

(4262.) AUCKLAND, GISBORNE, NEW PLYMOUTH, NAPIER, WELLINGTON, PICTON, WESTPORT, TIMARU, OAMARU, PORT CHALMERS, AND BLUFF WATERSIDE WORKERS.—AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 16th day of March, 1916, between the New Zealand Waterside Workers' Federation Industrial Association of Workers, on its own behalf and also on behalf of its component unions — viz., Wellington Wharf Labourers' Industrial Union of Workers, Auckland Waterside Workers' Industrial Union of Workers, New Plymouth Watersiders' Industrial Union of Workers, Gisborne Waterside Workers' Industrial Union of Workers, Napier Wharf Labourers' and Stevedores' Industrial Union of Workers, Timaru Wharf Labourers' Industrial Union of Workers, Oamaru Wharf Labourers' Industrial Union of Workers, Port Chalmers Waterside Workers' Industrial Union of Workers, Bluff Waterside Industrial Union of Workers, Picton Wharf Labourers' Industrial Union of Workers, and Westport Waterside Workers' Industrial Union of Workers—(hereinafter called the "union") of the one part, and

Anchor Shipping and Foundry Company (Limited),
 Aorere Steamship Company (Limited),
 Blackball Coal Company (Limited),
 Chatham Islands Fishing Company (Limited),
 Commonwealth and Dominion Line (Limited),
 Gannaway and Co.,
 Huddart-Parker (Limited),
 Levin and Co. (Limited),
 New Zealand and African Steamship Company (Limited),
 New Zealand Shipowners' Federation (Wellington Branch),
 New Zealand Shipping Company (Limited),
 Paparoa Coal-mining Company (Limited).
 Patea Steamship Company (Limited),
 G. H. Scales (Limited),
 Shaw, Savill, and Albion Company (Limited),
 South Taranaki Shipping Company (Limited),
 Tyneside Proprietary Coal-mining Company (Limited),
 Union Steamship Company of New Zealand (Limited),

Wairau Steamship Company (Limited),
 Wellington Co-operative Waterside Labour Employment Association,
 Wellington Harbour Board,
 Wellington, Havelock, and Motueka Shipping Company (Limited),
 Wellington and Wanganui Steam Packet Company (Limited),
 Westland Steamship Company (Limited),
 Westport Coal Company (Limited),
 Westport-Stockton Coal Company (Limited),
 E. G. F. Zohrab,

(hereinafter called "the employers") of the other part, whereby it is mutually agreed by and between the parties hereto as follows, that is to say,—

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.

THE SCHEDULE BEFORE REFERRED TO.

1. With the exception of clauses which are hereinafter specifically deleted, each and every of the provisions contained in the industrial agreements or awards dated Wellington, 19th December, 1913 (Book of Awards, Vol. xiv, page 1019), Auckland, 7th January, 1914 (Book of Awards, Vol. xv, page 14), New Plymouth, 16th January, 1914 (Book of Awards, Vol. xv, page 97), Gisborne, 14th September, 1912 (Book of Awards, Vol. xiii, page 579), Napier, 18th January, 1912 (Book of Awards, Vol. xiii, page 26), Timaru, 29th November, 1913 (Book of Awards, Vol. xiv, page 870), Oamaru, 20th December, 1913 (Book of Awards, Vol. xiv, page 1127), Port Chalmers, 16th May, 1914 (Book of Awards, Vol. xv, page 442), Bluff, 22nd November, 1911 (Book of Awards, Vol. xii, page 869), Picton, 14th December, 1914 (Book of Awards, Vol. xv, page 842), and Westport, 21st January, 1914 (Book of Awards, Vol. xv, page 81), shall, in relation to the respective ports, form part of this agreement, and shall bind the parties hereto as fully and effectually as if all the said provisions had been set forth at length herein.

2. *Wellington Wharf Labourers' Union*.—In lieu of clause 2 of the Wellington industrial agreement hereinbefore referred to, the following clause shall be substituted, viz. :—

The following shall be the rates of pay per hour for the work hereinafter specified :—

	Ordinary Time.		Overtime to 10 p.m.		Overtime 10 p.m. to 8 a.m.	
	s.	d.	s.	d.	s.	d.
Stevedore and general-cargo work, including lime and cement in casks	1	8	2	6	2	9
Handling coal: Men employed as winchmen, plankmen, bullrope-men, tippers, men shovelling in the holds of ships and hulks and in trucks, men employed in shifting hulks and in rigging gear	1	9	2	7	2	10
Men employed in trimming in ship's bunkers, Home-going and foreign steamers	1	11	2	9	3	0
Men employed in trimming in ship's bunkers on inter-colonial and coastal steamers	1	11	3	0	3	3
Men employed in carrying coal	2	3	3	4	3	6
Repair work: Overhauling-work on ships (including work in the interior, whether at the wharves or patent slip) such as chipping, cleaning, scrubbing, and painting	1	7	2	5	2	8
Similar work on ballast-tanks, peaks, bilges, chain-lockers, and under the boilers	1	7	2	5	2	8
Handling frozen meat: Carrying and stowing work in freezing-chambers on board ship	2	0	3	1	3	5
Handling frozen meat in cool chambers (leading hands to receive 3d. per hour extra, day or night)	1	8	2	6	2	9
Special cargoes in bulk, when in quantities of more than 25 tons in a ship: Superphosphates, Japanese phosphates, sulphur, guano, bonedust, basic slag, and pebbles	2	1	2	11	3	3
Special cargoes in bags, when in quantities of more than 25 tons in a ship: Lime, cement, sulphur, superphosphates, Japanese phosphates, guano, basic slag, and bonedust	1	10	2	8	2	11
Explosives	1	10	2	8	2	11
Coke in bulk (to be paid only where digging in is required)	1	11	2	9	3	0
Kerosene, naphtha, benzine, and motor-spirits in over-sea ships which are loaded with oils only	2	0	2	10	3	1
Kerosene, naphtha, benzine, and motor-spirits in over-sea ships in which oils are carried as part general cargoes (a vessel with 65 per cent. of oil shall be considered an oil-ship)	1	10	2	8	2	11
Harbour Board cranemen (but when working kerosene to be paid 2d. or 4d. per hour extra according to whether the ship is an oil-ship only or has part general cargo as above)	1	9	3	0	3	0
Shovelling hot coal	2	0	2	10	3	1

