

WELLINGTON INDUSTRIAL DISTRICT.

(580.) NAPIER WHARF-LABOURERS.—RECOMMENDATIONS.

In the matter of "The Industrial Conciliation and Arbitration Act, 1900"; and in the matter of a dispute between the Napier Wharf-Labourers and Stevedores' Industrial Union of Workers, and the following employers: J. W. Cargill, Agent Union Steamship Company of New Zealand (Limited); C. H. Cranby, Agent, Huddart, Parker, and Co.; Richardson and Co. (Limited); White and Tonkin; North British and Hawke's Bay Freezing Company; Williams and Kettle (Limited); Tait and Mills; Mrs. Edmund Smith; Madens and Bennett; J. Fenwick and Co.; The Napier Harbour Board; J. and W. Prebble.

THE Conciliation Board for the Industrial District of Wellington, having received the necessary proofs establishing its jurisdiction in the above matter, and having heard the parties and their evidence, and having carefully inquired into the said dispute, recommends as follows:—

That the parties to the said dispute enter into an industrial agreement for a period commencing after the expiry of one month from the filing hereof, and enduring until the 26th day of June, 1905, the agreement to contain the following provisions:—

Hours of Labour.

1. For all classes of labour the ordinary working-hours to be from 8 a.m. till 5 p.m. (exclusive of a meal-hour between 12 noon and 1.15 p.m.). All other time to be classed as overtime.

Rates of Wages.

2. For general wharf and stevedores' labour at the Breakwater, Spit wharves, and wharf-sheds wages to be at the rate of 1s. 6d. per hour for ordinary time, and 2s. 6d. per hour for overtime. Napier roadstead work, general cargo (including wool and tallow), wages to be at the rate of 1s. 4½d. per hour for ordinary time, and 2s. 6d. per hour for overtime. Loading frozen meat from wharves to lighters,

wages to be at the rate of 1s. 6d. per hour for ordinary time, and 2s. 6d. per hour for overtime. In the roadstead all the necessary meals to be supplied by the employer. This clause is not to apply to frozen meat, except as mentioned above.

3. For working all cargo, except frozen meat, at other ports the wages to be 10s. per day (overtime to be at the rate of 2s. 6d. per hour) from time of leaving Napier till return. All travelling-expenses to be paid by the employer. Men to be provided with all necessary meals while on board of vessels.

4. The rates of wages for sailing-lighters, with any cargo except frozen meat, to be the same as at present.

Frozen Meat.

5. That the rate of wages for stevedores working frozen meat in the roadsteads of Napier, Gisborne, and Wanganui be as below :—

Lighters.	Mutton.	Beef and Pieces.
"Fanny" ...	1½ hours at 2s. 6d.	1¾ hours at 2s. 6d.
"Weka" ...	1¼ " 2s. 6d.	1½ " 2s. 6d.
"Trusty" ...	1¾ " 2s. 6d.	2¼ " 2s. 6d.
"Ahuriri" ...	1¼ " 2s. 6d.	1½ " 2s. 6d.

Gisborne.

"Haku" ...	2 hours at 2s. 6d.	2½ hours at 2s. 6d.
"Inanga" ...	2 " 2s. 6d.	2½ " 2s. 6d.
"Patiki" ...	2 " 2s. 6d.	2½ " 2s. 6d.
"Titi" ...	2½ " 2s. 6d.	3 " 2s. 6d.
"Templar" ...	1½ " 2s. 6d.	2 " 2s. 6d.
"Tawera" ...	1½ " 2s. 6d.	2 " 2s. 6d.
"Venus" ...	1¼ " 2s. 6d.	1¾ " 2s. 6d.

Wanganui.

"Thistle" ...	2½ hours at 2s. 6d.	3 hours at 2s. 6d.
---------------	---------------------	--------------------

Deck-loads, with the exception of ships' stores up to but not exceeding 5 tons, to be paid extra at the rate of 2s. 6d. per hour. All necessary meals aboard to be supplied by the employer. All travelling-expenses from the time of leaving Napier till arrival on board vessel, and *vice versa*, to be paid by the employer.

6. Steam and sailing lighters carrying meat to be charged 1s. 6d. per hour for ordinary time, and 2s. 6d. for overtime. Time to count right through, exclusive of meal-times. Meals in each case to be provided by the employer.

General.

7. Working in Napier roadstead, time to be from time of leaving the wharf till time of leaving vessel for shore, exclusive of meal-hours. The minimum pay for any one day to be not less than 5s. 6d.

