Kilpin, Manager), Butchers, Ghuznee Street, Wellington.
 Cheesman, J., Butcher, 185 Cuba Street, Wellington.
 Christophersen, V. N., Butcher, Park Road, Miramar, Wellington.
 City Meat Co., Ltd., Butchers, Cuba Street, Wellington.
 Clarke, R., Butcher, Main Road, Karori, Wellington.
 Costigan, G. P. (Hutt Meat Co.), Butchers, Lower Hutt.
 Couper, H. S., Butcher, Taranaki Street, Wellington.
 Cuba Street Meat Mart, Ltd., Butchers, Cuba Street, Wellington.
 Curle, E., Butcher, Lower Hutt.
 Curle, W., Butcher, 160 Main Road, Karori and Cuba Street, Wellington.
 Currin, M. A., Jackson Street, Petone.
 Dobson, J., Butcher, The Parade, Island Bay, Wellington.
 Donkin, J., Butcher, Lower Hutt.

- Douglas, H., Butcher, 49 Tasman Street, Wellington.
 Dowling, G., Butcher, 23B Waitoa Road, Hataitai, Wellington.
 Duncan, A., Butcher, Willis Street, Wellington.
 Evans, A., Butcher, Rongotai, Kilbirnie, Wellington.
 Evans, J., Butcher, Jackson Street, Petone.
 Excelsior Meat Supply, Butchers, Jackson Street, Petone.
 Fanthorpe, C., Butcher, The Parade, Island Bay, Wellington.
 Fearon, J., Butcher, Terminus, Island Bay, Wellington.
 Fenton, H. V., Butcher, Manners Street, Wellington.
 Flipp, F., Butcher, Bay Road; Coutts Street; Onepu Road, Wellington.
 Foy, H., Butcher, Park Street, Wellington.
 Gadsby, A., Butcher, Jackson Street, Petone.
 Gadsby, W. A., Butcher, Jackson Street, Petone.
 Geaney Bros., Butchers, Seatoun, Wellington.
 Gear Meat Co., Ltd., Butchers, Lambton Quay, Wellington; and Jackson Street, Petone.
 Goodwin, F., Butcher, Vivian Street, Wellington.
 Green, G., Butcher, Riddiford Street, Wellington.
 Gunn, G., Butcher, Trentham.
 Gunn, J., Butcher, Jackson Street, Petone.
 Guy and Johansen, Butchers, Pirie Street, Wellington.
 Harris, H. M., Butcher, Onepu Road, Wellington.
 Hart, W. J., Butcher, The Parade, Island Bay, Wellington.
 Hataitai Butchery (H. Morgan), Butchers, Hataitai, Wellington.
 Hayward, H. W., Butcher, Jessie Street, Petone.
 Heyworth, J., Butcher, Kent Terrace, Wellington.
 Hill Bros., Ltd., Pork-butchers, Lambton Quay and Willis Street, Wellington.
 Hoare, F., Butcher, Courtenay Place, Wellington.
 Hook Bros., Butchers, Tawa Flat.
 Hook's Delicacies, Pork-butchers, Courtenay Place, Wellington.
 Hooper, A. C., Butcher, Riddiford Street, Wellington.
 Howard and Tilyard, Butchers, The Parade, Island Bay, Wellington.
 Hughes, J., Butcher, Aro Street, Wellington.
 Jenkins, W. (Home Kitchen), Pork-butcher, Cuba Street, Wellington.
 Jones, M. S., and Sons, Butchers, Riddiford Street, Courtenay Place, and Miramar, Wellington.
 Josephs, W., Butcher, Hataitai and Seatoun Road, Wellington.
 Kerr Bros., Butchers, 310 Lambton Quay, Wellington.
 Kuch, J., Pork-butcher, Courtenay Place, Wellington.
 Lennox, E. N., Butcher, 53A Cambridge Terrace, Wellington.
 Liddle, F. C., Butcher, Johnsonville.
 Ludlow, L. A., Butcher, Park Road, Miramar, Wellington.
 Luxford, P. C., Butcher, Riddiford Street and Constable Street, Wellington.
 Martin, G. G., Butcher, 71 Cuba Street, Petone.
 McKay, J., Butcher, Rintoul Street, Wellington.
 McKercher, W. O., Butcher, Jackson Street, Petone.
 McLachan, H., Pork-butcher, Riddiford Street, Wellington.
 Miles, E., Butcher, Majoribanks Street, Wellington.
 Miles, G., Butcher, Moxham Avenue, Hataitai, Wellington.
 Morris, D., Butcher, Petone.
 Munday and Alcock, Butchers, Main Road, Lower Hutt.
 Nash, C. A., Butcher, Tinakori Road, Wellington.
 Nash, G., Butcher, Wadestown.
 Newport, W., Butcher, Seatoun, Wellington.
 O'Connor, H. J., Butcher, Kaiwarra.
 Oliver, G., Butcher, Dixon Street, Wellington.
 Osmond, A., Butcher, 61 Cambridge Terrace, Wellington.
 Painter, F. A., Butcher, 17 Maida Vale Road, Roseneath, Wellington.
 Parsons, H., Butcher, Upper Hutt.