3. Clause 17 (a) of the said Wellington agreement shall be varied by adding a proviso that five men shall be engaged shovelling in the hold in the case of screened New Zealand coal, except in the case of steamers of 250 tons net register and under.

4. Clauses 26 and 28 of the said Wellington agreement shall be deleted.

5. *Auckland Waterside Workers' Union*.—In lieu of clause 2 of the Auckland industrial agreement hereinbefore referred to, the following clause shall be substituted, viz. :—

The following shall be the rates of pay per hour for the work hereinafter specified :—

	Ordinary Time.		Overtime to 10 p.m.		Overtime 10 p.m. to 8 a.m.	
	s.	d.	s.	d.	s.	d.
Stevedore and general-cargo work (including stackers and loaders), also including lime and cement in casks	1	8	2	6	2	9
Handling coal: Men employed as winchmen, bullrope-men, tippers, men shovelling in holds of ships or in hulks or trucks, men employed in shifting hulks or in rigging gear	1	11	2	6	2	9
Men employed as plankmen	2	5	3	0	3	3
Men employed in trimming or carrying	2	5	3	0	3	3
Repair work: Overhauling-work on ships, whether at the wharves or dry dock, such as chipping, cleaning, scrubbing, and painting, except in way of repairs	1	8	2	6	2	9
Similar work on ballast-tanks, peaks, bilges, chain-lockers, in and under the boilers, except in way of repairs	1	8	2	6	2	9
Handling frozen meat—						
Carrying and stowing work in freezing chamber aboard ship	2	4 ³ / ₄	3	5	3	6
On the wharves or deck	1	11	2	6	2	9
In cool chambers	1	8	2	6	2	9
Special cargoes in bulk, when in quantities of more than 25 tons in a ship: Superphosphates, Japanese phosphates, sulphur, guano, bonedust, basic slag, and pebbles	2	3	2	11	3	3
Special cargoes in bags, when in quantities of more than 25 tons in a ship: Lime, cement, sulphur, superphosphates, Japanese phosphates, guano, basic slag, bonedust	1	11	2	9	3	1
Explosives	1	11	2	9	3	1
Kerosene, naphtha, benzine, motor spirits in oversea ships which are loaded with oils only	2	0	2	10	3	1
Kerosene, naphtha, benzine, motor-spirits in oversea ships in which oils are carried as part of general cargo (a vessel with 65 per cent. of oils shall be considered an oil-ship)	1	10	2	8	2	11
Coke in bulk (to be paid only where digging in is required)	2	0	2	8	2	11
Shovelling hot coal	2	2	2	9	3	0

6. Clause 18 (a) of the said Auckland agreement to be varied by adding a proviso that five men shall be engaged shovelling in the hold in the case of screened New Zealand coal, except in the case of steamers of 250 tons net register and under.

7. Clause 3 of the preamble of the said Auckland agreement to be deleted; and clause 31 of the said Auckland agreement shall also be deleted.

8. *New Plymouth Watersiders' Union*.—In lieu of clause 2 of the New Plymouth industrial agreement hereinbefore referred to, the following clause shall be substituted, viz. :—

The following shall be the rates of pay per hour for the work hereinafter specified :—

	Ordinary Time.		Overtime to 10 p.m.		Overtime 10 p.m. to 7 a.m.	
	s.	d.	s.	d.	s.	d.
Stevedore and general-cargo work	1	11	2	6	2	9
All coal-work	1	11	3	0	3	3
For shovelling coke in bulk when digging in is required	2	1	3	2	3	5
Frozen produce (men working in chambers which are frozen down)	2	0	2	10	3	2
Special cargoes in bulk, when in quantities of more than 25 tons in a ship : Superphosphates, Japanese phosphates, sulphur, guano, bonedust, basic slag, and pebbles	2	4	2	11	3	3
Special cargoes in bags, when in quantities of more than 25 tons in a ship : Lime, cement, sulphur, superphosphates, Japanese phosphates, guano, basic slag, and bonedust	1	11	3	0	3	2
Explosives	1	11	3	0	3	2
Kerosene, naphtha, benzine, motor-spirits in oversea ships which are loaded with oils only	2	3	2	10	3	1
Kerosene, naphtha, benzine, motor-spirits in oversea ships in which oils are carried as part general cargoes (a vessel with 65 per cent. of oils shall be considered an oil-ship)	2	1	2	8	2	11

9. Clause 8 of the said New Plymouth agreement to be varied by adding a proviso that five men shall be engaged shovelling in the hold in the case of screened New Zealand coal, except in the case of steamers of 250 tons net register and under.

