

(10411.) PALMERSTON NORTH BUTCHERS.—AGREEMENT UNDER
LABOUR DISPUTES INVESTIGATION ACT, 1913.

THIS agreement, made this 9th day of March, 1933, between the Palmerston North and Manawatu Operative Butchers' Association (hereinafter referred to as "the association") and the Manawatu Meat and Cold Storage Co., Ltd., Palmerston North, and others as hereunder :—

Manawatu Meat and Cold Storage Co., Ltd. (J. F. Carter,
Director; Jas. Blackwood, Secretary)
S. H. Snell
C. Gray
E. F. Thwaites
A. E. Hansel

(hereinafter referred to as "the employers"), witnesseth that it is hereby mutually agreed and declared between and by the association and the employers as follows :—

That as between the parties hereto the terms, conditions, and provisions set out in the schedule hereto annexed shall be binding upon the said parties, and the said terms, conditions, and provisions shall be deemed to form part of this agreement; and, further, the said parties 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.

The rate of wages to be paid and the terms and conditions shall be those as hereunder written, and shall be observed by the association and employers named herein.

The term of this agreement to be from 9th March, 1933, to 31st October, 1934.

SCHEDULE.

Hours of Work.

1. (a) The hours of work shall be in accordance with the provisions of the Shops and Offices Act, 1921-22, and its amendments: Provided no worker other than a meat-carter shall commence work earlier than 6 a.m., except on one day in the week or on a day preceding a holiday.

(b) Not less than one hour shall be allowed for dinner and where workers start work earlier than 7 a.m. half an hour shall be allowed for breakfast.

(c) Workers shall not be employed for more than five hours without an interval for a meal.

Wages.

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

	Per Week.	Less 10 per Cent. :	
		Net Wages.	
	£ s. d.	£ s. d.	
First shopman	5 7 6	4 16 9	
First small-goods man	5 5 0	4 14 6	
Second shopman	4 15 0	4 5 9	
All other workers	4 7 6	3 18 9	
(b) Youths—			
Under sixteen years	0 17 6	0 15 9	
Sixteen to seventeen years	1 2 6	1 0 3	
Seventeen to eighteen years	1 7 6	1 4 9	
Eighteen to nineteen years	1 15 0	1 11 6	
Nineteen to twenty years	2 5 0	2 0 6	
Twenty to twenty-one years	2 15 0	2 9 6	
Twenty-one to twenty-two years	3 5 0	2 18 6	
Twenty-two to twenty-three years	3 12 6	3 5 3	

Thereafter journeyman's wages.

Workers who are employed under this subclause and who commence work at the trade after having attained the age of eighteen years, may for the first two years of service be employed for 5s. per week less than the rates prescribed in this subclause.

(c) The proportion of boys or youths employed in any shop by any employer shall not exceed one boy or youth to every two fully paid men or fraction thereof.

(d) The wages hereinbefore prescribed are weekly wages, and are not subject to any deduction, except for time lost by a worker through

default, sickness of the worker, or for accident not arising out of or in the course of the employment, or for any absence from work caused by reasons over which the employer has no control: Provided that a worker may agree with an employer to take time off if trade is slack, and deductions from wages may be made accordingly.

(e) The wages and all payments required under this agreement shall be subject to the Court of Arbitration's general order of 29th May, 1931, reducing wages by 10 per centum, and to any subsequent general order of the Court of Arbitration.

Casual Labour.

3. Casual workers shall be paid not less than 2s. per hour (1s 9½d. net). "Casual worker" shall mean any worker whose engagement is for a period of not more than five consecutive days.

Overtime.

4. All time worked in excess of the hours prescribed by section 7 of the Shops and Offices Act, 1921-22, or outside the hours set out in clause 1 hereof, or any work done on the holidays mentioned in clause 5 hereof, shall be paid for as overtime at the rate of time and a half, calculated on the wages prescribed in clause 2 hereof.

Holidays.

5. (a) The following shall be recognized holidays: New Year's Day, 2nd January, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Christmas Day, Boxing Day, and if an organized picnic is agreed upon between the employers' association and the workers' union the workers shall be granted a holiday, provided the picnic is duly held.

(b) Anniversary Day, 22nd January (except in that portion of the Wellington Industrial District known as the Hawke's Bay Provincial District).

(c) In the Hawke's Bay Provincial District and in the Wanganui District and 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, show days shall be mutually agreed upon between the employers' associations and the unions.

(d) 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 holiday to be exclusive of any holiday mentioned in the foregoing subclauses of this clause: Provided that an employer, in lieu of giving the holiday, may pay additional wages corresponding to the holiday period.

General.

6. (a) In the case of a weekly worker who is employed two-thirds of his time in any capacity he shall be paid the rate of wages prescribed

for that class of work. This clause shall be subject to the provisions of subclause (c) hereof, and shall not apply where a worker is relieving another.

(b) Wages shall be paid in full and not later than Friday of each week.

(c) A branch-manager or a person acting as the occupier of a shop shall not be subject to the conditions contained herein, but in cases where the employer, manager, or branch-manager does not perform the work of a shopman, a first shopman shall be employed. In shops where more than three assistants are substantially employed one man shall be classed as second shopman. Where two or more small-goods men are employed, one shall be classed as first small-goods man. Youths employed under clause 2 (b) of this agreement may assist in the manufacture of small goods, and nothing herein shall prevent a youth from making sausages.

(d) Accommodation shall be provided in the employer's premises for the hanging-up and the changing of clothes.

(e) Boys over the age of fifteen years may be employed to drive a vehicle and deliver meat.

(f) Casual boy labour is prohibited.

(g) Not less than one week's notice of the termination of the employment shall be given by either party in respect to workers who are employed as weekly workers: Provided that an employer may dismiss a worker without notice for misconduct.

Time and Wages Book.

7. A time and wages book, in accordance with section 12 of the Shops and Offices Act, 1921-22, shall be kept by the employer.

Signed on behalf of the association—

A. M. DALE.
A. SCADDEN.
F. L. BENNETT.
V. W. YOUNG.
W. BUCHANAN.
G. H. CLARK.
W. DAVIDSON.
A. MILNE.
R. CRIDGE.
A. G. TAYLOR.
H. HERDMAN.
H. DIVEHALL.
G. F. COOLEY.
C. T. LUXFORD.
J. ELLEY.
S. SMALL.
R. J. McGRANE.

H. R. NEWMAN.
G. R. BROWN.
L. P. ROBERT.
J. GRICE.
E. J. SEEL.
J. M. JONES.
E. W. MABY.
L. BIRCH.
G. F. DAVIS.
C. CRIDGE.
J. GUTHRIE.
E. EVANS.
H. G. KNIGHT.
A. ZEINERT.
A. W. OLSEN.
A. L. BALLARD.

Signed on behalf of the employers—

S. H. SNELL.

C. GRAY.

E. F. THWAITES.

A. E. HANSEL.

MANAWATU MEAT AND COLD STORAGE Co., LTD.

J. F. CARTER, Director.

JAS. BLACKWOOD, Secretary.

This, the 9th day of March, 1933.

NOTE.—This agreement, made under the Labour Disputes Investigation Act, 1913, was filed with the Clerk of Awards at Wellington, pursuant to section 8 (1) of the said Act, on the 11th day of March, 1933.