Petersen, C., Butcher, Constable Street, Wellington.
 Phillips, J., Butcher, Riddiford Street, Wellington.
 Picot Bros., Butchers, Thorndon Quay, Wellington.
 Preston, A. E., Ltd., Butchers, Willis Street, Cuba Street, Courtenay Place,
 Molesworth Street, and Taranaki Street, Wellington.
 Read, K. L., Butcher, Kelburn, Wellington.
 Robinson, H. E., Butcher, Onepu Road and Courtenay Place, Wellington.
 Rod, J., and Co., Butchers, Allen Street, Wellington.
 Rooney, T., Butcher, Main Road, Karori, Wellington.
 Rudkin, H. H., Butcher, Rua Street, Wellington.
 Russell, T., and Sons, Butchers, Upper Hutt.
 Ryder Bros., Butchers, Jackson Street, Petone.
 Serci, V., Butcher, The Parade, Island Bay, Wellington.
 Slinn, T. W., Butcher, Lower and Upper Hutt.
 Smith, G. H., Butcher, Cleveland Street, Brooklyn, Wellington.
 Strong, L., Butcher, Jackson Street, Petone.
 Swinson, G., Butcher, Lower Hutt and Petone.
 Symonds Ltd., Butchers, 18-22 Courtenay Place, Wellington.
 Symonds, F., Butcher, 170 Adelaide Road, Wellington.
 Symonds, J. (Farmers' Meat Co.), Butchers, Cuba Street, Wellington.
 Symonds, W. E. and A. D., Butchers, Johnsonville.
 Te Aro Meat Co. (N. Clout), Butchers, Cuba Street, Wellington.
 Terriss, W., Butcher, Awa Road, Miramar, Wellington.
 Thorndon Meat Co. (R. Hankins), Butcher, Molesworth Street, Wellington.
 Thornley, A., Butcher, Ngaio.
 Tills, W., Butcher, Lambton Quay and Molesworth Street, Wellington.
 Tomlin, W., Butcher, Wellington Road, Wellington.
 Townsend and Paul, Ltd., Butchers, Allen Street, Wellington.
 Tunley, W., Butcher, Molesworth Street, Wellington.
 Vango, A., Butcher, Willis Street, Wellington.
 Walton, R., Butcher, Nikau Street, Miramar, Wellington.
 Walker, J., Butcher, 110 Lambton Quay, Wellington.
 Warren, W., Butcher, Ohio Road, Brooklyn, Wellington.
 Wellington Meat Export Co., Ltd., Butchers, Ngahauranga.
 Williams, A., Butcher, Rex Street, Miramar, Wellington.
 Wilson, C. A., Butcher, Adelaide Road, Wellington.
 Wilson, E. J., Butcher, Miramar, Wellington.
 Wilson, L. R., Butcher, Moera, Lower Hutt.
 Wolland, W., Butcher, Tory Street, Wellington.
 Wood Bros., Butchers, Cuba Street, Riddiford Street, Coutts Street, and
 Adelaide Road, Wellington.
 Wright, W., Butcher, Tasman Street, Wellington.
 Yates, G., Butcher, Adelaide Road, Wellington.

Manawatu.