10. Clauses 17 and 20 of the said New Plymouth agreement shall be deleted.

11. *Gisborne Waterside Workers' Union*.—In lieu of clause 2 of the Gisborne industrial agreement hereinbefore referred to, the following clause shall be substituted, viz. :—

The following shall be the rates of pay per hour for the work hereinafter specified :—

	Ordinary Time.		Overtime to 10 p.m.		Overtime 10 p.m. to 8 a.m.	
	s.	d.	s.	d.	s.	d.
Stevedore and general-cargo work of all kinds at all places in the port and roadstead and at the break-water	1	9	2	10	3	0
All coal-work	1	9	2	10	3	0
Special cargoes in bulk, when in quantities of more than 25 tons in a ship : Superphosphates, Japanese phosphates, sulphur, guano, bonedust, basic slag, and pebbles	2	1	3	2	3	4
Special cargoes in bags, when in quantities of more than 25 tons in a ship : Lime, cement, sulphur, superphosphates, Japanese phosphates, guano, basic slag, and bonedust	1	11	3	0	3	2
Explosives	1	11	3	0	3	2

	Ordinary Time.		Overtime to 10 p.m.		Overtime 10 p.m. to 8 a.m.	
	s.	d.	s.	d.	s.	d.
Kerosene, naphtha, benzine, motor-spirits in oversea ships which are loaded with oils only	2	1	3	2	3	4
Kerosene, naphtha, benzine, motor-spirits in oversea ships in which oils are carried as part general cargoes (a vessel with 65 per cent. of oils shall be considered an oil-ship)	1	11	3	0	3	2
For shovelling coke in bulk when digging in is required	1	11	3	0	3	2
Frozen meat : Deck hands and men in charge of lighters	2	0	2	0	2	0

The contract rates set out in clauses 5 (a) and 6 (a) shall be increased by 18 per cent.

12. Clause 15 of the said Gisborne agreement shall be varied by adding a proviso that five men shall be engaged shovelling in the hold in the case of screened New Zealand coal and rough Newcastle coal, except in the case of steamers of 250 tons net register and under.

13. Clause 26 of the said Gisborne agreement shall be deleted.

14. *Napier Wharf Labourers' and Stevedores' Union.*—In lieu of clause 2 of the Napier industrial agreement hereinbefore referred to, the following clause shall be substituted, viz. :—

The following shall be the rates of pay per hour for the work hereinafter specified :—

	Ordinary Time.		Overtime to 10 p.m.		Overtime 10 p.m. to 8 a.m.	
	s.	d.	s.	d.	s.	d.
Handling cargo : Lighters, stevedore, general cargo, repair work, slip-work, carrying produce in sacks ..	1	9	2	10	3	0
Special cargoes in bulk, when in quantities of more than 25 tons in a ship : Superphosphates, Japanese phosphates, sulphur, guano, bonedust, basic slag, and pebbles	2	1	3	2	3	4
Special cargoes in bags, when in quantities of more than 25 tons in a ship : Lime, cement, sulphur, superphosphates, Japanese phosphates, guano, basic slag, and bonedust	1	11	3	0	3	2
Explosives	1	11	3	0	3	2
Kerosene, naphtha, benzine, motor-spirits in oversea ships in which oils are carried as part general cargoes (a vessel with 65 per cent. of oils shall be considered an oil-ship)	1	11	3	0	3	2
Kerosene, naphtha, benzine, motor-spirits in oversea ships which are loaded with oils only	2	1	3	2	3	4
Frozen meat—						
Working frozen meat on lighters, sailing or steam	2	0	3	1	3	3
Working frozen meat on wharves when loading lighters, sailing or steam	1	9	2	10	3	0
Any time waiting at meat-work on lighters or steamers between each load, after two hours waiting, provided that two lighters are running at frozen meat	1	9	2	10	3	0
Working frozen meat aboard ships at stevedoring	2	1½	3	2	3	3
Coal-work : Handling coal, carrying and trimming in bunkers	1	9	2	10	3	0
For shovelling coke in bulk when digging in is required	1	11	3	0	3	2

15. In lieu of clause 5 of the said Napier agreement the following clause shall be substituted :—

Travelling to and from Roadstead.

Men engaged to work on boats lying in Napier Roadstead shall be paid from the time of leaving the wharf, and shall receive pay for a quarter of an hour after leaving ship's side, but should more than half an hour be taken in coming ashore the men shall be paid for such additional time occupied.

16. Clause 7 of the said Napier agreement shall be varied by providing that—

Holidays.

All work on Sunday, Christmas Day, and Good Friday shall be paid at double ordinary overtime rates. All work on other holidays, from 8 a.m. to 5 p.m., shall be at ordinary overtime rates (at the rate fixed to 10 p.m.), and before 8 a.m. and after 5 p.m. at double ordinary time.

17. In lieu of clause 8 of the said Napier agreement the following clause shall be substituted :—

Meal-hours.