8. Men ordered down to work on wharves or in the roadstead and not required, from 7 a.m. till 9 p.m., to be paid one hour, and from 9 p.m. to 7 a.m., two hours.

9. The following days to be recognised holidays: New Year's Day, Good Friday, Easter Monday, Labour Day, Sovereign's Birthday, People's Show Day, Christmas Day, and Boxing Day. All work done on Christmas Day, Good Friday, and Sundays to be paid at the rate of double time. All work done on any of the other holidays to be paid at the rate of ordinary overtime.

This clause is not to apply to frozen meat.

10. Meal-hours to be: Breakfast, 7 a.m. to 8 a.m.; a dinner-hour between 12 noon and 1.15 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 such half-hour no payment shall be made. Men shall work during 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.

11. All labour to be engaged at some place to be determined mutually from time to time by the secretary to the union and the employers concerned jointly with the secretary to the Harbour Board. Any men required to work overtime to be engaged during the ordinary working-hours. When the arrival of a boat is uncertain, a notice to 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.

12. That working gangs below in the roadstead shall consist of not less than five men for wool, eight men for frozen meat, three men for general cargo, and four men for tallow, if the men are available.

13. These recommendations shall not apply to the permanent workmen of the Napier Harbour Board.

14. *Preference to Union Men.*—So long as the rules of the union permit any person of good character and sober habits, and a competent workman, to become a member on payment of an entrance fee not exceeding 5s., upon his written application, without ballot or other election, and so to continue upon contributing subscriptions not exceeding 6d. per week, the employers shall employ members of the union in preference to non-members, provided that there are members of the union equally qualified with non-members to perform the particular work; but this shall not compel an employer to refuse employment to any person now employed by him.

15. When union and non-union men are employed together they shall work in harmony, and shall receive equal pay.

16. Any difference as to the meaning and intention of the foregoing clauses shall be submitted to a committee consisting of two employers and two members of the workers' union for settlement.

Should the committee fail to arrive at a satisfactory conclusion, the matter in dispute shall be submitted in writing to the Wellington Conciliation Board, whose decision shall be final.

These recommendations will be lodged with Clerk of Awards, Wellington, on the 26th day of May, 1903.

An industrial agreement embodying the above conditions to be entered into on or before the 26th day of June, 1903.

B. L. THOMAS,
Chairman of Board.

CANTERBURY INDUSTRIAL DISTRICT.

(581.) CHRISTCHURCH TAILORING TRADE.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1900,” and its amendment; and in the matter of an industrial dispute between the Christchurch Tailoring Trade Industrial Union of Workers (hereinafter called the “workers’ union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”): The Christchurch Master Tailors’ Industrial Union of Employers (A. W. Bain, secretary, Cashel Street, Christchurch); W. Sullivan, Colombo Street, Christchurch; G. Fletcher and Sons, Colombo Street, Christchurch; C. Flanagan and Son, Hobbs’s Building, Christchurch; A. Begg, High Street, Christchurch; S. Smith, High Street, Christchurch; Nixon Bros., Manchester Street, Christchurch; J. Thomson, Armagh Street, Christchurch; H. J. Gamble, sen., Cashel Street, Christchurch; H. J. Gamble, jun., Cashel Street, Christchurch; J. Thornton, Cashel Street, Christchurch; R. Muff, Cashel Street, Christchurch; W. Forbes, Manchester Street, Christchurch; Grummett and White, St. Asaph Street, Christchurch; Kaiapoi Clothing Factory, Cashel Street, Christchurch; M. Finlay, Colombo Street, Sydenham; H. Beare, Colombo Street, Sydenham; A. H. Thomas, Colombo Street, Sydenham; J. H. Hooper, Richmond; E. Brown, Richmond; — Taylor, Amberley; J. Howie, Cheviot; C. W. Bell, Rangiora; S. Quartermain, Rangiora; Matthews, Kaiapoi; A. Johnston, Kaiapoi; P. C. Jones, West Oxford; H. Mottoram, Akaroa; — Penrose, Akaroa; James Palmer, Lyttelton; — Baxter, Lyttelton; — Crowley, Lyttelton; — Johnston, Lyttelton; John Preece, High Street, Christchurch; E. Leaver, Armagh Street, Christchurch; J. A. Crocker, Gloucester Street, Christchurch; W. Johnston, Leeston; John Ballantyne and Co., Timaru; W. Hobbs, Timaru; A. Gabites, Timaru; Penrose