Bishop, J. W., Butcher, Levin.
 Bryant, R., Butcher, Foxton.
 Cameron, K., Butcher, Bunnythorpe.
 Carmichael, L., and Co., Butchers, Levin.
 Coles, L. R., Butcher, Paekakariki.
 Devine and Watkins, Butchers, Weraroa.
 Evenden and Pilcher, Butchers, Otaki.
 Excelsior Meat Co., Butchers, Levin.
 Fagan, H. G., Butcher, Sanson.
 Foxton Meat Co., Butchers, Foxton.
 Fraser, T., Butcher, Rongotea.
 Gedye, P. M., Butcher, Sanson.
 Hadfield, G., Butcher, Paraparaumu.
 Hughes, T., Butcher, Paraparaumu.

Longburn Freezing Co., National Mortgage Co., Ltd., Butchers, Longburn.
 Manawatu Meat Co. (J. F. Carter, Manager), Butchers, Levin.
 Mangahao Meat Co. (Mason and Peach), Butchers, Shannon.
 McBeth, A., Butcher, Otaki.
 McBeth and Sons, Butchers, Otaki.
 Morris, R., Butcher, Ashhurst.
 O'Connell, D. M., Butcher, Bulls.
 O'Donald, H., Butcher, Manakau.
 Read, D., Butcher, Paraparaumu.
 Riches, J., Butcher, Foxton.
 Stevens, H., and Co., Butchers, Bulls.
 Teaz, S., Butcher, Rongotea.
 Titcombe, E., Butcher, Foxton and Tokomaru.
 Williamson, H. J., Butcher, Sanson.
 Wilton, A. W., Butcher, Rongotea.

Palmerston North.

Batson, A. V., Butcher, Main Street West, Palmerston North.
 Cockery, L. J., Butcher, Albert Street, Palmerston North.
 Curtis, F. J., Butcher, Main Street East, Palmerston North.
 Dixon and Decleen, Butchers, Broadway, Palmerston North.
 Edwards, E., Butcher, Chelwood Street, Palmerston North.
 Evans, P. N., Butcher, George Street, Palmerston North.
 Excelsior Meat Co., Butchers, Rangitikei Street, Palmerston North.
 Galbraith, J., Butcher, George Street, Palmerston North.
 Graham, A. A., Butcher, 103 Rangitikei Street, Palmerston North.
 Gray, C., Butcher, Main Street West, Palmerston North.
 Hansel, A. E., Butcher, Broadway, The Square, and Maire Street, Palmerston North.
 Jones, S. W., Butcher, Cuba Street, Palmerston North.
 Kairanga Meat Co., Ltd., Butchers, The Square, Palmerston North.
 Manawatu Meat and Cold Storage Co., Ltd., Butchers, Broadway, Featherston Street, Featherston Street West, McGiffort Street, and Rangitikei Street, Palmerston North.
 Mann, W., Butcher, Main Street East, Palmerston North.
 Matthews, A., Butcher, Cuba Street, Palmerston North.
 Oliver, A. O., Butcher, Main Street, Palmerston North.
 Rennett, H., Butcher, Church Street East, Palmerston North.
 Siddells, E., Butcher, Broadway, Palmerston North.
 Snell, S. H., Butcher, Main Street East, Palmerston North.
 Snelling, G. L., Butcher, Cuba Street, Palmerston North.
 Thwaites and Co., Butchers, Ferguson Street East, Palmerston North.
 Thwaites, E. F., Butcher, The Square, Palmerston North.
 Thwaites, J., Butcher, The Square, Palmerston North.
 Toms and Son, Butchers, Russell Street, Palmerston North.
 Walters, E., Butcher, Cuba Street, Palmerston North.
 White, G., Butcher, Main Street, Palmerston North.

Feilding.

Anderson Bros., Butchers, Halcombe.
 Burton, J., and Co., Butchers, Halcombe.
 des Landes, E. M., Butcher, Ferguson Street, Feilding.
 England, E. G., Butcher, Waituna.
 Evans and Galbraith, Butchers, Feilding.
 Feilding Bacon Co., Butchers, Warwick Street, Feilding.
 Malcolmson Bros., Butchers, East Street, Feilding.
 McKay, W., Butcher, Kimbolton.
 McKay, W., Butcher, Apiti.