The meal-hours to be as follows : Breakfast, 7 a.m. to 8 a.m. ; dinner, 12 noon to 1 p.m. ; tea, 5 p.m. to 6 p.m. Men required to work after midnight shall receive one hour or half-hour (at option of worker) for supper between 10 p.m. and midnight. Men employed from midnight to 7 a.m. shall receive half an hour for refreshments, and for this half-hour they shall be paid.

Men shall work during meal-hours if required to do so, and shall be paid at double ordinary rates for dinner, tea, and refreshment hours worked, and also for breakfast-hour if worked when men have been working from midnight, otherwise the breakfast-hour shall be paid for at ordinary overtime rate.

Ordinarily men shall take their meal-hours at times specified above, but when working frozen meat or frozen cargo, if required, may work a quarter of an hour past 7 a.m., 12 noon, or 5 p.m., the time of starting the meal, to finish discharge of truck or lighter, and then shall be granted a full hour ; the pay for such quarter of an hour shall be at the rate per hour of the time immediately preceding. This subclause only applies to frozen cargo.

Should the men be called upon to work beyond the quarter of an hour, they shall be paid for half an hour at meal-time rate and then receive one full hour or half an hour, at option of worker, for meal, for which they shall not be paid.

Men shall not be called upon at any time to work for more than five hours without a meal except when finishing the loading or discharge of a ship, when they may work for six hours.

18. Clause 11 of the said Napier agreement shall be varied by adding a proviso that five men shall be engaged shovelling in the hold in the case of screened New Zealand coal, except in the case of steamers of 250 tons net register and under.

19. Clause 19 of the said Napier agreement shall be deleted.

20. The following additional clause shall be incorporated in the Napier agreement :—

Fractional Time.

Fractions of an hour shall be paid for as follows : If a man shall work not more than five minutes in a quarter of an hour he shall not be paid for the same, but if he shall work more than five minutes in such quarter of an hour he shall be paid for a quarter of an hour.

21. *Westport Waterside Workers' Union*.—In lieu of clause 2 of the Westport industrial agreement hereinbefore referred to, the following clause shall be substituted, viz. :—

The following shall be the rates of pay per hour for the work hereinafter specified :—

	Ordinary Time.		Overtime to 10 p.m.		Overtime 10 p.m. to 8 a.m.	
	s.	d.	s.	d.	s.	d.
Handling all live-stock, shovelling coal, coke, and ballast	2	5	2	5	2	5
Pinman and tippers	1	11	2	5	2	5
Coke in bags	2	5	2	5	2	5
Work connected with other cargo	1	11	2	6	2	9
Special cargoes in bulk, when in quantities of more than 25 tons in a ship : Superphosphates, Japanese phosphates, sulphur, guano, bonedust, basic slag, and pebbles	2	3	2	10	3	1
Special cargoes in bags, when in quantities of more than 25 tons in a ship : Lime, cement, sulphur, superphosphates, Japanese phosphates, guano, basic slag, and bonedust	2	1	2	8	2	11
Explosives	2	1	2	8	2	11
Kerosene, naphtha, benzine, motor-spirits in oversea ships which are loaded with oils only	2	3	2	10	3	1
Kerosene, naphtha, benzine, motor-spirits in oversea ships in which oils are carried as part general cargoes (a vessel with 65 per cent. of oils shall be considered an oil-ship)	2	1	2	8	2	11

22. Clauses 19 and 21 of the said Westport agreement shall be deleted.

23. *Timaru Wharf Labourers' Union*.—In lieu of clause 4 of the Timaru award hereinbefore referred to, the following clause shall be substituted, viz. :—

The following shall be the rates of pay per hour for the work hereinafter specified :—

	Ordinary Time.		Overtime to 10 p.m.		Overtime 10 p.m. to 8 a.m.	
	s.	d.	s.	d.	s.	d.
Stevedore and general-cargo work, including lime and cement in casks	1	11	2	6	2	9
Special cargoes in bulk, when in quantities of more than 25 tons in a ship : Superphosphates, Japanese phosphates, sulphur, guano, bonedust, basic slag, and pebbles	2	4	2	11	3	3
Special cargoes in bags, when in quantities of more than 25 tons in a ship : Lime, cement, sulphur, superphosphates, Japanese phosphates, guano, basic slag, and bonedust	2	1	2	8	2	11
Explosives	2	1	2	8	2	11
Kerosene, naphtha, benzine, motor-spirits in oversea ships which are loaded with oils only	2	3	2	10	3	1
Kerosene, naphtha, benzine, motor-spirits in oversea ships in which oils are carried as part of general cargoes (a vessel with 65 per cent. of oils shall be considered an oil-ship)	2	1	2	8	2	11
Foreign coal, including trimming in bunkers	2	0	2	7	2	11
New Zealand coal, including trimming in bunkers	1	11	2	6	2	9
For shovelling coke in bulk when digging in is required	2	1	2	8	2	11
Frozen meat : Men working in chambers which are frozen down	2	0	2	10	3	2

24. A proviso shall be added to clause 8 of the Timaru award providing that five men shall be engaged in shovelling in the hold in the case of screened New Zealand coal and rough Newcastle coal, except in the case of steamers of 250 tons net register and under.

