

(25.) WESTPORT WHARF-LABOURERS.

Westport, 17th January, 1900.

THE following agreement has been entered into, in accordance with the provisions of the Industrial Conciliation and Arbitration Act of 1894, and its amendments, between the Westport District Goldminers' Industrial Union of Workers (registered No. 96) and the Union Steamship Company of New Zealand (Limited), to take effect on the 1st day of January, 1900:—

1. The following rates shall be paid by above company for loading or unloading cargo, timber, &c., or any other kind of labour in connection with above: Between the hours of 8 a.m. and 5 p.m., 1s. 6d. per hour; after 5 p.m. and up to 8 a.m., 2s. per hour. Coal at the rate of 2s. per hour day and night.

2. The company shall not increase the number of regular wharf-hands after above date until those men at present working there shall prove unable to cope with the work. This is not intended to debar the company from putting on men in case of absolute necessity.

3. That the officer in charge of wharf-labourers shall post when practicable, in a conspicuous place in company's waiting-shed, before 10 a.m. every day, the names of all those wharf-hands wanted for work during the day. And in a like manner the names of all those men wanted for work that night shall be posted before 4.30 p.m. All wharf-hands wanted for work between the hours of 5 p.m. and 8 a.m. shall be notified distinctly to that effect by the officer appointed. Said officer shall not be permitted to delegate his duties to any other wharf-hand without payment.

4. That in all cases wharf-labourers engaged in night-work between 5 p.m. and 8 a.m. shall be allowed half an hour's supper-time (without payment) after every five hours' work, unless it is absolutely necessary to finish ship.

5. That in no case shall a wharf-labourer who has been notified for work by posting or by the officer appointed be paid less than one hour's pay (this to apply to night-work only).

6. That in the event of the Union Steamship Company letting contract for loading or unloading coal, cargo, timber, &c., they shall in all cases make it a condition of the contract that preference of work shall be given to the regular wharf-hands, and the rate of wages and conditions of work shall be the same as if the said company had done the work by day-labour.

7. That preference of work shall in no case be given to any one worker over another, but that all work of loading or unloading coal, general cargo, timber, &c., shall be as far as practicable distributed equally among all wharf-labourers employed by the Union Steamship Company in Westport,

8. All holiday and Sunday work shall be avoided as far as possible, but, when absolutely necessary, shall be paid for at time and a quarter the ordinary rates. That the company give as holidays Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, Queen's Birthday, and Labour Day.

9. That in all cases preference of work shall be given to the regular wharf-hands.

10. That all wharf-labourers working over quarter of an hour shall be paid half an hour's work, and if over three-quarters of an hour, then for the full hour's work.

11. Should any matter or dispute arise during the term of agreement referred to below, and not therein provided for, such matter or dispute shall be referred to and come before the representatives of the Union Steamship Company and this union, with a view of coming to terms of a settlement of same.

12. That the items on this reference-list be the basis of an industrial agreement between the Union Steamship Company and

the Westport District Gold-miners' Industrial Union of Workers, said agreement to be made binding on both parties for a period of one year.

13. Employers 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 for the purpose of injuring the Workers' Union, directly or indirectly. 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 receive equal pay for equal work.

JAMES MILLS, Managing Director,

Union Steamship Company of New Zealand (Limited).

Witness to J. Mills's signature—M. Watson, Secretary, Union Steamship Company of New Zealand.

RUSSELL WEEKES, President.

THOMAS SHAW, Secretary.

Witness—Thomas Scanlon, Treasurer.

(26.) GREYMOUTH WHARF-LABOURERS.

Greymouth, 9th May, 1900.

MEMORANDUM of agreement made, in accordance with the provisions of the Industrial Conciliation and Arbitration Act of 1894 and its amendments, between the Greymouth Wharf-labourers' Industrial Union of Workers and the Union Steamship Company of New Zealand (Limited), the Blackball Coal Company, the Wellington Steam Packet Company, the Anchor Line of Steam Packets, and the owners of the s.s. "Kiripaka," and the owners of the s.s. "Gertie." This agreement to take effect from the 1st February, 1900.

1. The following shall be the rates paid by the above companies for loading and unloading cargo, merchandise, and timber, or any kind of labour in connection with the same: Between the hours of 8 a.m. and 5 p.m., 1s. 6d. per hour; after 5 p.m. to 8 a.m., 2s. per hour; during the dinner hour—viz., 12 noon to 1 p.m.—2s. Coal at the rate of 2s. per hour day or night. Unloading cattle at the cattle wharf from any vessel, and all work in connection therewith, shall be at the rate of 2s. per hour day or night, with the exception of Sundays and the holidays as herein provided for, when the rate of pay shall be 2s. 6d. per hour.

2. The companies shall not increase the number of wharf-hands after the above date until those men at present working there shall prove unable to cope with the work. This is not intended to debar companies from putting on men in case of absolute necessity.

3. Preference of work shall in no case be given to any one worker over the other; but all work loading or unloading coal, general