Nesbit, W., Butcher, Ferguson Street, Feilding.
 Sporle, R. J., Butcher, Kimbolton Road, Feilding.
 Stewart, H. G., Butcher, Manchester Street, Feilding.
 The Feilding Farmers' Freezing Co. (Thos. Borthwick, A/sia., Ltd.), Butchers,
 Feilding.
 Watkins, F., Butcher, Feilding.
 Watts, G. P., Butcher, Ferguson Street, Feilding.
 Winn, W., Butcher, Feilding.

Hawke's Bay.

Alloway, A., Butcher, Heretaunga Street, Hastings.
 Ashworth and Gavin, Butchers, Storford Lodge, Hastings.
 Bould, A. W. B., Butcher, Takapau.
 Boyle, A. H., Butcher, Karamu Road, Hastings.
 Boyle, W., Butcher, Nuhaka.
 Buchanan, H., Butcher, Ongaonga, Hawke's Bay.
 City Meat Co. (Hanarahan), Butchers, Heretaunga Street, Hastings.
 Clarry and Co. (Executors, Estate of), Butchers, Waipukurau.
 Dailey, S. A., Butcher, Waipawa.
 Davidson, J. A., Butcher, Heretaunga Street, Hastings.
 Fannins Meat Mart, Butchers, Station Street, Hastings.
 Farmers' Meat Co., Butchers, Warren Street, Hastings.
 Finlay, A., Butcher, Clive, Hawke's Bay.
 Fletcher, H., Butcher, Ongaonga, Hawke's Bay.
 Fletcher, J. B., Butcher, Heretaunga Street, Hastings.
 Hague, A. W., Butcher, Wairoa, Hawke's Bay.
 Harper, E. W., Butcher, Otane, Hawke's Bay.
 Heyward, L., Butcher, Willow Park Road, Hastings.
 Hook, H. E., Butcher, Ongaonga, Hawke's Bay.
 Hoy, T., Butcher, Havelock North, Hawke's Bay.
 Knipe, T., Butcher, Karamu Road, Hastings.
 Little, E. C., Butcher, Karamu Road, Hastings.
 Martin, J. R., Butcher, Taradale, Hawke's Bay.
 Matthews and Co., Butchers, Lucknow Street, Wairoa, Hawke's Bay.
 Newling, H. J., Butcher, Ormondville, Hawke's Bay.
 Pascoe, L. J., Butcher, Havelock Road, Hastings.
 Percy, W., Butcher, Tikokino, Hawke's Bay.
 Pipe, F., Butcher, Heretaunga Street, Hastings.
 Pritchard, S. M., Butcher, Greenmeadows, Hawke's Bay.
 Smith, F. (Nook Farm), Butcher, Otane.
 Smith, M., and Co., Butchers, Heretaunga Street West, Hastings.
 Spicer, W., Butcher, Waipawa.
 Taylor, J. E., Butcher, Tomoana Road, Hastings.
 Thompson Bros., Butchers, Heretaunga Street, Hastings.
 Thompson, T. J., and Sons, Ltd., Butchers, Heretaunga Street, Hastings.
 Thomson, R. A., Butcher, North Clyde, Wairoa, Hawke's Bay.
 Trubshoe, H. B., Butcher, Greenmeadows, Hawke's Bay.
 Vogtherr, J., Pork-butcher, Heretaunga Street, Hastings.
 Waipukurau Butchery Co., Ltd. (W. Clark), Butcher, Waipukurau.

Napier.

Anderson and Brown, Butchers, Hastings Street, Napier.
 Conroy and Higgins, Ltd. (Hartshorn), Butchers, Hastings Street, Napier.
 Cummings, W. A., Butcher, Latham Street, Napier.
 Farmers' Direct Meat Supply (McLeod), Butchers, Dickens Street, Napier.
 Goeffic, J. F., Butcher, Milton Road, Napier.
 Haynes, B., and Co., Butchers, Dickens Street and Emerson Street, Napier.
 Martin, J. D., Butcher, Carlyle Street, Napier.

Pointon, D. J., Butcher, Hastings Street, Napier.
 Porter, K. N., Butcher, Shakespeare Road, Napier.
 Selby, F., Butcher, Port Ahuriri, Hawke's Bay.
 Stanford, G. G., Butcher, Waghorne Street, Port Ahuriri, Hawke's Bay.
 Wakeley, J., Butcher, Hastings Street, Napier.
 Walters, W., Butcher, Latham Street, Napier.