25. Clause 16 of the Timaru award shall be deleted.

26. *Oamaru Wharf Labourers' Union.*—In lieu of clause 4 of the Oamaru agreement hereinbefore referred to, the following clause shall be substituted, viz. :—

The following shall be the rates of pay per hour for the work hereinafter specified :—

	Ordinary	Overtime	Overtime
	s. d.	s. d.	s. d.
Stevedore and general-cargo work, including lime and cement in casks	1 11	2 6	2 9
Special cargoes in bulk, when in quantities of more than 25 tons in a ship: Superphosphates, Japanese phosphates, sulphur, guano, bonedust, basic slag, and pebbles	2 4	2 11	3 3
Special cargoes in bags, when in quantities of more than 25 tons in a ship: Lime, cement, sulphur, superphosphates, Japanese phosphates, guano, basic slag, and bonedust	2 1	2 8	2 11
Explosives	2 1	2 8	2 11
Kerosene, naphtha, benzine, motor-spirits in oversea ships which are loaded with oils only	2 3	2 10	3 1
Kerosene, naphtha, benzine, motor-spirits in oversea ships in which oils are carried as part of general cargoes (a vessel with 65 per cent. of oils shall be considered an oil-ship)	2 1	2 8	2 11
Foreign coal, including trimming in bunkers	2 0	2 7	2 11
New Zealand coal, including trimming in bunkers	1 11	2 6	2 9
For shovelling coke in bulk when digging in is required	2 1	2 8	2 11
Frozen meat: Men working in chambers which are frozen down	2 0	2 10	3 2

27. A proviso shall be added to clause 8 of the Oamaru agreement providing that five men shall be engaged in shovelling in the holds in the case of screened New Zealand coal and rough Newcastle coal, except in the case of steamers of 250 tons net register and under.

28. Clauses 21 and 22 of the Oamaru agreement shall be deleted.

29. *Port Chalmers Waterside Workers.*—In lieu of clause 2 of the Port Chalmers award hereinbefore referred to, the following clause shall be substituted, viz. :—

The following shall be the rates of pay per hour for the work hereinafter specified:—

	Ordinary Time.	Overtime to 10 p.m.	Overtime 10 p.m. to 8 a.m.
	s. d.	s. d.	s. d.
Stevedoring and general-cargo work, including lime and cement in casks, also stackers and loaders ..	1 8	2 6	2 9
Handling coal or coke in bulk, men employed as winchmen, bullrope-men, tippers, men shovelling in holds of ships or in hulks or trucks, plankmen, shifting hulks, and rigging all coal-gear ..	1 11	2 6	2 9
Men employed in trimming or carrying ..	1 11	2 9	3 0
Shovelling coke in bulk when digging in is required ..	2 1	2 8	2 11
Handling coal or coke if in bags ..	1 8	2 6	2 9
Shovelling hot coal ..	2 2	2 9	3 0
Handling frozen produce—			
Excepting cool chambers ..	2 0	3 1	3 5
In cool chambers ..	1 8	2 6	2 9
Special cargoes in bulk, when in quantities of more than 25 tons in a ship: Superphosphates, Japanese phosphates, sulphur, guano, bonedust, basic slag, and pebbles ..	2 1	2 11	3 3
Special cargoes in bags, when in quantities of more than 25 tons in a ship: Lime, cement, sulphur, superphosphates, Japanese phosphates, guano, basic slag, and bonedust ..	1 10	2 8	2 11
Explosives ..	1 10	2 8	2 11
Kerosene, naphtha, benzine, motor-spirits in oversea ships which are loaded with oils only ..	2 0	2 10	3 1
Kerosene, naphtha, benzine, motor-spirits in oversea ships in which oils are carried as part of general cargoes (a vessel with 65 per cent. of oils shall be considered an oil-ship) ..	1 10	2 8	2 11
Overhauling-work on ships: Chipping and painting holds, bunkers, and all interior work (not otherwise provided for and exclusive of skilled painters' work), cleaning and painting all deck work, rails, &c.	1 5	2 1	2 4
General overhaul and survey work: All rigging and wire work; scrubbing, cleaning, and painting outside of hull; putting on compositions; cleaning or working in tanks, peaks, bilges, chain-lockers, backs, inside or under boilers; working on funnels, masts, or derricks; lagging boilers; boring cylinders by hand; rhying; shaft and propeller work outside and in tunnel (except as hereinafter provided); rudder-work on stages, &c. ..	1 6	2 4	2 6
Assisting at shafting and machinery in engine-room and at tunnel-bearings (except where shafts are being taken out or work which is included above) ..	1 5	2 1	2 4
Men labouring about Union Company's yard, and tradesmen's assistants, whether employed in the yard, at ships, or elsewhere ..	1 5	2 1	2 4
Carting, carrying, and trollying ..	1 6	2 4	2 6
Shed-work: All work in wool-dumping sheds ..	1 8	2 6	2 9
Foremen or leaders of gangs when employed loading or discharging on foreign-going ships only ..	1 11	3 0	3 3

30. Clause 15 (a) of the Port Chalmers award shall be varied by adding a proviso that not less than five men shall be engaged shovelling in the hold in the case of screened New Zealand coal, except in the case of steamers of 250 tons net register and under.

