

(2339.) HAWKE'S BAY FISHERMEN.—AGREEMENT *RE* STEAM TRAWLER "SAVAII."

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 20th day of June, 1911, between the New Zealand Trawling and Fish-supply Company (Limited), (hereinafter termed "the employers"), and the Hawke's Bay Fishermen's Industrial Union of Workers (hereinafter termed "the union"), whereby it is mutually agreed by and between the employers and the union as follows:—

1. *Application of Agreement.*—It is agreed between the above-mentioned parties that the following rates, methods of payments, and conditions of work shall apply to men employed on the steam trawler "Savaai."

2. *Hours of Work.*—The hours of work shall be regulated by the employers, but so that as far as possible the trawler shall return to port by noon on Saturdays and remain in port on Sundays.

3. *Wages and Shares.*—The crew shall receive weekly wages and commission as follows: Captain, £1 12s. 6d. and $8\frac{3}{4}$ per cent. commission; engineer, £1 12s. 6d. and $8\frac{3}{4}$ per cent. commission; deck hand, £1 and $8\frac{3}{4}$ per cent. commission; boy, £1 10s. and $2\frac{1}{2}$ per cent. commission. Each member of the crew to be allowed 11s. per week in lieu of being found.

4. *Payment for Slip-work.*—When the trawler is laid upon the slip for repairs the following extra rates per week shall be paid while work of this nature is being carried out by the crew: Captain, £1; engineer, £1; deck hand, £1; and boy, 10s.

5. *Basis of Commission.*—The basis of commission shall be taken on the gross catch.

6. *Shrinkage.*—A shrinkage shall be deducted from flat fish only at the rate of 8 per cent.

7. *Weight of Bundles.*—The weight of bundles of fish shall be—Flat fish, 4 lb. per bundle; round fish, 9 lb. per bundle; gurnet, 10 lb. per bundle.

8. *Rates per Bundle.*—The rates for calculating the amounts of commission payable to the crew shall be—For round fish, 7d. per bundle; flat, 9d. per bundle.

9. *Payment of Wages.*—Wages shall be paid weekly on each Saturday as soon after noon as possible.

10. *Statements of Wages.*—Statements showing amounts due to each man and the quantities of the catch shall be given to the captain when wages are being paid.

11. *Repairs to Nets.*—Ordinary repairs to trawling-nets shall be undertaken and performed by the men.

12. *Preference to Unionists.*—The employers shall employ members of the union in preference to non-members, provided there are members of the union qualified to perform the particular work required to be done and ready and willing to undertake it. This clause shall not prevent the captain employing a non-union casual

hand for one trip if the trawler would be delayed in starting by search being made for a member of the union.

13. *No Discrimination.*—Employers shall not discriminate against members of the union, and shall not in the engagement or dismissal of workers or in the conduct of their business do anything to injure the union, either directly or indirectly.

14. *Workers' Compensation for Accidents Act, 1908.*—The employers undertake that, in future, policies of insurance under this heading shall have a clause inserted that will cover risk incurred by any employee working under this agreement.

15. *Dispute Committee.*—In the event of any dispute arising out of any matter contained in this agreement it shall be submitted to a committee appointed for this purpose, and, should they not succeed in effecting an arrangement or settlement in a manner satisfactory to the parties concerned, it shall be referred to the Conciliation Commissioner in charge of the district for final adjustment.

For the purpose of this clause the following persons have been appointed to act as a committee, and, in the event of any vacancy occurring, their respective parties shall appoint another person to act in his stead: Employers' representative, J. J. Niven; union's representative, P. Jenkins.

16. *Term of Agreement.*—This agreement shall come into operation on the 26th day of June, 1911, and shall continue to the 24th day of July, 1911.

Dated at Napier, this 20th day of June, 1911.

NEW ZEALAND TRAWLING AND FISH-SUPPLY COMPANY
(LIMITED): A. H. FENTON, Secretary.

Signed by A. H. Fenton on behalf of the New Zealand Trawling and Fish-supply Company (Limited) in the presence of—S. E. Wright, Accountant, Napier.

Signed on behalf of the Hawke's Bay Fishermen's Industrial Union of Workers by—

[SEAL.]

PHILIP HENRY JENKINS, President,
DENNIS MCCARTHY, Secretary,

in the presence of—S. Thoms.