Dannevirke.

Dannevirke Farmers' Meat Co., Butchers, High Street, Dannevirke.
 Gichard, B., Butcher, High Street, Dannevirke.
 Hand, W. and H., Butchers, High Street, Dannevirke.
 Hutchenson and Haines, Butchers, Barraud Street, Dannevirke.
 Logan Bros., Butchers, Norsewood.
 McKay, C. H., Butcher, Te Rehunga.
 People's Butchery, Butchers, High Street, Dannevirke.

Wairarapa.

Banks, J. W. (in liquidation), Butchers, Featherston.
 Banks, R. W., Butcher, Carterton.
 Barber Bros. (L. Barber), Butchers, Queen Street, Masterton.
 Barraclough, F. F., Butcher, Pahiatua.
 Bridge, C. W., and Long, Butchers, Masterton.
 Butcher, F., Butcher, Mauriceville.
 Butcher, L. G., Butcher, Lansdowne, Masterton.
 Deller, W. C., Butcher, Carterton.
 Eagle, E. J., Butcher, Pleckville.
 Elliott Bros., Butchers, Mauriceville.
 Fairley, G. E., Butcher, Woodville.
 Farmers' Meat Co. (D. McTaggett), Butchers, Featherston.
 Gaskin, M. J., Butcher, Eketahuna.
 Grey, C., Butcher, Queen Street, Masterton.
 Harrison and Co. (Harrison, J.), Butchers, Pahiatua.
 Horton, A. W., Butcher, Greytown.
 Kelly, J., Butcher, Kaiwairai, Featherston.
 Lyster, L., Butcher, Greytown.
 Marshall, F., Butcher, Cornwall Street, Masterton.
 Morris, C. W. (Executors of), Butchers, Kuripuni, Masterton.
 O'Brien Bros., Butchers, Pahiatua.
 O'Connor, T., Butcher, Carterton.
 Odd Cash Butchery (A. Ripplin), Butcher, Queen Street, Masterton.
 Phillips, J. M., Butcher, Pine Street, Masterton.
 Rule, J. M., Butcher, Woodville.
 Simpson, W., Butcher, Eketahuna.
 Skill, C. W., Butcher, Martinborough.
 Thomas Borthwick and Sons (A/sia), Ltd., Butchers, Waingawa, Masterton.
 Thomas, H. B., Butcher, Queen Street, Masterton.
 Vaughan, W., Butcher, Carterton.

Wanganui.

Allan, R., and Co., Butchers, Ohakune.
 Anderson, G., and Son, Butchers, Raetihi.
 Andrews, S., Butcher, Marton.
 Benbrook Bros., Butchers, The Avenue, Wanganui.
 Berryman, J., Butcher, Tawa Street, Wanganui.
 Bristol and Co. (Bristol, F.), Butchers, The Avenue, Wanganui.
 Burse, W., Butcher, Bell Street, Wanganui.

