

NORTHERN (AUCKLAND) INDUSTRIAL DISTRICT.

(4612.) AUCKLAND ABATTOIR ASSISTANTS AND FREEZING-WORKS EMPLOYEES.—INDUSTRIAL AGREEMENT.*

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 10th day of March, 1917, between the Auckland Abattoir Assistants and Freezing-works Employees' Industrial Union of Workers (hereinafter called "the union") of the one part, and the Auckland Farmers' Freezing Company (Limited) and the Westfield Freezing Company (Limited) 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 declared to form part of this agreement.

2. This agreement shall continue in force from the 21st day of February, 1917, until three months after the declaration of peace by Great Britain in the present war, but not exceeding a period of two and a half years, and shall continue in force until superseded by another agreement or by an award under the provisions of the said Act.

SCHEDULE.

Hours of Work.

The following shall be the hours of work: Chamber hands—Forty-seven hours per week, between the hours of 7.30 a.m. and 5 p.m., excepting Saturday, when the hours shall be between 7.30 a.m. and 12 noon. In all other cases forty-four hours per week, between the hours of 8 a.m. and 5 p.m., excepting Saturday, when the hours shall be between 8 a.m. and 12 noon. One hour to be allowed for lunch.

The hours of commencing and ceasing work may be varied by the consent of the parties.

Overtime.

Except where otherwise provided all time worked in excess of the above hours, or before or after the hour stated for commencing or leaving off work, shall be considered overtime, and shall be paid for at the rate of time and a quarter for the first four hours, and time and a half for all time after four hours.

* This agreement was arrived at at the instance of a Labour Dispute Committee set up under the Labour Disputes Investigation Act, 1913, the union, although registered under the Industrial Conciliation and Arbitration Act, not being bound by any award or industrial agreement under the latter Act.

Wages.

The following shall be the minimum rates of wages to be paid the several classes of workers specified herein :—

Chamber hands.—Ordinary work, 1s. 6d. per hour; discharging or loading out (at any hour), 2s. 2d. per hour. Slaughterhouse assistants, 1s. 4½d. per hour. Outside workers, 1s. 4½d. per hour.

Youths and boys.—Under the age of fifteen years, 15s. per week; from fifteen to sixteen years, £1 2s. 6d. per week; from sixteen to seventeen years, £1 10s. per week; from seventeen to eighteen years, £1 17s. 6d. per week.

Boys or youths shall not be employed in any department in greater numbers than one boy to every three men or fraction of the first three.

In cases where a weekly wage is fixed no deduction shall be made therefrom save for time lost through sickness or default of the worker. In all other cases the worker shall be entitled to be paid only for time worked.

Holidays.

The following days shall be observed as holidays: 1st January, Anniversary Day, Easter Monday, Good Friday, Christmas Day, Boxing Day, birthday of reigning Sovereign, Labour Day, and picnic day.

All work done on Sunday, Christmas Day, or Good Friday shall be paid for at double rates. All work done on any of the other holidays shall be paid for at the rate of time and a half.

General Conditions.

(a.) In cases where men are notified to attend at the works and there is no work available a minimum of two hours shall be paid for.

(b.) When loading out meal-hours shall be at intervals of not more than four hours, or may be extended half an hour to complete loading of truck.

(c.) Spells of a reasonable time shall be allowed to men who are in a heated condition through working outside to cool before entering the freezing-chambers. No deduction will be made from the men's wages on account of such spell.

(d.) Suitable dressing-rooms, with provision for bathing, also accommodation for drying clothes, shall be provided at each works.

(e.) Where contracts are let the employers shall make it a binding term of such contracts that the contractor shall comply with the provision of this award.

(f.) When the men are required to work more than two hours overtime and have not been notified the night previous a meal shall be provided by the employers.

(g.) Fifteen minutes' spell for smoking shall be allowed every two hours.

(h.) Gloves, aprons, overalls, &c., or materials therefor, shall be supplied by the employers to those workers whom it has been customary to supply with same.

(i.) This agreement shall not apply to members of the permanent staff.

Under-rate Workers.

(a.) Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may from time to time be fixed, upon the application of such worker after due notice to the union, by the local Inspector of Awards or such other person as the Court may from time to time appoint for the purpose; and such Inspector or other person in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector or other person shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b.) Such wage shall be fixed for such period, not exceeding six months, as such Inspector or other person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been given to such worker by the secretary of the union requiring him to have his wage again so fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disabilities it may be fixed for such longer periods as such Inspector or other person shall think fit.

(c.) Notwithstanding the foregoing it shall be competent for a worker to agree with the president or secretary of the union upon such wage without having the same so fixed.

(d.) It shall be the duty of the union to give notice to the Inspector of Awards of every agreement made with a worker pursuant hereto.

(e.) It shall be the duty of an employer, before employing a worker at such lower rate, to examine the agreement or permit by which such wage is fixed.

Preference.

If and so long as the rules of the union shall permit any person now employed in this trade in this industrial district, or who may be hereafter so employed and who is a competent workman, to become a member of the union upon payment of an entrance fee not exceeding 5s., and of subsequent contributions not exceeding 6d. per week, whether payable weekly or otherwise, upon written application to the secretary, then and in such cases employers shall when engaging workers 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 any particular work required to be done, and ready and willing to undertake it. Notwithstanding the foregoing, in the engagement of workers the employer shall have the right to engage any worker he chooses, provided

that within one week from the date of his engagement the worker shall become and remain a member of the union.

Payment of Wages

The system of paying wages shall continue as at present unless mutually agreed upon between the employers and the union.

In witness whereof the parties hereto have executed these presents the 10th day of March, 1917.

Signed on behalf of the Auckland Abattoir Assistants and Freezing-works Employees' Industrial Union of Workers—

T. W. PINHEY, President.

WM. E. SILL, Secretary.

Signed for the Auckland Farmers' Freezing Company (Limited)—
S. I. AMBURY.

Signed for the Westfield Freezing Company (Limited)—

A. ROWLANDS.

Witness to all the above signatures—J. Cannon.

NOTE.—Section 25, subsection (4), of the Industrial Conciliation and Arbitration Act, 1908, provides that, notwithstanding the expiry of the term of the industrial agreement, it shall continue in force until superseded by another industrial agreement or by an award of the Court of Arbitration, except where the registration of an industrial union of workers bound by such agreement has been cancelled.