

**(4365.) WELLINGTON SAUSAGE-CASING MAKERS.—AGREEMENT.**

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908 (hereinafter referred to as "the said Act"), this 17th day of June, 1916, between the Wellington Operative Sausage-casing Makers' Industrial Union of Workers, an industrial union of workers registered under the said Act (hereinafter called "the union"), of the one part, and S. Oppenheimer and Co., merchants, Wellington, a corporation registered in New Zealand, with its head office for New Zealand at Wellington, and G. A. Chapman, sausage-casing manufacturer, carrying on business at Wellington (which said firms and each of them are hereinafter referred to as and included in the term "the employers"), of the other part, whereby it is agreed and declared between and by the parties hereto that, as between the union and each and every member thereof and the employers and each of them, the terms, conditions, and provisions set out in the schedule hereto shall be binding upon the union and every member thereof

and upon the employers and each of them, 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 these presents; and, further, that the union and every member thereof and the employers and each of them shall respectively do, observe, and perform every matter and thing by the said terms, conditions, and provisions on the part of the union and the members thereof and on the part of the employers and each of them respectively required to be done, observed, and performed, and shall not do anything in contravention of the said terms, conditions, and provisions, but shall in all respects abide by and observe and perform the same. And it is hereby further agreed and declared by and between the parties hereto that any breach of the said schedule shall constitute a breach of this agreement. And it is hereby agreed that this agreement shall take effect from the 1st day of May, 1916, and shall continue in force until the 30th day of April, 1919, and thereafter shall continue in force until a new agreement shall have been made in substitution thereof, or an award shall have been made under the provisions of the said Act.

In witness whereof the parties hereto have executed these presents the day and year first hereinbefore mentioned.

#### SCHEDULE.

##### • *Classes of Labour.*

1. Five classes of labour shall be recognized—(a) Classers, vatmen, scrapers, measurers, and tank hands; (b) salters; (c) strippers; (d) bung hands and beef-gut hands; (e) boys. Classers, vatmen, scrapers, measurers, tank hands, salters, bung hands and beef-gut hands, and strippers are hereinafter referred to as “workers.”

##### *Hours of Employment.*

2. The recognized hours of work shall be from 8 a.m. until 5 p.m. on five days of the week; 8 a.m. till 12 noon Saturday. One hour to be allowed each day for dinner. No overtime to be worked after 5 p.m. on Saturday whenever possible.

##### *Wages.*

3. Scrapers, vatmen, classers, measurers, and tank hands shall be paid 1s. 8d. per hour from 8 a.m. until 5 p.m.; Saturdays, 1s. 8d. per hour from 8 a.m. until 12 noon. All time worked before or after these hours shall be reckoned as overtime, and shall be paid at the rate of time and a quarter.

Salters: All salters over nineteen years of age shall be paid 1s. 6d. per hour from 8 a.m. until 5 p.m.; Saturdays, 8 a.m. until 12 noon. All hours worked before or after these shall be reckoned as overtime, and shall be paid at the rate of time and a quarter.

All boys under the age of sixteen years shall be paid a weekly wage of £1 2s. 6d. for every week of forty-four working-hours; over the age of sixteen and under the age of seventeen years, £1 7s. 6d. for every week of forty-four working-hours; over the age of seventeen years and under the age of eighteen years, £1 10s. for every week of forty-four working-hours; over the age of eighteen years and under the age of nineteen years, £1 15s. for every week of forty-four working-hours. When they have attained the age of nineteen years they shall be paid the wage hereinbefore provided for workers.

Strippers, 18s. per 1,000 sets.

Bung hands and beef-gut hands shall be paid 1s. 7d. per hour, or at the rate of 17s. 6d. per thousand for short bungs and £1 5s. for long bungs.