City Meat Co. (Rushton and Calver), Butchers, The Avenue, Wanganui.
 Collingwood, J., Butcher, Ingestre Street, Wanganui.
 Cornwell, L. H., Butchers, Moana Street, Wanganui.
 Crafer Bros., Butchers, Moana Street, Wanganui.
 Dixon, S. B., Butcher, Poutini Street, Wanganui.
 Eaddy T., Butcher, Waitotara.
 Elliott, J., Butcher, Mangaweka.
 Farmers' Co-op. Meat Co., Ltd., Butchers, The Avenue, Wanganui.
 Hawke, H. E., Butcher, The Avenue, Wanganui.
 Herk, P., Butcher, Ohakune.
 Klue, J., Butcher, Hunterville.
 Mather, T., Butcher, Raetihi.
 McGuiness, A., Butcher, Taihape.
 McKenzie, J., Butcher, Turakina.
 Norman, E. R., Butcher, Aramoho.
 N.Z. Refrigerating Co., Ltd., Butchers, Imlay, Wanganui.
 O'Dea, T., Butcher, Taihape.
 Peirce, W. R., Pork-butcher, Marton.
 Perrett, W. E., Butcher, Guyton Street, Wanganui.
 Phillips, A., Butcher, Broadway, Marton.
 Renshaw, F. R., Butcher, Fordell.
 Rountree and Williamson, Butchers, Castlecliff, Wanganui.
 Rountree, W., Butcher, Durie Hill, Wanganui.
 Scott, W. B., Butcher, Springvale, Wanganui.
 Senior and Bennett, Butchers, Guyton Street, Wanganui.
 Sherman, H., Butcher, Dublin and Liverpool Streets, Wanganui.
 Summerville and Rountree, Butchers, Kai Iwi.
 Thomas, T., Butchers, Ohakune.
 Timbs, S. S., Butcher, Guyton Street, Wanganui.
 Trevena, J., Butcher, Ohingaiti.
 Tucker, W., Butcher, Puriri Street, Wanganui.
 Tui Street Meat Co., Butchers, Taihape.
 Wadman and Sons, Butchers, Liverpool Street, Wanganui.
 Watson, M. P., Butcher, Broadway, Marton.
 Waverley Butchery (Higgenbottom Bros.), Waverley.
 Wiggins, A. P., Butcher, Glasgow Street, Wanganui.
 Wright and Sons, Butchers, Duncan Street, Wanganui.

SCHEDULE.

Hours of Work.

1. (a) Forty-eight hours shall constitute a week's work, 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 the hours of 7 a.m. and 11.30 a.m., or 7.30 a.m. and 12.30 p.m., on the day of the weekly half-holiday, which shall be either Wednesday or Saturday within a radius of twenty-five miles from the General Post Office at Wellington, and either Wednesday, Thursday, or Saturday outside that radius.

The following hours of employment shall apply within a radius of five miles from the Chief Post-office of Feilding: Forty-eight hours shall constitute a week's work, to be worked as follows: On Monday between the hours of 7 a.m. and 4.30 p.m.; Tuesday, between the

hours of 7 a.m. and 4.30 p.m.; Wednesday, between the hours of 7 a.m. and 11.30 a.m.; Thursday, between the hours of 7 a.m. and 4.30 p.m.; Friday, between the hours of 7 a.m. and 4.30 p.m.; Saturday, between the hours of 6 a.m. and 4.30 p.m. On Saturday half an hour shall be allowed for breakfast.

(b) Notwithstanding anything to the contrary hereinbefore contained, employees may be required to commence work at 6 a.m. on one day in each week, and on such day half an hour shall be allowed for breakfast: Provided further that workers engaged in carting meat from the abattoirs or slaughterhouse may be required to commence work at an earlier hour than that herein or those hereinbefore prescribed provided such worker is allowed equivalent time off at the end of the day.

(c) 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 been actually done on such holiday.

(d) An employer may require a worker to work up to 12.45 p.m. on the day of the half-holiday, for the purpose of cleaning up the shop, without payment of overtime, subject, however, to the weekly number of hours not being exceeded.

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 5 9
Second shopman	4 14 6
First small-goods-man	5 5 9
All other workers connected with the shop or small-goods department	4 6 6
Man in charge of hawking-cart	4 14 6

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

(c) Except in the case of casual labour, one week's notice shall be given by either party of the termination of the employment. The period of notice in either case shall be exclusive of the whole or any part of the annual holiday required to be given in pursuance of this agreement.

Casual Labour.

3. All casual workers shall be paid at the rate of not less than 2s. 3d. 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" 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 sixteen years of age	0	15	0
From sixteen to seventeen years of age	1	0	0
From seventeen to eighteen years of age	1	10	0
From eighteen to nineteen years of age	2	0	0
From nineteen to twenty-one years of age	2	14	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 3s. per week.

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

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

Holidays.

5. (a) In that portion of the Wellington Industrial District south of the Otaki River and west of the Rimutaka Ranges the following shall be recognized as holidays: New Year's Day and the day following, Good Friday, Easter Monday, Anzac Day, Labour Day, Sovereign's Birthday, Christmas Day, Boxing Day, Anniversary Day, and the Operative Butchers' picnic day. The Wellington District Award Committee shall have the right to fix the day of the week, but not otherwise the date of the last-mentioned holiday.