31. Clauses 22 and 26 of the said Port Chalmers award shall be deleted.

32. *Bluff Waterside Workers.*—In lieu of clause 2 of the Bluff award hereinbefore referred to, the following clause shall be substituted, viz. :—

The following shall be the rates of pay per hour for the work hereinafter specified :—

	Ordinary Time.		Overtime to 10 p.m.		Overtime 10 p.m. to 8 a.m.	
	s.	d.	s.	d.	s.	d.
General-cargo work, including lime and cement in casks	1	8	2	6	2	9
Special cargoes in bulk, when in quantities of more than 25 tons in a ship: Superphosphates, Japanese phosphates, sulphur, guano, bonedust, basic slag, and pebbles	2	1	2	11	3	3
Special cargoes in bags, when in quantities of more than 25 tons in a ship: Lime, cement, sulphur, superphosphates, Japanese phosphates, guano, basic slag, and bonedust	1	11	2	9	3	1
Explosives	1	11	2	9	3	1
Kerosene, naphtha, benzine, motor-spirits in oversea ships which are loaded with oils only	2	0	2	10	3	1
Kerosene, naphtha, benzine, motor-spirits in oversea ships in which oils are carried as part of general cargo (a vessel with 65 per cent. of oils shall be considered an oil-ship)	1	10	2	8	2	11
Shovelling coke in bulk	1	11	3	0	3	2
For shovelling ballast	1	8	2	6	2	9
For coal-work	1	9	2	10	3	0
Shovelling hot coal	2	0	3	1	3	3
For trimming coal in bunkers, all steamers	2	3	2	10	3	0
For carrying coal	2	3	3	4	3	6
For overhauling-work on ships, &c.	1	7	2	5	2	8
Handling frozen meat—						
Carrying and stowing work in freezing-chambers aboard ship	2	0	3	1	3	5
Man on stage outside of port	2	0	3	1	3	5
On the wharf or deck	1	8	2	9	3	1
In cool chambers	1	8	2	6	2	9

33. Clause 10 of the Bluff award shall be varied by providing that five men shall be employed shovelling in the hold in the case of screened New Zealand coal and rough Newcastle coal, except in the case of steamers of 250 tons net register and under.

34. Clause 17 of the Bluff award shall be deleted.

35. *Picton Wharf Labourers' Union*.—In lieu of clause 13 of the Picton award hereinbefore referred to, the following clause shall be substituted, viz.:—

The following shall be the rates of pay per hour for the work hereinafter specified:—

	Ordinary Time.	Overtime to 10 p.m.	Overtime 10 p.m. to 8 a.m.
	s. d.	s. d.	s. d.
Stevadore and general-cargo work, including lime and cement in casks	1 8	2 6	2 9
Handling coal—all work	2 3	2 10	3 6
Frozen mutton: Carrying and stowing work in freezing-chambers	2 0	3 1	3 5
Leading hands, wool and mutton, 3d. per hour extra.			
Special cargoes in bulk, when in quantities of more than 25 tons in a ship: Superphosphates, Japanese phosphates, sulphur, guano, bonedust, basic slag, and pebbles	2 1	3 2	3 4
Special cargoes in bags, when in quantities of more than 25 tons in a ship: Lime, cement, sulphur, superphosphates, Japanese phosphates, guano, basic slag, and bonedust	1 11	3 0	3 2
Explosives	1 11	3 0	3 2
Kerosene, naphtha, benzine, motor-spirits in oversea ships which are loaded with oils only	2 0	2 10	3 1
Kerosene, naphtha, benzine, motor-spirits in oversea ships in which oils are carried as part of general cargoes (a vessel with 65 per cent. of oils shall be considered an oil-ship)	1 10	2 8	2 11
Shovelling coke in bulk where digging in is required	2 5	3 0	3 8

36. Clause 15 of the said Picton award shall be varied by adding a proviso that five men shall be engaged shovelling in the hold in the case of screened New Zealand coal, except in the case of steamers of 250 tons net register and under.

37. Clauses 17 and 21 of the said Picton award shall be deleted.

38. It is agreed that the following additional clauses shall be inserted in each and every agreement or award referred to in clause 1 of the schedule hereto:—

(a.) (1.) It is agreed that the work of the employers at all ports shall in future be carried on in the same manner as prior to 26th August, 1915, and that no restriction will be imposed whereby overtime shall cease at 10 p.m.; and the union undertakes that no restrictions relating to overtime work shall be permitted to be made during the currency of this agreement, and further undertakes that the executive of the union and the executive of the New Zealand Waterside Workers' Federation will at all times do all that is reasonably possible to secure that any member thereof without work will accept any work offered to him which is of the kind usually taken by such worker, and that every member thereof shall carry out his obligations to the employer.

(2.) Men commencing work at 8 a.m. shall not (unless they choose) be obliged to work for more than fourteen hours continuously, inclusive of meal-hours, except in the case of ships finishing, when they shall, if required, work on until midnight. Men commencing work after 8 a.m. but before 2 p.m. shall not (unless they choose) be obliged to work later than midnight:

Provided that in either case men desiring to cease work at the expiration of the fourteen hours or at midnight (as the case may be) shall notify the foreman not later than one hour prior to the time fixed for the last engagement of labour for the day.

(3.) If men are employed all night they shall not (unless they choose) be called upon to continue work after 8 a.m. the following morning.

(4.) If a ship is intended to work all night and men are engaged to commence work at 10 p.m. or later, such men shall be paid a minimum of six hours' pay, even if the job does not occupy that time.

(5.) If men are ordered down for midnight start, and the ship does not arrive and the men are discharged, they shall receive a minimum of four hours' pay.