4. Any worker who is not capable of earning the wage hereinbefore provided shall be paid such less wage as may from time to time be agreed upon in writing between the employers and president and secretary of the union, and, in default of such agreement within twenty-four hours after either such worker or such employer has notified the secretary in writing of his desire that such less wage shall be agreed upon, then as shall be agreed upon in writing by the Chairman of the Conciliation Board for the Industrial District of Wellington upon the application of such worker or employer after twenty-four hours' notice in writing to the secretary of the union, who may be heard by such Chairman on such application. Any worker whose wage has been so fixed shall receive a permit from the secretary of the union to work and be employed by any employer for such less wage for a period of not more than six calendar months thereafter, but at the expiration of the said six calendar months such permit may be renewed for a further period not exceeding six calendar months after the expiration of the said period of six calendar months hereinbefore provided.

#### *Overtime.*

5. All work done by workers beyond the time mentioned in paragraph 2, and all work done by workers and by boys on the holidays hereinafter provided for, shall be considered overtime, and shall be paid for at the following rates: On ordinary working-days, time and one-quarter per hour; on Sundays and the holidays hereinafter provided for, double time (including in the case of holidays the ordinary wage which shall be paid to workers and to boys as provided by paragraph 7, and not in addition thereto). Pieceworkers to receive a maximum of nine hours per week overtime.

#### *Pay-day.*

6. All wages from time to time earned by any worker or boy shall be paid to him by his employer during ordinary working-hours on the premises on Friday of each week, excepting when any

such day shall happen to be a holiday, in which and in every such case such wages shall be paid on the preceding day.

*Holidays.*

7. All workers and boys shall be allowed the following holidays in each year: Christmas Day, Boxing Day, New Year's Day, Anniversary Day, Good Friday, Easter Monday, and Sovereign's Birthday, and shall be paid for such holidays at the same rates as for an ordinary working-day of eight hours. Pieceworkers to receive same rates as class (a).

*Boys.*

8. From and after the 1st day of May, 1916, the proportion of boys to workers to be employed by any employer shall be one boy to every six workers or the first fraction of six. For the purpose of determining the proportion of boys to workers in taking any new boy or boys the calculation shall be based on two-thirds full-time employment of the workers employed by such employer for the twelve preceding calendar months.

No boy may perform work in class (a) without the consent of the union.

*Clock.*

9. Employers shall keep a clock going, placed in a prominent position in the workroom of each factory.

*Dressing and Dining Rooms.*

10. Employers shall provide for all workers and boys in each factory dressing and dining rooms, and such rooms shall not be used for any other purpose.

*Preference to Unionists.*

11. Employers shall employ members of the union in preference to non-members, providing there are members of the union qualified to perform the particular work required to be done, and ready and willing to undertake it.

12. If any employer is in need of a man he will first ask the union to furnish him with one. If the union has no man available, or if any man who is available is objectionable to the employer, then the employer shall have the right to engage any other man willing, provided such man becomes a member of the union, who shall be permitted to do the work for which he has been engaged until the union for good reason objects.

13. As between members of the union qualified members who have previously worked in the shed shall have preference over those who have not done so.

*General.*

14. When working after 7 p.m. half an hour shall be allowed for tea without deduction.

15. Material for aprons and leggings shall be supplied to those men who require them at the discretion of the foreman.

16. When any green stuff has to be put in the tanks after work has ceased for the day the tank hand shall see that the work is done.

17. Hot water to be available to the workers when required.

The seal of the union has, in pursuance of a resolution of the union made on the 22nd day of May, 1916, and confirmed on the 30th day of May, 1916, at a special meeting convened for that purpose, been affixed by—

[SEAL.] HARRY COULSTON,

the president of the union, in the presence of—S. Money, Secretary, Tory Street, Petone.

S. OPPENHEIMER AND CO. :

MAX EICHELBAUM,

Representative and Attorney.

Signed by the said S. Oppenheimer and Co. in the presence of—P. Eichelbaum, Boulcott Street, Wellington.

G. A. CHAPMAN.

Signed by the said G. A. Chapman in the presence of—R. W. Short, J.P., Agent, Petone.