(b) In the Hawke's Bay Provincial District the following holidays shall be observed: New Year's Day, 2nd January, Good Friday, Easter Monday, Anzac Day, Labour Day, Sovereign's Birthday, Christmas Day, Boxing Day, Spring Show Day, Autumn Show Day, and the Operative Butchers' picnic day. The employers shall have the right to fix the day of the week, but not otherwise the date of the butchers' picnic day.

The following holidays shall be observed within a radius of five miles of the Chief Post-office, Dannevirke: People's Day, Dannevirke Summer Show and Dannevirke Race Day, Summer Meeting, in lieu of Spring Show Day and Autumn Show Day as provided for in this clause.

(c) In that portion of the Wellington Industrial District bounded on the south by the Otaki River, on the north by the Rangitikei River, on the west by the sea, and on the east by the Rimutaka Ranges, the following holidays shall be observed: New Year's Day, 2nd January, Good Friday, Easter Monday, Labour Day, Sovereign's Birthday, Christmas Day, Boxing Day, Anniversary Day, Anzac Day, the Operative Butchers' picnic day, and on Wednesday from 11 a.m.

and Thursday from 9 a.m. in the Summer Show Week. The employers shall have the right to fix the day of the week, but not otherwise the date of the butchers' picnic day.

(d) In that portion of the Wellington Industrial District which is bounded on the north by the Hawke's Bay Provincial District, on the east by the sea, and on the west by the Tararua and Rimutaka Ranges, and on the south by the sea, the following holidays shall be observed: New Year's Day, the day following, Good Friday, Easter Monday, Anzac Day, Labour Day, Sovereign's Birthday, Christmas Day, Boxing Day, Anniversary Day, and the Operative Butchers' picnic day. The employers shall have the right to fix the day of the week, but not otherwise the date of the butchers' picnic day.

(e) Wanganui area: All workers shall receive the following holidays: New Year's Day, 2nd January, Anniversary Day, Good Friday, Easter Monday, Anzac Day, 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.

(f) Should any of the above-mentioned holidays fall on a Sunday, then for the purpose of this agreement such holiday shall be observed on the following Monday; and where the first of two successive holidays falls on a Sunday, the first of such holidays shall be observed on the following Monday and the second of such holidays on the Tuesday.

(g) One holiday of one week on full pay shall be granted to each worker under this agreement on completion of each year of continuous service; such holidays to be exclusive of any holiday mentioned in subclauses (a), (b), (c), (d), and (e) of this clause: Provided that an employer, in lieu of giving the holiday, may pay additional wages corresponding to the holiday period, with the consent of the union.

(h) 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 gross misconduct.

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

Weekly Half-holiday.

6. No worker shall be employed after 12.30 p.m. on the day of the weekly half-holiday, except as provided in clause 1 hereof.

General.

7. (a) In the case of weekly employment where a worker is employed two-thirds of his time in any capacity he shall be paid the

rate of wages laid down for that class of employment. This clause shall not apply where a worker is relieving another absent on annual holiday.

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

(c) An employer, manager, or branch manager who substantially performs the work of a shopman may be classed as first shopman in that shop: When three or more adults are employed in any shop two-thirds of their time, one man shall be paid first shopman's wages.

(d) A copy of this agreement 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 person employed therein.

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

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

(g) 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 to such vehicle at his place or residence either before or after the hours of starting or finishing work as set out in this agreement or on any holiday or a Sunday.

(h) The employment of female labour shall not be permitted under any consideration, and no employer shall be permitted to have the assistance of female labour at any time.

(i) 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.

(j) The employment of casual boy labour by either employer or employee is not allowed, and employees are not permitted to have the assistance of 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, but this is subject to clause 1 (b) relating to meat-carters.

(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 agreement applies, the wages paid, 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 seventeen of the Shops and Offices Amendment Act, 1927, it is ordered that all butchers' shops and the shops of every person, firm, or company in which fresh meat, exclusive of 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 Saturdays; except in the case of shops observing Wednesday or Thursday as the half-holiday, in which case the closing-hours shall be at 12.30 p.m. on Wednesday or Thursday and 5 p.m. on Saturday.

On Christmas Eve, New Year's Eve, and the Thursday before Good Friday, 5 p.m. shall be read as 6 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.