(6.) If special overtime (*i.e.*, overtime between 10 p.m. and 8 a.m.) is required, the employer shall, as early as possible, notify the union of the fact, and the union shall similarly notify the men by posting a notice at the place of engagement, stating the boats requiring to work such special overtime.

Clause (a) shall not apply to bar harbours (at which ports work shall be carried on as required by the employer), and shall not apply—

(1.) In the case of vessels loading or discharging in a roadstead.

(2.) Cargo being landed on a wharf from a vessel in a roadstead.

(3.) To cargo being loaded at a wharf for a vessel in a roadstead.

(4.) To vessels of 250 tons net register and under at Napier and Gisborne.

(b.) Notwithstanding anything to the contrary contained in any of the industrial agreements or awards referred to in clause 1 of the schedule hereto, if men are called upon to commence work at 7 a.m. on Monday mornings they shall be paid at double ordinary rates for the breakfast-hour from 7 a.m. to 8 a.m.

(c.) In each and every agreement or award referred to in clause 1 of the schedule hereto the following preference clause shall, as from the respective dates of expiry originally fixed by such agreements or awards, be substituted for the preference clauses now respectively contained in the said agreements or awards:—

“If and so long as the rules of the union shall permit any person of good character and sober habits to become a member of such union on payment of an entrance fee not exceeding 5s. upon his written or verbal application to the secretary, without ballot or other election, and so to continue upon payment of subsequent contributions not exceeding 1s. per week, then and in such case and thereafter the employers shall employ members of the union in preference to non-members, provided that there are members of the union available equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it: Provided that a man shall become eligible for employment as if already a member of the union if he shall *bona fide* give notice in writing to the secretary of the union of his desire to join the union, and shall pay or deposit with such notice a sum not exceeding 5s.

“Employers in employing labour shall not discriminate against members of the union, and shall not, in the engagement or dismissal of men or in the conduct of their business, do anything for the purpose of injuring the union directly or indirectly.

“When members of the union and non-members are employed together there shall be no distinction between members and non-members, and both shall work together in harmony and shall receive equal pay for equal work.”

(d.) The essence of this agreement being that the work of the employers shall always proceed in the customary manner, and shall not on any account whatsoever be impeded, it is agreed that if any dispute or difference shall arise between the parties bound by this agreement or any of them, whether as to its construction or meaning, or as to any other matter whatever arising out of or connected therewith, every such dispute or difference as the same shall arise shall be referred to a committee—to be composed of three representatives of the union at the port concerned, and three representatives of the employers—for their decision. The decision of the majority of the committee shall be

binding, and if no decision is arrived at the committee shall submit the point in dispute to some independent person to be chosen by it, and if his decision is not acceptable to both parties, then the matter shall be referred to the New Zealand Waterside Workers' Federation and the employer or employers concerned, and if they are unable to arrive at a decision either party may appeal to the Court of Arbitration upon giving written notice of such appeal to the other party within fourteen days after the matter in dispute has been so referred to the New Zealand Waterside Workers' Federation and the employer or employers concerned.

The above-mentioned local committees shall also deal with the various matters specifically referred to them by this agreement.

The following matters are referred to local committees to be dealt with:—

To the Wellington Committee: The matter of travelling for slip workers employed at the workshops, Evans Bay.

To the Auckland Committee: The conditions to govern working with trollies.

To the Bluff Committee: The payment to be made for working meal-hours, and the payment of overtime on Sundays and holidays.

To the Gisborne Committee: The payment to be made for working meal-hours, and the payment of overtime on Sundays and holidays.

(e.) The temperature at which coal shall be considered "hot" shall be fixed by agreement at as early a date as practicable (*i.e.*, on arrival of the first cargo of hot coal after the date hereof).

(f.) The rates fixed by this agreement are standard rates for the various classes of work specified.

(g.) Chain slings shall be used when discharging and loading lime and cement in bags.

39. This agreement shall come into force from the day of the date hereof, and shall continue in force until the 31st day of December, 1916.

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

NEW ZEALAND WATERSIDE WORKERS' FEDERATION INDUSTRIAL
ASSOCIATION OF WORKERS:

L. GLOVER, President.

[SEAL.] JAS. ROBERTS, Secretary.

J. G. BRUCE, Treasurer.

The seal of the New Zealand Waterside Workers' Federation Industrial Association of Workers was hereunto affixed by order of the union, and the signatures of L. Glover, Jas. Roberts, J. G. Bruce were hereunto subscribed in the presence of—Walter M. Cowley, Geo. H. Gray.

ANCHOR SHIPPING AND FOUNDRY COMPANY (LIMITED):

W. AND G. TURNBULL AND Co. (LIMITED), Agents,
p.p. J. M. DECK.

The signature of Anchor Shipping and Foundry Company (Limited) was attached in the presence of—W. Bennett.

AORERE STEAMSHIP COMPANY (LIMITED):

W. AND G. TURNBULL AND Co. (LIMITED), Agents,
p.p. J. M. DECK.

The signature of Aorere Steamship Company (Limited) was attached in the presence of—W. Bennett.

BLACKBALL COAL COMPANY (LIMITED):

CLARENCE F. TURNER, Branch Manager.

The signature of Blackball Coal Company (Limited) was attached in the presence of—W. Bennett.

