

## BLUFF OYSTER CATCHERS—INDUSTRIAL AGREEMENT

This Industrial Agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 19th day of February 1969 between The New Zealand Seamen's Industrial Union of Workers (hereinafter called "the union") of the one part and The Bluff Oysterboat Owners and Merchants (hereinafter called the employers) on the other part for the 1969 oyster season.

Now it is hereby agreed by and between the parties hereto as follows:

## SCHEDULE AND CLASSIFICATION

## SCOPE

This agreement shall apply to Oyster Catchers and Bedmen employed in the Oyster Trade. The rates of wages and payments provided in this Agreement are deemed to include the effect of the current General Order of the Court of Arbitration and any subsequent General Order which may be issued during the currency of this agreement.

## RATES OF PAY

BOATS: Catchers 70 cents per sack per man. In addition to the above rates the Master of the vessel shall be paid a bonus of eight cents (8c) per sack and the Engineer two cents (2c) per sack.

HOURLY RATES: Hourly rates during the Season to be \$1.00 per hour and the rate of \$1.00 per hour to be paid in the off-Season.

CLOTHING ALLOWANCE: Clothing allowance to be \$50.00 per Season or \$8.33 per month.

DREDGE BAGS: \$8.50.

HOLIDAY PAY: A day per month to be paid for at the hourly rate \$1.00.

CHANGE OF DREDGE: \$2.30 per ship. Change of dredge wires (3) men one (1) hour each wire at \$1.00 per hour.

BED HANDS: Leading Hands	\$36.00 per week
Assistants	\$35.00 per week

## WEIGHT OF BAG

The weight of each oyster sack to be 174 lbs of cleanly culched oysters, the Leading Bag Hand is to be responsible for the weight of each bag before it leaves the vessel.

## PAYMENT OF WAGES

Wages shall be paid fortnightly and not later than 4 p.m. The following days shall be observed as Holidays; all Saturdays and if required, two other days during the Oyster Season. Seven days' notice shall be given to the Employers in respect of such two days. It is agreed that one of these days shall be the Sunday before Queen's Birthday.

Good Friday, Easter Monday, Anzac Day and the Birthday of the reigning Sovereign shall be observed as paid holidays.

Men leaving the Industry shall give the Employer seven days' notice.

## FACILITIES

No oysters to be taken ashore in the shell.

No passengers to be carried on the Oyster boats.

No unauthorised person or persons to be aboard the boat at the wharf.

The Employers to provide facilities on their premises for the Bedhands and their gear.

A suitable and hygienic toilet to be installed on all vessels.

Wash-up sinks to be installed in all vessels.

Lifesaving and Fire appliances on all vessels to comply with the Shipping and Seamen's Act 1952.

## STAND-BY MEN

Stand-by men to be paid \$4.00 per day and notice to be given in advance when they are

required.

1. Stand-by men to be for a maximum of 4 days.
2. Stand-by men to be paid in cases of sickness or the death of a close relative, the Skipper to notify the Merchant the name of the stand-by man.
3. After being off sick for 4 days and on the submission of a doctor's certificate, the stand-by man will become a replacement.

#### COMPLIMENT

The crew of an Oyster Trawler shall consist of five men.

#### COMPREHENSIVE INSURANCE AND RETIREMENT BENEFITS

It is also agreed between the Union and the Employers that an Insurance Scheme covering the foregoing shall be investigated and instituted (either Contributory or non-Contributory) as soon as practicable, so as to come into operation during the currency of this Agreement and further that in the meantime, Employees on Workers Compensation benefits shall receive \$10 per week more over and above the actual benefit payment.

#### PREFERENCE

The Employer parties to this Agreement shall, in the engagement or subsequent employment of Oystermen and Bedhands, hire and give preference only to those workers who are members of the Oystermen's section, New Zealand Seamen's Industrial Union of Workers and who are fully financial in that Union and in the event that there be an insufficient number of such members available when required, then and only in such case the Employer may engage and employ men, not at that time financial members of the Union, on the following conditions:-

- (1) That such men, shall within 48 hours from the commencement of their employment apply for membership in the New Zealand Seamen's Industrial Union of Workers.
- (2) That such men, if accepted by the New Zealand Seamen's Industrial Union of Workers, shall continue to be employed for only so long as they remain financial members of the Union.
- (3) That such men's employment be terminated at the expiration of the said period of 48 hours unless consent in writing is supplied by the Union to their application for membership.

This Agreement shall expire on the 31st August 1969, or later if Minister of Marine extends the Season.

Signed for and on behalf of The Bluff  
Boatowners and Oyster Merchants:

Skeggs Fisheries Ltd.  
Otakou Fisheries Ltd.  
S.I. Canneries Ltd.  
Foveaux Strait Oysters  
Robert Russel Ltd.  
Bluff Fish & Oyster Co. Ltd.  
Johnsons Oysters  
Fowler & Oderique Ltd.  
Awarua Oysters Ltd.  
Fisheries South Island Ltd.  
Fish Processing Ltd.

R. P. Snell  
C. McCrorie  
Guy A. Waddel  
S. Jones  
Guy A. Waddel  
per W. C. Robjohns  
W. E. Johnson  
D. M. Fowler  
M. W. Christie, Secretary  
J. S. Rennie  
B. R. Walker.

Signed for and on behalf of New Zealand  
Seamen's Industrial Union of Workers:

W. Martin  
N.Z. Seamen's Union.

G. S. Macleod, Secretary,  
Dunedin Branch N.Z.  
Seamen's Union.