

101.) AUSTRALASIAN FEDERATED SEAMEN (WELLINGTON SECTION, NEW ZEALAND BRANCH).—RECOMMENDATIONS.

Under "The Industrial Conciliation and Arbitration Act, 1900," and its Amendments.

Before the Board of Conciliation in the Wellington Industrial District.—In the matter of an industrial dispute between the Wellington Section of the New Zealand Branch of the Australasian Federated Seamen's Industrial Association of Workers and the Union Steamship Company of New Zealand (Limited), of Wellington; W. and G. Turnbull and Co., of Wellington; Richardson and Co. (Limited), of the Spit, Napier; the Patea Shipping Company, of Wellington; the Anchor Shipping and Foundry Company, of Nelson; the New Zealand Loan and Mercantile Agency Company (Limited), of Wanganui; Levin and Co. (Limited), of Wellington; the Blackball Coal Company (Limited), of Wellington; the Wanganui Steamship Company (Limited), of Wanganui; the Sounds and Golden Bay Steamship Company (Limited), of Wellington; Wellington Steam Packet Company, of Wellington; Captain Thomas Eckford, of Wellington; Captain J. B. Westrup, of Wellington; Captain F. Ricketts, of Wellington—employers; and of a reference thereof for settlement.

THE Board, having been satisfied of its jurisdiction in the above, and having heard the Wellington Section of the New Zealand Branch of the Australasian Federated Seamen's Industrial Association of Workers by its representative duly appointed, and having heard as many of the employers as desired to be heard personally or by duly appointed representatives, and having given an opportunity for evidence to be tendered, and having carefully considered the particulars of the dispute, doth hereby recommend that the dispute and every particular of it be settled on the following conditions:—

1. The provisions of the recommendation shall bind the ship-owners 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.

Wages.

2. Able seamen, £7 per month; trimmers, £7 per month; firemen, £9 per month; greasers, £9 per month; donkeymen, £10 per month; lamp-trimmers, £7 per month; boatswains, £8 per month; lamp-trimmer and A.B., £8 per month; first-class ordinary seamen, £5 per month; second-class ordinary seamen, £4 per month; trimmers working six-hour watches, £8 per month; greasers working six-hour watches, £10 per month; firemen working six-hour watches, £10 per month.

When the stokehold and engine-room is manned by three firemen only, one of the firemen shall sign the articles as fireman and donkeyman, and shall be paid £10 per month. In the foregoing cases the donkeyman shall be paid at schedule rates for all overtime worked beyond eight hours.

3. All wages to be paid on the 1st of each calendar month, or within seven days after, or as soon after the seven days as the vessel arrives at any port where there is a branch of any bank.

Overtime.

4. Deck Department : Able seamen, boatswains, lamp-trimmers, shall be paid overtime at the rate of 1s. 6d. per hour ; boating cargo in bays and roadsteads in the months of May, June, July, and August, 1s. 9d. per hour ; boating cargo in January, February, March, April, September, October, November, December, 1s. 6d. per hour ; ordinary seamen shall be paid overtime at the rate of 1s. per hour ; boating cargo in May, June, July, and August, 1s. 6d. per hour ; boating cargo in other months, 1s. 3d. per hour. Boys shall not be worked overtime.

Stokehold Department : All overtime shall be paid for at the rate of 1s. 6d. per hour.

5. Boys shall not be worked overtime.

Hours of Labour at Sea.

6. 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.

Hours of Labour in Port.

12. 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 8 a.m. 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-Picton-Nelson; (c) Wellington-Picton-Nelson-Westport-Greymouth; (d) Wellington-Nelson-New Plymouth-Manukau.

Overtime at Sea.

21. 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.

Overtime in Port.

23. 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 six hours out of the twenty-four, except for work necessary for the safety of the ship.

25. Night-watch 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 to be ready.

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.

Overtime on Sundays and Holidays.

29. 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 day for washing decks and decorating ship without payment of overtime.

30. When a ship arrives in port on a Sunday or 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 loading 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 8s. 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.

Public Holidays in Port.

34. 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.

General.

36. 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.

Signing-off.

39. 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.

** Union Company's Benefit Society.*

40. 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. Employers shall employ members of a seamen's union in preference to non-members, provided there are members of a union who are equally qualified with non-members to perform the particular work required to be done, and are ready and willing to undertake it. When non-members are employed there shall be no distinction between members and non-members. Both shall work together in harmony and under the same conditions, and both shall receive equal pay for equal work.

42. That the settlement shall be for two years, from the 22nd January, 1902, to the 21st January, 1904, both days inclusive.

Given under my hand, at Wellington, this 20th day of December, 1901.

JOHN CREWES, Chairman.

(102.) FEDERATED SEAMEN OF NEW ZEALAND.—RECOMMENDATIONS.

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Before the Board of Conciliation in the Wellington Industrial District.—In the matter of an industrial dispute between the Federated Seamen of New Zealand Industrial Association of