

(31.) WELLINGTON SEAMEN.

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1894,” and the amendments thereof; and in the matter of an industrial dispute between the Wellington branch of the Federated Seamen’s Industrial Union of New Zealand of Workers (hereinafter called “the Workers’ Union”), and the Union Steamship Company of New Zealand (Limited), W. and G. Turnbull and Co., Levin and Co. (Limited), J. H. Cock and Co., Charles Seagar, Richardson and Co., the Wanganui Steamship Company, and Horsley and Co. (hereinafter collectively referred to as “the shipowners”).

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 Workers’ Union by its representatives duly appointed, and having also heard the ship-

owners in person or by their representatives respectively, and having also heard the witnesses called by and on behalf of the Workers' Union and of the shipowners respectively, and cross-examined by the parties respectively, doth hereby order and award that as between the Workers' Union and the members thereof, and the shipowners and each and every of them, the terms, conditions, and provisions set out in the Schedule hereto shall, to the extent mentioned in the said Schedule hereto, be binding upon the Workers' Union and upon every member thereof, and upon the shipowners 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 shipowners and each and every of them, shall respectively do, observe, and perform every matter and thing by the said terms, conditions, and provisions on the part of the union and the members thereof, and on the part of the shipowners respectively, required to be done, observed, and performed, and shall not do anything in contravention of the said terms, conditions, and provisions, but shall in all respects abide by and observe 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 maximum penalty payable by any party or person in respect of any such breach: Provided, however (as provided by the third section of "The Industrial Conciliation and Arbitration Act Amendment Act, 1898"), that the aggregate amount of penalties payable under or in respect of this award shall not exceed £500. And this Court doth further order that this award shall take effect from the 1st day of August, 1899, and shall continue in force until the 31st day of July, 1901.

In witness whereof the seal of the Court of Arbitration of New Zealand hath been hereunto affixed, and the President of the said Court hath hereunto set his hand, this 29th day of July, 1899.

(L.S.)

W. B. EDWARDS, President.

THE SCHEDULE BEFORE REFERRED TO.

1. *Limitation of Award.*—The provisions of the above award and the provisions and conditions contained in this Schedule shall bind the shipowners respectively in so far only as respects ships owned or chartered by the shipowners respectively which trade within the limits of the industrial district of Wellington, or which trade in some trade, one of the terminal ports of which is within the limits of the said industrial district.

2. *Wages.*—The following shall be the rates of wages which shall be paid by the shipowners respectively to the men employed by them respectively—that is to say: A.B.'s, £6 10s. per month; trimmers, £6 10s. per month; firemen,

£8 10s. per month; greasers, £8 10s. per month; donkeymen, £9 10s. per month; lamp-trimmers, £6 10s. per month; lamp-trimmers and A.B.'s, £7 10s. per month; boatswains, £7 10s. per month; first-class ordinary seamen, £4 10s. per month; second-class ordinary seamen, £3 10s. per month; first-class boys, £2 per month; second-class boys, £1 10s. per month.

3. Wages shall be paid monthly, or on the first arrival of the ship after the wages shall have become due at the port at which the articles were drawn out.

4. *Overtime*.—Overtime shall be paid for at the following rates—namely, A.B.'s, ordinary seamen, firemen, &c., 1s. per hour; A.B.'s or ordinary seamen when engaged in trimming coal at loading ports, 1s. 3d. per hour; A.B.'s or ordinary seamen when engaged in boating cargo in roadsteads in the months of May, June, July, and August, 1s. 9d. per hour; A.B.'s or ordinary seamen when engaged in boating cargo in the roadsteads in the months of January, February, March, April, September, October, November, and December, 1s. 6d. per hour; A.B.'s or ordinary seamen when carrying or stowing grain in bags in cargo steamers only, 1s. 3d. per hour.

5. Boys shall not be worked overtime.

6. *Hours of Labour at Sea*.—On deck: Watch and watch of four hours each.

7. In stokehold: Watches of four hours on and eight off. On small steamers running short trips, and on steamers where only two firemen, greasers, or trimmers are carried, watch and watch of six hours; but men employed on six-hour watches shall be paid £1 per month extra.

8. Between the hours of 5 a.m. and 5 p.m. on intercolonial steamers, and between the hours of 6 a.m. and 5 p.m. on coastal steamers, seamen on watch shall perform any work required of them. Any work performed by them outside these hours shall be paid for as overtime, with the following exceptions—viz., (a.) Work necessary for the navigation or safety of the ship; (b.) Clearing decks, stowing cargo, gear, &c., for half an hour after leaving port.

9. Firemen, greasers, and trimmers shall work as required during their watches.

10. When the watch below is required to do any work otherwise than what is necessary for the navigation or safety of the ship they shall be paid overtime.

11. When a steamer is under banked fires, night or day, the whole watch shall, if it be necessary in the opinion of the chief engineer, remain on duty in the engine-room and stokehold and perform any duty that may be required.

No overtime shall be paid for cleaning tubes, nor for discharging ashes after leaving port during a watch.

12. *Hours of Labour in Port*.—The hours of labour for seamen in all ports, bays, and roadsteads shall be eight—viz., from 7 a.m. to 5 p.m., with two hours for meals.

13. During the above-mentioned hours the seamen shall work cargo, &c., as required.

14. Where three watches are kept, firemen, greasers, and trimmers shall give eight hours' work in each twenty-four hours. Any work beyond this shall be paid for as overtime, or an equivalent time shall be allowed off in port.

15. When time-off is charged against overtime it shall be equivalent to the same in monetary value, and shall be given at the home port or at the port where the man resides. This clause shall not affect nightwatchmen.

16. When in port, or at anchor in bays or roadsteads, the eight hours shall be between 7 a.m. and 5 p.m. as above, or by sea-watches as circumstances require.