CHATHAM ISLANDS FISHING COMPANY (LIMITED):

E. G. F. ZORHAB, Manager.

The signature of Chatham Islands Fishing Company (Limited) was attached in the presence of—G. W. Rouse.

COMMONWEALTH AND DOMINION LINE (LIMITED):

W. M. BANNATYNE AND Co. (LIMITED), Agents,
p.p. HUBERT L. NATHAN, Director.

The signature of Commonwealth and Dominion Line (Limited) was attached in the presence of—W. Bennett.

GANNAWAY AND Co.:

E. SCOTLAND,

p.p. GANNAWAY AND Co.

The signature of Gannaway and Co. was attached in the presence of—W. Bennett.

HUDDART-PARKER (LIMITED):

C. W. JONES, Manager.

The signature of Huddart-Parker (Limited) was attached in the presence of—W. Bennett.

THE PATEA STEAMSHIP COMPANY (LIMITED):

W. BENNETT, Director.

The signature of The Patea Steamship Company (Limited) was attached in the presence of—G. W. Rouse.

LEVIN AND Co. (LIMITED):

per W. E. FULLER.

The signature of Levin and Co. (Limited) was attached in the presence of—W. Bennett.

NEW ZEALAND AND AFRICAN STEAMSHIP COMPANY (LIMITED):

W. WALLIS, Manager.

The signature of New Zealand and African Steamship Company (Limited) was attached in the presence of—W. Bennett.

NEW ZEALAND SHIPOWNERS' FEDERATION (WELLINGTON BRANCH):

W. E. FULLER, Chairman.

The signature of New Zealand Shipowners' Federation (Wellington Branch) was attached in the presence of—W. Bennett.

NEW ZEALAND SHIPPING COMPANY (LIMITED):

G. B. BULLOCK, Manager.

The signature of New Zealand Shipping Company (Limited) was attached in the presence of—W. Bennett.

PAPAROA COAL-MINING COMPANY (LIMITED):

per R. D. WALLACE.

The signature of Paparoa Coal-mining Company (Limited) was attached in the presence of—W. Bennett.

GEO. H. SCALES (LIMITED):

per A. S. COLLINS.

The signature of Geo. H. Scales (Limited) was attached in the presence of—W. Bennett.

SHAW, SAVILL, AND ALBION COMPANY (LIMITED):

JAMES FINDLAY, N. Z. Representative.

The signature of Shaw, Savill, and Albion Company (Limited) was attached in the presence of—E. V. Bevan.

SOUTH TARANAKI SHIPPING COMPANY (LIMITED):

W. BENNETT, Director.

The signature of South Taranaki Shipping Company (Limited) was attached in the presence of—G. W. Rouse.

TYNESIDE PROPRIETARY COAL-MINING COMPANY (LIMITED):

E. G. PILCHER, Managing Director.

The signature of Tyneside Proprietary Coal-mining Company (Limited) was attached in the presence of—W. Bennett.

UNION STEAMSHIP COMPANY OF NEW ZEALAND (LIMITED):

D. A. AIKEN, General Manager.

The signature of Union Steamship Company of New Zealand (Limited) was attached in the presence of—W. G. Smith.

WAIRAU STEAMSHIP COMPANY (LIMITED):

JOHNSTON AND CO. (LIMITED), Agents,

p.p. A. J. FERNIE.

The signature of Wairau Steamship Company (Limited) was attached in the presence of—W. Bennett.

WELLINGTON CO-OPERATIVE WATERSIDE LABOUR EMPLOYMENT ASSOCIATION:

WALTER G. FOSTER, Chairman.

The signature of Wellington Co-operative Waterside Labour Employment Association was attached in the presence of—W. Bennett.

WELLINGTON HARBOUR BOARD:

CHAS. E. DANIELL, Chairman.

H. E. NICHOLLS, Secretary.

The signature of the Wellington Harbour Board was attached in the presence of—A. G. Barnett.

WELLINGTON, HAVELOCK, AND MOTUEKA SHIPPING COMPANY (LIMITED):

JOHNSTON AND CO. (LIMITED), Agents,

p.p. A. J. FERNIE.

The signature of Wellington, Havelock, and Motueka Shipping Company (Limited) was attached in the presence of—W. Bennett.

WELLINGTON AND WANGANUI STEAM PACKET COMPANY (LIMITED):

JOHNSTON AND CO. (LIMITED), Agents,
p.p. A. J. FERNIE.

The signature of Wellington and Wanganui Steam Packet Company (Limited) was attached in the presence of—W. Bennett.

WESTLAND STEAMSHIP COMPANY (LIMITED):

W. M. BANNATYNE AND CO. (LIMITED), Agents,
HUBERT L. NATHAN, Director.

The signature of Westland Steamship Company (Limited) was attached in the presence of—W. Bennett.

WESTPORT COAL COMPANY (LIMITED):

W. A. FLAVELL, Branch Manager.

The signature of Westport Coal Company (Limited) was attached in the presence of—W. Bennett.

WESTPORT-STOCKTON COAL COMPANY (LIMITED):

GEO. H. SCALES (LIMITED), Agents,
per A. S. COLLINS.

The signature of Westport-Stockton Coal Company (Limited) was attached in the presence of—W. Bennett.

E. G. F. ZORHAB.

The signature of E. G. F. Zohrab was attached in the presence of—G. W. Rouse.