

## WELLINGTON INDUSTRIAL DISTRICT.

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(10579.) WELLINGTON DAIRY-PRODUCE AND COLD-STORAGE WORKERS.—AGREEMENT UNDER LABOUR DISPUTES INVESTIGATION ACT, 1913.

MEMORANDUM of an industrial agreement mutually arranged between the Co-operative Dairy-producers' Freezing Co., Ltd., Waterloo Quay, Wellington (and fully agreed to between the parties concerned and each and every one of them) and the Wellington Storemen and Packers and Warehouse Employees (126 Vivian Street, Wellington) Industrial Union of Workers, and each and every one of them, that the terms, conditions, and provisions set out in the schedule hereto attached and of this agreement shall be binding upon every member of the union and upon every member of the aforesaid company, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to be and to form part of this agreement.

Further, it is hereby provided that any breach of the said terms, conditions, and provisions prescribed in the aforesaid schedule shall constitute a breach of this agreement, and a penalty provided by law shall be imposed upon any party or person liable under the terms, conditions, and provisions of this agreement.

It is further agreed that this agreement, with all its terms, conditions, and provisions, shall take effect as from the 1st day of January, 1934, and shall continue in force until the 31st day of December, 1934.

Dated at Wellington, this 30th day of November, 1933.

Signed on behalf of the Co-operative Dairy-producers' Freezing Co., Ltd., Waterloo Quay, Wellington—

J. T. CROSS, General Manager.

Signed on behalf of the Wellington Storemen and Packers and Warehouse Employees Industrial Union of Workers—

P. SCANLON.

JAMES A. BOOTH.

Witness—John Tucker, J.P.

#### SCHEDULE.

##### *Hours of Work.*

1. The ordinary hours of work shall be eight hours (including "smoke-oh") between the hours of 7.30 a.m. and 5 p.m. on five days of the week and four hours (including "smoke-oh") between 7.30 a.m. and 12 noon on Saturdays.

##### *Rates of Pay.*

2. The following ordinary rates shall be paid: Casuals (per hour), 1s. 11d.; permanent hands (per week), £4 17s. 3d.

A deduction of 5 per cent. shall be made from the weekly wage of the permanent hands.

##### *Overtime Rates.*

3. (a) Except where otherwise provided, all time worked in excess of the hours prescribed in clause 1 hereof in any one day shall be considered overtime, and shall be paid for at the rate of time and a quarter for the first two hours and time and a half for all time worked thereafter. When any worker is ordered to work after 12 on Saturday afternoon time and a half shall be paid for all such time worked.

(b) Clause (a) hereof shall not apply to permanent hands employed in the cheese and butter department, except when such workers are required to handle fruit after ordinary hours as specified in clause 1 of this agreement. All such overtime worked by such workers shall be paid for on a base rate of 1s. 11d. per hour.

(c) Permanent hands employed in the cheese and butter department, when called upon to work after ordinary hours and when required to handle any goods (other than fruit) shall not be entitled to payment for any such work done.

(d) Workers engaged permanently and specifically for handling fruit, and deemed to be permanent hands in the fruit-storage department: Such workers when called upon to work after ordinary hours, and shall be required to handle any goods (other than fruit) shall be paid overtime rates. Such payment shall be made on the base rate of 1s. 11d. per hour.

(e) When workers are ordered back to work in excess of the hours prescribed in clause 1 hereof, and unless such workers have been notified the day previously that he or they will be required to work overtime, the company shall provide a meal or pay the workers so employed 1s. 6d. to enable them to obtain a meal.

*Meal-time.*

4. No worker shall be called upon to work more than five hours without a meal, except when the temporary exigency of the business requires further continuation.

*Holiday Rates.*

5. Double rates shall be paid for all work done on Christmas Day, Good Friday, and Sundays. Time and a half shall be paid for all work done on the following days—viz., New Year's Day, Easter Monday, Labour Day, Sovereign's Birthday, and Boxing Day.

*Minimum Overtime Rate.*

6. When any worker is ordered back to work overtime, as provided for in clause 4 hereof, a minimum of two hours shall be paid.

*Overalls.*

7. The company shall provide freezing-chamber hands with two suits of overalls per year.

*Foremen.*

8. Nothing in this agreement shall apply to foremen who are in charge of men and work to be done. This provision shall in no way apply to leaders of gangs or to permanent hands.

*Holidays.*

9. Permanent hands after twelve months' continuous service shall be given fourteen days' holiday with full payment of wages.

*First-aid Chest.*

10. A suitable first-aid medical outfit shall be provided and maintained, and shall be at all times accessible to each worker.

*Disputes Committee.*

11. The essence of this agreement being that the work of the employer shall not on any account whatsoever be impeded, but shall at all times proceed as if no dispute had arisen between the parties bound by this agreement as to any matter whatsoever arising out of or connected therewith and not specifically dealt with in this agreement, every such dispute or difference shall be referred to a committee to be composed of two representatives of each side together with an independent chairman to be mutually agreed upon, or in default of agreement, to be appointed by the Court of Arbitration. Either side shall have the right to appeal within fourteen days after such decision has been made known to the party desirous of appealing.

*Preference to Members of the Union.*

12. Members of the union shall have preference of employment as against workers who are not members of the union. Every worker employed shall within seven days after his employment become a member of the union and remain a member as long as he is employed by the aforesaid company and coming within the scope of this agreement.

*Scope.*

13. This agreement shall apply to all workers employed in the handling of dairy-produce or any other merchandise incidental to the business of a freezing or cold-storage company, or any other related trade connected therewith. Foremen shall be exempt from its scope, as provided for in clause 8 hereof. This agreement shall apply only to the Co-operative Dairy-producers' Freezing Co., Wellington.

*Term.*

14. The provisions of this agreement shall come into force on the 1st day of January, 1934, and shall remain in force until the 31st day of December, 1934.

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 6th day of February, 1934.