17. In vessels where only two firemen, greasers, or trimmers are carried, they shall keep watch and watch at sea and in ports, or at anchor in bays or roadsteads, when required.

18. Sea-watches in stokehold on days of sailing and arrival shall count as portion of the eight hours.

19. Firemen, greasers, and trimmers shall work as required during their watches.

20. When a steamer arrives in port in the morning and sails again the same day, the 4 a.m. to 8 a.m. watch on deck shall be allowed a watch below from 8 a.m. till 12 noon, provided that the seamen are not allowed to leave the ship between these hours unless by express permission of the chief officer; and in the event of a ship arriving in port between 4 a.m. and 8 a.m., the unexpired time of the sea-watch is to be deducted from the watch below between 8 a.m. and 12 noon.

In ports where shore labour is not readily available to relieve the 4 a.m. to a.m. 8 watch, the seamen can be called upon to work between 8 a.m. and 12 noon, and shall be paid overtime for any time worked between these hours in excess of the unexpired time of the sea-watch.

The foregoing clause (20) shall apply only to the time-table steamers employed in the following trades, viz.,—(a.) Wellington-Lyttelton ferry service; (b.) Wellington-Pictou-Nelson; (c.) Wellington-Pictou-Nelson-Westport-Greymouth; (d.) Wellington-Nelson-New Plymouth-Manakau.

21. *Overtime at Sea.*—Seamen on watch shall perform any work required of them between the hours of 5 a.m. and 5 p.m. on intercolonial steamers, and between the hours of 6 a.m. and 5 p.m. on coastal steamers; but shall be paid overtime for any work performed outside of these hours with the following exceptions—viz., (a.) Work necessary for the navigation or safety of the ship; (b.) clearing decks, stowing cargo, gear, &c., after leaving port.

22. When the watch below is required to do any work otherwise than what is necessary for the safety of the ship, they shall be paid overtime.

23. *Overtime in Port.*—Seamen shall be paid overtime for all classes of work performed in any port, bay, or roadstead, between the hours of 5 p.m. and 7 a.m., or during meal-hours, except work necessary for the safety of the ship.

24. Firemen, greasers, and trimmers shall be paid overtime for all hours worked in excess of eight hours out of the twenty-four, except for work necessary for the safety of the ship.

25. Nightwatch in port to be from 8 p.m. to 6 a.m.

26. Nightwatchmen shall be paid overtime or allowed equivalent in time hour for hour when giving time-off.

27. Donkeymen's overtime shall commence from the time when steam is ordered.

28. It shall be optional with married members of the crew to work overtime at their home port or go ashore, so long as not less than one-half of the crew remains on board; the selection, when necessary, to be made by the officer in charge.

29. *Overtime on Sundays and Holidays.*—When a ship arrives in port after 5 p.m. on the day preceding Sunday or a holiday, two hours shall be allowed, from 6 a.m. to 8 a.m., on the following Sunday for washing decks and decorating ship, without payment of overtime.

30. When a ship arrives in port on a Sunday or a holiday, or after 5 p.m. on other days, half an hour shall be allowed to land mails, luggage, or live-stock, without payment of overtime.

31. No overtime shall be paid for any work necessary for the safety of the ship.

32. When a vessel leaves port on a Sunday or a holiday, having been in port the previous day only, those of the crew actually employed in landing mails, luggage, or cargo, shall be allowed overtime at schedule rates for the time so employed.

33. When a vessel arrives in port on a Sunday and sails again the same day, or the crew is required to attend on duty to be employed on an excursion on any of the holidays stated below or on Boxing Day, overtime shall be paid to the whole crew for the time so employed, not exceeding in all 5s. and not less than 4s. per man.

Firemen getting up steam before the ship leaves port shall also be paid overtime for the time so employed.

34. *Public Holidays in Port.*—Public holidays shall comprise Christmas Day, New Year's Day, Good Friday, Labour Day, and the birthday of the reigning Sovereign; but if any of these days should fall upon a Sunday the following day shall be allowed in lieu thereof, if such following day is observed as a public holiday.

35. Only one holiday shall be allowed for Labour Day. Any crew having had one such holiday shall not be entitled to a second, or to overtime on any other Labour Day at any other port.

36. *General.*—Galley-bunkers shall be filled by firemen and trimmers, and, when required to do so, they shall give their assistance in the general work of the ship.

37. Seamen must provide themselves with and wear the company's uniform when on duty.

38. The whole crew must, when required, attend boat- and fire-drill, without payment of overtime, and must be clean and tidy for inspection on any day appointed.

39. *Signing-off*.—Twenty-four hours notice on either side shall be the rule of discharge in the port where the ship's articles have been drawn out; but, should the ship be laid up in any other port in the Australasian Colonies, the crew may accept their discharge with wages then due, but shall be entitled to a free passage back to the final port.

40. *Union Company's Benefit Society*.—It shall be optional with men employed by the Union Steamship Company of New Zealand (Limited) whether or not they will join the mutual benefit society established in connection with the men employed by that company.

41. *No Discrimination against Unionists*.—Shipowners in employing labour shall not discriminate against members of the Workers' Union, and shall not in the engagement or dismissal of men, or in the conduct of their business, do anything directly or indirectly for the purpose of injuring the Workers' Union.

42. When members of the Workers' 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 under the same conditions, and shall receive equal pay for equal work.

The foregoing paragraphs numbered from 1 to 7 (both inclusive) constitute the Schedule referred to in the foregoing award, and incorporated in and forming part thereof.

In witness whereof the seal of the Court of Arbitration of New Zealand hath been hereunto put and affixed, and the President of the said Court hath hereunto set his hand, this 29th day of July, 1899.

(L.S.)

W. B. EDWARDS, President.