

NORTHERN (AUCKLAND) INDUSTRIAL DISTRICT.

(4375.) POVERTY BAY SAUSAGE-CASING WORKERS.—AGREEMENT.

Between the Poverty Bay Freezing and Sausage-casing Works Industrial Union of Workers and Messrs. S. Oppenheimer and Co., merchants, Wellington (a corporation registered in New Zealand with its head office for New Zealand at Wellington). This agreement refers to the Gisborne Branch.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 26th day of June, 1916, between Messrs. S. Oppenheimer and Co. (hereinafter called "the employers") of the one part, and the Poverty Bay Freezing and Sausage-casing Works Industrial Union of Workers (hereinafter called "the union") of the other part, whereby it is mutually agreed by and between the parties hereto as follows:—

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.

3. This agreement shall continue in force from the day of the date hereof until the 1st day of May, 1919, and thereafter shall continue in force until superseded by another agreement or by an award made under the provisions of the said Act.

In witness whereof the parties hereto have executed these presents the day and year first before written.

SCHEDULE.

Classes of Labour.

1. Six classes of labour shall be recognized—
 - (a.) Classers, scrapers, measurers, and tank hands.
 - (b.) Salters.
 - (c.) Floormen.
 - (d.) Drivers (horse and motor).
 - (e.) Pullers-off, strippers, bung hands, and beef-gut hands.
 - (f.) Boys.

Classers, scrapers, measurers, tank hands, salters, floormen, drivers, pullers-off, strippers, bung hands, and beef-gut hands are hereinafter referred to as "workers."

Hours of Employment.

2. The recognized hours of work shall be from 8 a.m. until 4.30 p.m. on five days of the week, and 8 a.m. till noon on Saturday. Half an hour to be allowed for dinner each day. For all workers in class (e) the hours of work shall be from 7 a.m. until 4 p.m. on five days of the week, and from 7 a.m. till 11 a.m. on Saturdays. One hour to be allowed for dinner each day.

Wages.

		Per Hour.	
		s.	d.
3. The following wages have been agreed upon :—			
Classers, scrapers, measurers, and tank hands ...	...	1	8
Salters ... ..	...	1	5
Floormen ... ..	...	1	5
Horse-drivers ... ..	...	1	5
Motor-drivers ... ..	...	1	8
Pullers-off, strippers, bung hands, and beef-gut hands ...	...	1	8
		Per Week	
		(44 hours).	
		s.	d.
Boys fifteen to sixteen years of age ... ..	...	20	0
Boys sixteen to seventeen years of age... ..	...	27	6
Boys seventeen to eighteen years of age ... ..	...	30	0
Boys eighteen to nineteen years of age ... ..	...	35	0
		Per Hour.	
		s.	d.
All unspecified labour ... ..	...	1	5
Man employed tending steam boiler and digester ...	...	1	8

Overtime.

4. All time worked beyond the hours hereinbefore specified shall be paid for at the rate of time and a quarter for the first two hours, and at the rate of time and a half for the next two and a half hours, afterwards at the rate of double time. The above overtime rates shall not apply to Saturday afternoon.

On Saturday all time worked after 12 noon shall be paid for at the rate of time and a half up till 4 p.m.; after 4 p.m. at the rate of double time.

All work done on Sundays and the holidays hereinafter provided for shall be paid for at the rate of double time.

Payment of Wages.

5. Wages shall be paid weekly or on the 15th and last day of month at the option of the employer: Provided that if any worker leaves his employment with his employer's consent or is dismissed by his employer his wages shall be paid in full immediately following such leaving or dismissal.

Holidays.

6. (a.) The following holidays shall be allowed in each year—Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter

Monday, Sovereign's Birthday—and shall be paid for at the rate as for an ordinary working-day of eight hours.

(b.) All workers in class (e), clause 1, shall be allowed the following additional unpaid holidays: Labour Day, also two other days to be arranged between the employer and the union.

(c.) The firm agrees to contribute the sum of £10 towards a yearly picnic for the workers and their families.

Learners.

7. (a.) The proportion of learners to scrapers or pullers shall be one learner to every six scrapers or pullers or fraction of six.

(b.) Learners shall be paid 1s. 5d. per hour while they are learning, and full rates when they are proficient.

Clause re Preference.

8. (a.) If any employer shall hereafter engage any worker coming within the scope of this agreement who shall not be a member of the union, and who shall not become a member thereof within fourteen days after his engagement and remain such member, 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.) The provisions of the foregoing clause shall operate if and only so long as the rules of the union shall permit any worker coming within the scope of this agreement of good character and sober habits to become a member of the union upon payment of an entrance fee not exceeding 5s., without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 6d. per week, whether payable weekly or otherwise.

(c.) There shall not be any distinction made between members of the union, and all shall work together in harmony.

General Clauses.

9. Where contracts are let all contractors shall pay the men employed by them not less than the minimum rate of wages herein prescribed. The employers shall make it a binding term of any such contract that the contractor shall comply with this condition.

10. A minimum of two hours shall be paid to men who are called out to work for less than two hours.

11. Any dispute in connection with any matter not provided for in this agreement shall be referred to the delegate of the men.

12. A "smoke-oh" of fifteen minutes' duration shall be allowed morning and afternoon, without deduction from the men's wages, at intervals of not less than two hours.

13. Suitable provision shall be made for dining-room, dressing-room, and lavatory accommodation. A shed for the storage of bicycles shall be provided.

14. A factory clock shall be provided and placed in a prominent position.

15. All material for leggings and aprons shall be supplied by the employers to such men as may require them at the discretion of the foreman.

16. Boiling water shall be provided for the men at "smoke-oh" and meal-time.

17. The secretary of the union shall be allowed to visit the shed at reasonable intervals and to confer with the foreman respecting any matter arising out of the agreement.

The common seal of Messrs. Oppenheimer and Co. was hereunto affixed this 26th day of June, 1916, by

S. OPPENHEIMER AND CO.,

[SEAL.]

MAX EICHELBAUM,

Representative and Attorney,

In the presence of—S. Eichelbaum, Wellington.

The seal of the Poverty Bay Freezing and Sausage-casing Works Industrial Union of Workers was hereunto affixed this 26th day of June, 1916, by

[SEAL.]

RICHD. COGAR, President.

C. E. BICKFORD, Secretary.