The following closing-hours of shops shall apply within a radius of five miles from the Chief Post-office of Feilding: Shops in which fresh meat, beef and pork sausages, luncheon, Dominion, or German sausage, saveloys, brawns, black and white puddings are sold shall be closed as follows: On Mondays, at 4.30 p.m.; Tuesdays, at 4.30 p.m.; Wednesdays, at 11.30 a.m.; Thursdays, at 4.30 p.m.; Fridays, at 4.30 p.m.; Saturdays, at 4.30 p.m.

Pork-butchers.

11. The provisions of this agreement are modified in respect of pork-butchers' shops and small-goods shops in which fresh uncooked meat (exclusive of pork) is not sold, in manner hereinafter appearing:—

(a) The hours of work shall not be more than forty-eight per week, to be worked on four days of the week between the hours of 8 a.m. and 5.30 p.m., with one hour allowed for dinner; on one day of the week between 8 a.m. and 1 p.m.; and on one day of the week between 8 a.m. and 9 p.m., with one hour allowed for dinner, and if employed after 6 p.m. with one hour allowed for tea. This subclause shall be read subject to sections 3 (2) and 5 of the Shops and Offices Act, 1921-22, and its amendments.

(b) In exercise of the powers conferred by section 17 of the Shops and Offices Amendment Act, 1927, it is ordered that the closing-hours for such shops in any district to which section 31 of the Shops and Offices Act, 1921-22, applies shall be as follows: On four days of the week, 5.30 p.m.; on one day of the week, 1 p.m.; on one day of the week, 9 p.m.; subject, however, to the provisions of clause 10 (b) hereof, and provided that on Christmas and New Year Eves the provisions of section 3 (2) of the Shops and Offices Act, 1921-22, shall apply notwithstanding anything to the contrary appearing in this agreement.

Under-rate Workers.

12. (a) Any worker who considers himself incapable of earning the minimum wage fixed by the agreement may be paid such lower wage as may from time to time be fixed, on the application of the worker after due public 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 a 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 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 subclause 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 of 5s., upon application, without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 1s. per week for the first month's membership, and thereafter 13s. per quarter or £2 per annum, at the option of the member, and such fines as may be lawfully imposed on him for non-attendance, without reasonable excuse, at a specially called meeting of the union of which written notice has been given to him or sent to him by post at his

last address as notified by him to the union, or for misconduct at a meeting of the union, or for being more than three months in arrear, without reasonable excuse, in his contributions to the union: Provided that the maximum fine shall not exceed 2s. 6d. for non-attendance at a meeting of the union or for being in arrear with his contributions, and £1 for misconduct at a meeting of the union. The contribution of 13s. per quarter or £2 per annum shall not be payable until after the expiration of one month after joining the union.

(c) Whenever an employer shall employ a worker who is not a member of the union he shall within forty-eight hours thereafter give notice in writing of such employment to the secretary of the union.

It shall be a condition under this agreement between the employer and the union that all work required to be performed shall be executed by a member of the Wellington Operative Butchers' Industrial Union of Workers.

Scope of Agreement.

14. (a) This agreement shall operate throughout the Wellington Industrial District.

(b) This agreement shall apply to all butchers' and pork butchers' shops and factories of parties to this agreement.

Term of Agreement.

15. This agreement shall come into force on the third day of April, 1933, and shall continue to operate until the second day of April, 1936. Provided that on the application of either the employers or of the workers' union the wages clause contained in this agreement may be reviewed by the Court of Arbitration on the completion of each twelve months from the date mentioned in this clause (3rd April, 1933).

In witness whereof the said assessors have executed these presents pursuant to the said section 5 of the Industrial Conciliation and Arbitration Amendment Act, 1932, the day and year first before written.

Signed by the assessors appointed by the union—

J. E. C. LECKIE.
WM. BIRCH.
A. NEEDHAM.
A. HASTINGS.

Witness—Pat Hally, Conciliation Commissioner.

Signed by the assessors appointed on behalf of the employers—

J. J. D. BENGE.
V. L. BELSHAM.
W. P. JOSEPH.
H. M. HARRIS.

Witness—Pat Hally, Conciliation Commissioner.