

OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

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(3041.) BURNSIDE (DUNEDIN) SLAUGHTERMEN'S—AGREEMENT  
*RE* ABATTOIRS.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 24th day of March, 1914, between the Otago Slaughtermen's Industrial Union of Workers (hereinafter called "the union") of the one part, and W. Kerr and Co., of Dunedin Abattoirs, Burnside (hereinafter called "the employers"), of the other part, whereby it is mutually agreed by and between the parties hereto as follows, that is to say,—

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.

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THE SCHEDULE HEREINBEFORE REFERRED TO.

*Hours of Labour.*

1. A week's work shall not exceed forty-eight hours. The working-hours shall be regulated by the employer according to the special requirements and circumstances of his business.

*Rate of Wages.*

2. The following shall be the minimum rates of wages paid to the several classes specified hereunder: Slaughtermen, £3 10s. per week; assistant slaughtermen and man employed pithing cattle, £2 10s. per week.

When an assistant slaughterman shall have worked two years beyond the boys' and youths' limit contained in this clause then he shall be paid not less than £3 10s. per week. Casual slaughtermen shall be paid not less than 12s. per day of eight hours. If employed by the week casual hands shall be paid not less than £3 10s. per week of forty-eight hours.

Boys and youths may be employed at the discretion of the employer, provided that the following rates of wages be paid:

Between the ages of fourteen and fifteen years, 12s. per week; fifteen and sixteen, 15s. per week; sixteen and seventeen, 18s. per week; seventeen and eighteen, £1 per week; eighteen and nineteen, £1 5s. per week; nineteen and twenty, £1 10s. per week; twenty and twenty-one, £1 15s. per week. The proportion of boys and youths to slaughtermen to be one to three or fraction of three.

*Overtime.*

3. All time worked beyond the hours of labour as set forth in clause 1 hereof 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 afterwards.

*Holidays.*

4. The following shall be the recognized holidays: Picnic day, New Year's Day, 2nd January, Easter Monday, Labour Day, Sovereign's Birthday, and Boxing Day, which, if worked, shall be paid for at the rate of time and a half. Christmas Day, Good Friday, and Sundays, if worked, shall be paid for at the rate of double time. Except as hereinafter provided the employers may call upon workers to work four hours on the mornings of the following days at ordinary rates: 2nd January, Easter Monday, and Boxing Day. During hot weather, when it is necessary to kill on Sundays, time and a half shall be paid.

*Preference*

5. (a.) If the employer shall hereinafter engage any worker who shall not be a member of the union, and who within one week after his engagement shall not become and remain a member of the union, 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.) Whenever the employer shall employ any worker who is not a member of the union he shall, within twenty-four hours thereafter, give notice in writing of such employment to the secretary of the union.

*No Discrimination.*

6. No employer shall, in the engagement or dismissal of his men, discriminate against members of the union, or shall in the conduct of his business do anything, directly or indirectly, for the purpose of injuring the union. Where members of the union and non-members are employed together they shall work together in harmony, and shall receive equal pay for equal work.

*Under-rate Workers.*

7. (a.) Any worker who considers himself incapable of earning the minimum wage may be paid such lower wage as may from

time to time be fixed, on the application of the worker after twenty-four hours' notice to the union, by the Inspector of Awards for this district; and such Inspector in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector shall think fit to consider after hearing such evidence and argument as the union and worker shall offer.

(b.) Whenever occasion arises for so fixing the worker's wage it shall be fixed for such period, not exceeding six months, as such Inspector shall determine: 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 shall think fit.

(c.) It shall, notwithstanding the foregoing, be competent for a worker to agree with the president or secretary of the union upon such wages without having the same so fixed.

(d.) It shall be the duty of the union to give notice to the Inspector of Factories of every agreement made with the 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.

*Payment of Wages.*

8. Wages shall be paid in full weekly or fortnightly.

*Work of Slaughtermen.*

9. When slaughtermen cannot be fully employed at slaughtering they shall do any work required about the slaughterhouse.

*Term of Agreement.*

10. This agreement shall come into force on the 1st day of April, 1914, and shall continue in force until the 31st day of March, 1917.

[SEAL.]

JOHN BAIRD, President.

J. HAYMES, Secretary.

Signed on behalf of the Otago Slaughtermen's Industrial Union of Workers this 24th day of March, 1914, in the presence of—  
F. A. Berney.

WILLIAM KERR.

ALEXANDER BLACKWOOD.

Signed on behalf of W. Kerr and Co. in the presence of—  
D. Boatwood.