

(2186.) AUCKLAND SLAUGHTERMEN (AUCKLAND FARMERS' FREEZING COMPANY (LIMITED)).—AWARD.

In the Court of Arbitration of New Zealand, Northern 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 Auckland Farmers' Freezing Company (Limited), (hereinafter called "the employer") and the Auckland Slaughtermen's Industrial Union of Workers (hereinafter called "the union").

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 employer, 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 employer, 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 employer 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 if this award, and that the sum of £100 shall be the maximum penalty payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect from the 31st day of October, 1910, and shall continue in force until the 1st day of October, 1913.

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 11th day of October, 1910.

W. A. SIM, Judge.

SCHEDULE.

Hours of Work.

1. (a.) Unless otherwise mutually agreed upon, the ordinary hours of work shall be worked between 7 a.m. and 5 p.m.
- (b.) An ordinary day's work shall not exceed eight hours.

(c.) On Saturdays ordinary work shall not exceed four hours, irrespective of the hour of starting work.

(d.) Intervals for meals shall be the same as at present unless otherwise arranged.

Rates of Pay.

	£	s.	d.	
2. (a.) Freezing sheep and lambs ...	1	5	0	per 100.
Rams other than ram lambs ...	0	0	5	per head.
Lambs requiring back sets ...	0	0	5	„
Dead sheep and lambs ...	0	1	0	„
Cattle ...	0	2	0	„
Dead cattle ...	0	5	0	„
Pigs up to 120 lb. ...	0	1	0	„
Pigs 121 lb. and over ...	0	1	6	„
Calves up to 130 lb. ...	0	1	0	„
Calves 131 lb. and over ...	0	1	6	„
Potters' sheep ...	1	0	0	per 100.
„ lambs ...	0	18	0	„

(b.) Wages to be paid weekly as at present.

Waiting-time.

3. In each case where slaughtermen are required to wait for work after the arranged time for starting work they shall be paid at the rate of 2s. per hour for all time so occupied in waiting. Slaughtermen to wait fifteen minutes in the event of a cut-out, but after that time to be paid at the rate of 2s. per hour for all time so occupied. Time to count from the time the last man cut out.

Slaughtermen's Work.

4. The killing and dressing of sheep and lambs shall consist of killing, removing tongues, taking off skin (including wool portion of head and shanks with wool pieces), taking insides out, wiping and thoroughly cleaning carcasses, putting on butchers' tags, putting on neck-strings, hanging off, and taking out sweetbreads.

Damage to Skins, &c.

5. In the event of any worker, either through carelessness or neglect, damaging any skins, hides, or carcasses, the foreman in charge shall have the right to restrict the hourly tally of any such worker, or he may instantly dismiss such worker.

Competent Men.

6. None but competent men shall be employed as slaughtermen: Provided that this clause shall not operate to prevent the company from employing hereafter any worker who was employed by the company as a slaughterman during the season 1909-10, although such worker may not be a competent slaughterman.

Learners.

7. The employers may employ learners in their respective factories. Each learner shall be provided with a hook. The hooks for learners shall be kept separate, as far as reasonably practicable, from the hooks for slaughtermen. Learners shall be employed in such proportion to slaughtermen that there shall not be more than one learner to every ten slaughtermen or fraction of first ten.

Each employer shall be entitled to have one learner in each beef slaughterhouse, and such learner shall be taken off the mutton-board.

Each employer may employ competent workers to teach such learners, or may arrange with slaughtermen who have hooks in the slaughterhouse to teach such learners for such rate of remuneration as may be agreed upon between the employer and the slaughtermen employed to teach such learners.

Learners to be paid for all slaughtering done by them at not less than the rates specified in this agreement. The rules as to preference to unionists shall apply to learners.

A learner when capable of killing and dressing eight sheep or lambs per hour for freezing purposes to the satisfaction of the foreman butcher shall be classed as a competent slaughterman, and shall be transferred from the learner class.

Regulations.

8. Each slaughterman shall be provided with a hook, and not more than two men shall be allowed to work in any one pen.

Beef-butchers' Work.

9. Put into pithing-pen, stun or pith, bleed, take head off, take tongue out, hoist, ground, take hide off, skin and take tail off, take inside and kidneys out, strip caul, wipe and clean, saw into sides, trim, and hang back.

Holidays.

10. The 1st January, Christmas Day, Boxing Day, birthday of reigning sovereign, Good Friday, Easter Monday, Labour Day, Anniversary Day, and day of company's annual picnic.

Overtime.

11. All work done after 5 p.m. in works where the usual hour of starting work is 8 a.m., or after eight ordinary working-hours in works where an earlier start has been mutually agreed upon, shall be paid for at the rate of rate and a quarter. No more than one hour's overtime shall be worked on any one day except on Saturdays, when four hours shall be worked if required. After four hours' ordinary work on Saturdays overtime shall commence, but all work shall cease not later than 4 p.m.

Preference.

12. Preference of employment shall be given to members of the union: Provided that for the purposes of this agreement the rules

of the union at present in force at date of the agreement with respect to the admission of members shall be interpreted to mean that no ballot or other election shall be required in the case of any person of good character or who does not owe contributions to any kindred slaughtermen's union: Provided further that the entrance fee shall at no time exceed 10s. Nothing herein contained shall prevent the continued employment of workers now in the employment of any employer, although such workers may not be or become members of the union

Dressing and Dining Rooms.

13. The conditions in respect to these matters in existence at the date of this agreement shall be accepted.

Management.

14. Subject to the special provisions of this agreement expressed, the employers shall retain and have full power to manage and control their own business, and the conduct of their employees in connection therewith, and to make reasonable rules and regulations not inconsistent with the provisions of this agreement relating to the management thereof, and to the hiring, conduct, duties, and dismissal of persons in their employment.

Men leaving Work.

15. Employees shall ask permission of the foreman before ceasing work at any time other than the general time for ceasing work.

Cutting out.

16. In order to cut out any mob which may be on hand at knocking-off time, workers shall thereafter, if required, slaughter up to three sheep or lambs per man at ordinary rates.

Scope of Award.

17. This award shall bind only the parties named herein.

Term of Award.

18. This award shall come into force on the 31st day of October, 1910, and shall continue in force until the 1st day of October, 1913.

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 11th day of October, 1910.

W. A. SIM, Judge.

MEMORANDUM.

This award is based on the industrial agreements made in the other centres (see, for example, Book of Awards, Vol. xi, p. 289). The modifications in clauses 6 and 10 were agreed to by the workers' union at the hearing.

W. A. SIM, Judge.