

**(4507.) WELLINGTON INDUSTRIAL DISTRICT (EXCEPT WELLINGTON AND MASTERTON) SLAUGHTERMEN.—AWARD.**

In the Court of Arbitration of New Zealand, Wellington 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 Wellington Slaughtermen's Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

- Hawke's Bay Farmers' Meat Company (Limited), Hastings.
- National Mortgage and Agency Company of New Zealand (Limited), Longburn.
- Nelson Bros. (Limited), Tomoana.
- North British and Hawke's Bay Freezing Company (Limited), Napier.
- Oroua and West Coast Meat and Produce Company (Limited), Feilding.
- Otaihape Farmers' Meat and Produce Company (Limited), Taihape.
- Patea Farmers' Co-operative Freezing Company (Limited), Patea.
- Thomas Borthwick and Sons (Australasia) (Limited), Pakipaki Freezing-works, Hastings.
- Wanganui Meat Freezing Company (Limited), Wanganui.

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, doth hereby order and award :—

That, as between the union and the members thereof and the employers and each and every of them, 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 employers and upon each and every 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 this award; and, further, that the union and every member thereof and the employers and each and every of them 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 of this award, and that the sum of £100 shall be the maxi-

mum penalty payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect as from the 15th day of October, 1916, and shall continue in force until the 2nd day of October, 1918, and thereafter as provided by subsection (1) (d) of section 90 of the Industrial Conciliation and Arbitration Act, 1908.

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 18th day of November, 1916.

T. W. STRINGER, Judge.

SCHEDULE.

*Hours of Work.*

1. (a.) Unless otherwise mutually agreed upon the ordinary hours of work shall be worked between the hours of 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 time of starting work.

(d.) Intervals for meals shall be as at present customary at the various sheds unless otherwise mutually arranged.

*Rates of Pay.*

2. (a.) Freezing sheep and lambs, £1 7s. 6d. per hundred. Potters' sheep and lambs, £1 per hundred.

(b.) So long as the British Empire remains in a state of war with Germany and Austria or either of them, and for three months after the cessation of such war, there shall be paid, in addition to the rates above prescribed, a war bonus of 2s. 6d. per hundred.

(c.) Notwithstanding the foregoing clause the said war bonus may at any time during the currency of this award be continued either wholly or partially, or may be increased or terminated as the Court, on the application of any parties to this award or of its own motion, may determine.

(d.) Rams other than ram lambs, 5d. per head; lambs requiring back sets, 5d. per head; dead sheep and lambs, 1s. per head, when required; cattle, 2s. per head; dead cattle, 5s. per head; pigs up to 120 lb., 1s. per head; pigs 121 lb. and over, 1s. 6d. per head; calves up to 130 lb., 1s. per head; calves 131 lb. and over, 1s. 6d. per head.

(e.) Wages to be paid weekly or fortnightly as is practised in different works.

*Waiting-time.*

3. In each case when 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.

*Mutton-slaughtermen's Work.*

4. (a.) The killing and dressing of sheep and lambs shall consist of killing, taking out tongue, taking off skin (including wool portion of head and shanks with wool-pieces, all wool-pieces to be left on pelt), take off head and trotters, stripping caul-fat, taking inside out, taking out neck sweetbreads from lambs, wiping and thoroughly cleaning carcase, scrape back veins, put on neck-strings and butchers' tags, weasands to be properly drawn and tied, necks not to be trimmed on the floor or ends of windpipes cut off, and hang off.

*Beef-slaughtermen's Work.*

(b.) 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 through rump-bone and to the fourth rib from the neck into sides, trim and hang back.

(c.) All slaughtering to be turned out in a workmanlike manner to the satisfaction of the foreman butcher; killing-pace to be regulated by the employers.

*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 tally of any such worker, or he may instantly dismiss such worker.

*Learners.*

6. The employers may employ learners in their respective factories. 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 six expert slaughtermen or fraction of the first six on the mutton-board.

A learner when capable of killing and dressing sheep and lambs for freezing purposes to the satisfaction of the foreman butcher shall be classed as a competent slaughterman, and shall be transferred from the learner's class. Upon transference of any learner his place as learner may be filled up in the learner's class by another learner.

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.

Each employer shall be entitled to one learner in each beef-slaughterhouse, and such learner may be taken off the mutton-board, but in the event of the requisite number of expert beef-slaughtermen not being available at any time the deficiency may be made up by learners.

*Regulations.*

7. Each competent slaughterman shall be provided with a hook, and not more than two such slaughtermen shall be allowed to work in any one pen.

*Overtime.*

8. All work done after eight hours' ordinary working-hours shall be paid for at the rate of rate and a quarter. Not 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.

*Cutting-out.*

9. 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.

*Alteration in Dressing.*

10. Should any small alteration in the dressing of sheep, lambs, and beef for export be required at any time on request from London or elsewhere, then the union undertake to meet the employers' wishes in this respect.

*Men leaving Work.*

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

*Holidays.*

12. (a.) The following days shall be holidays: Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, Labour Day, birthday of the reigning Sovereign, and one other day to be fixed each year mutually by the employers and the union.

(b.) The employers may agree with the union to substitute any other day for any of the above-mentioned holidays, and in that event all the provisions of this agreement shall apply to such substituted day.

(c.) Subject to the special provisions hereinbefore contained all work done on Christmas Day, Good Friday, and Sundays shall be paid for at double rates; all work done on any of the other holidays shall be paid for at the rate of rate and a half.

*Preference.*

13. (a.) So long as the rules of the union shall permit any person of good character and sober habits who has been or is at present employed in freezing-works in Hawke's Bay, or may desire to obtain employment therein, upon payment of an entrance fee not exceeding 5s. and of subsequent contributions at a rate not exceeding 6d. per week, upon a written or verbal application to

the secretary of the union stating his desire to join the union, without ballot or other election, to become a member thereof, each employer shall employ members of the union in preference to non-members, provided that there are members of the union equally qualified with non-members to perform the particular work required to be done, and the employer shall know of such members and shall be able to obtain their services without undue delay.

(b.) Nothing herein contained shall prevent the continued employment or re-employment of workers now in the employment of any employer, although such workers may not be or become members of the union.

*Management.*

14. Subject to the special provisions of this agreement expressed the employers shall retain and have full powers 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 employ.

*Disputes.*

15. Should any matter or dispute arise during the term of this agreement not herein provided for such matter or dispute shall be referred to a committee consisting of two employers and three members of the union with a view to settlement.

*Scope of Award.*

16. This award shall operate over the whole of the Wellington Industrial District outside a radius of eight miles from the Chief Post-offices of Wellington and Masterton.

*Term of Award.*

17. This award shall come into force as from the 15th day of October, 1916, and shall continue in force until the 2nd day of October, 1918.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the said Court hath hereunto set his hand, this 18th day of November, 1916.

T. W. STRINGER, Judge.

MEMORANDUM.

This award embodies without alteration the recommendations of the Conciliation Council, which the parties agreed to accept. It was also agreed that the award should be made to operate as from the 15th October last.

T. W. STRINGER, Judge.