

## (96.) WELLINGTON WHARF-LABOURERS.—AWARD.

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1900”; and in the matter of an industrial dispute between the Wellington Wharf-labourers’ Industrial Union of Workers (hereinafter called “the union”) and the Union Steamship Company of New Zealand (Limited), the Wellington Harbour Board, Huddart, Parker, and Co. Proprietary (Limited), the New Zealand Shipping Company (Limited), the Blackball Coal Company (Limited), Levin and Co. (Limited), Johnston and Co., W. and G. Turnbull and Co., the Wellington Steam Packet Company, Gannaway and Co., Charles Seager, Matthew Seagrieff, William Mulhane, David Long, William H. Scoones, the Westport Coal Company, the Wellington Steam Ferry Company, the Gear Meat Preserving and Refrigerating Company (Limited) of New Zealand, the Tyser Line Company (Limited), and the Shaw, Savill, and Albion Company (Limited) (all hereinafter called “the employers”).

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 union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, and having duly extended the time for making this award until the 30th day of November, 1901, doth hereby order and award; That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers 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 employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or 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 thereof. And the Court doth further order that this award shall take effect from the 21st day of November, 1901, and shall continue in force until the 31st day of March, 1903.

In witness whereof the seal of the Court of Arbitration hath been hereto put and affixed, and the President of the Court hath hereunto set his hand, this 21st day of November, 1901.

THEO. COOPER, J., President.

THE SCHEDULE HEREINBEFORE REFERRED TO.

*Hours of Labour.*

1. For all classes of labour the ordinary working-hours shall be from 8 a.m. till 5 p.m., exclusive of meal-hour (from 12 noon till 1 p.m.), excepting on Saturdays, when they shall be from 8 a.m. to 4 p.m. All other time to be classed as overtime.

*Wages.*

The minimum rate of wages per hour shall be as follows:—

2. Stevedore and general cargo work (exclusive of work done for the Harbour Board): Ordinary time, 1s. 3d. overtime, 2s. Harbour Board work: Ordinary time, 1s. 2d.; overtime, 1s. 10d. (These rates do not include rates for work done in freezing chambers.)

*Discharging Coal.*

3. Men employed as winch-men: Ordinary time, 1s. 3d.; overtime, 2s. Men employed as plank-men: Ordinary time, 1s. 3d. overtime, 2s. Men employed as bull-rope men and tippers: Ordinary time, 1s. 3d.; overtime, 2s. Men shovelling in holds of ships and trucks: Ordinary time, 1s. 6d.; overtime, 2s. 3d.

4. Trimming in ships' bunkers on home-going and foreign steamers: Ordinary time, 1s. 3d.; overtime, 2s.

5. Trimming in ships' bunkers on intercolonial and coastal steamers: Ordinary time, 1s. 6d.; overtime, 2s. 6d.

6. Rates for carrying coal: Ordinary time, 2s.; overtime, 3s.

7. Overhauling-work on ships, whether at the wharves or Patent Slip, such as chipping, cleaning, scrubbing, and painting: Ordinary time, 1s. 3d.; overtime, 2s.

8. Carrying and stowing work in freezing-chambers aboard ship: Ordinary time, 1s. 6d.; overtime, 2s. 6d. In cool chambers: Ordinary time, 1s. 3d.; overtime, 2s.

9. Men engaged in Wellington to work cargo at other ports to be paid from the time of leaving Wellington till their return at the rate of 10s. per day (Sundays excluded). When leaving before noon

to be paid for a day, and when leaving after noon to be paid for half a day.

10. All men who are engaged on the wharves to work anywhere within the limits of the Wellington Harbour to be paid from the time of leaving and up to the time of ceasing work at the rates fixed for the class of labour they are engaged at.

11. Men ordered down between the hours of 5 p.m. and 9 p.m. to receive not less than one hour's pay. Men ordered down between the hours of 9 p.m. and 7 a.m. to receive not less than two hours' pay.

12. Men ordered for work between the hours of 4 p.m. on Saturday and 7 a.m. on Monday, and for work on holidays, to receive not less than two hours' pay.

13. In all other cases men shall be paid for the actual time worked.

14. All work done on Sundays, Christmas Day, and Good Friday shall be paid at the rate of double time. All work done on any of the other holidays hereinafter mentioned shall be paid at the rate of ordinary overtime.

#### *Holidays.*

The holidays throughout the year shall be New Year's Day, Anniversary Day, Good Friday, Easter Monday, the King's Birthday, Eight Hours (Labour) Day, Christmas Day, Boxing Day.

#### *Meal-hours.*

15. Breakfast, 7 a.m. to 8 a.m.; dinner, 12 noon to 1 p.m.; tea, 5 p.m. to 6 p.m.; supper, one hour between 11 p.m. and 1 a.m., according to circumstances. Men employed from midnight to 7 a.m. to receive half an hour for refreshment, for which half-hour no payment shall be made.

16. Men shall work during the meal-hours if required to do so, and shall be paid overtime rates; but they are not to be worked for more than six hours consecutively between the hours of 7 a.m. and midnight.

#### *Engagement of Labour.*

17. All labour to be engaged at some definite place or places to be determined mutually from time to time by the secretary to the union and the employer or employers concerned jointly with the secretary to the Harbour Board.

18. Any men required to work overtime to be engaged during the ordinary working-hours. When the arrival of a boat is uncertain a notice shall be posted by the employers not later than 6 p.m. on Sundays on a notice-board to be erected on the Harbour Board's building, confirming Saturday's arrangements, or notifying alterations in connection therewith.

#### *Payment of Wages.*

19. The Union Steamship Company of New Zealand (Limited) shall pay wages weekly on Fridays from 11 a.m. to 1 p.m., and

from 4 p.m. to 5 p.m. Payments to be made for work done up to the previous Wednesday evening,

20. The Wellington Harbour Board shall pay wages weekly on Fridays from 12 noon to 1 p.m. and after 4 p.m. Payments to be made for work done up to the previous Tuesday evening.

*Coaling Work (Baskets).*

21. Carrying-baskets shall average twelve to the ton. Large baskets shall average five to the ton, and not less than four men shall be engaged shovelling, and not less than two men shall be engaged at the tip. Ballast-baskets shall average eight to the ton, and not less than six men shall be engaged shovelling in the hold.

*Harbour Board Work (Weights).*

22. At gangways 12 cwt. shall be a truck-load for two men, except in the case of any single package being over and above that weight.  $5\frac{1}{2}$  cwt. is to be taken as the truck-load of general transshipments.

*Employers not to discriminate against Union.*

23. 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.

*Application of Award.*

24. This award shall apply only to casual labour employed from day to day or from hour to hour, and shall not apply to weekly or permanent employees, or to men employed on maintenance-works when such men are employed for a longer period than one week.

It shall be deemed to apply to the ordinary conditions of working, but not to unusual or exceptional circumstances, and shall be binding in so far as it applies to each party, to all the parties hereto, and shall remain in force until the 31st day of March, 1903.

*Limitation of Award.*

25. This award shall apply (subject to the provisions of clause 9 hereof), only to the wharves and Port and Harbour of Wellington.

26. The foregoing clauses numbered 1 to 25 inclusive are the terms, conditions, and provisions set out in the schedule referred to in the foregoing award, and are hereby declared to be incorporated in and to form part of the said award.

In witness whereof the seal of the said Court hath hereto been put and affixed, and the President of the said Court hath hereto set his hand, this 21st day of November, 1901.

THEO. COOPER, J., President.