

(792.) LYTTELTON STEVEDORES.—AGREEMENT.

This industrial agreement, made in pursuance of “The Industrial Conciliation and Arbitration Act, 1900,” this 15th day of August, 1904, between the Canterbury Stevedoring Association (Limited) (hereinafter called “the association”) of the one part, and the Lyttelton Stevedores’ Industrial Union of Workers (hereinafter called “the union”) of the other part.

Now this agreement witnesseth that the following schedule of hours and conditions of labour in the Port of Lyttelton and the rate of wages for the various kinds of work thereat is as follows, that is to say :—

Hours of Labour.

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

2. Wages per Hour.

	Daytime.		Overtime.	
	s.	d.	s.	d.
(a.) For stevedore and general cargo work	..	1 3	2 0	
(b.) For coal-work, New Zealand coal—				
Shovellers	..	1 4	2 1	
Bull-rope men	..	1 4	2 1	
Winchmen	..	1 4	2 1	
Tramway-men	..	1 4	2 1	
Tippers	..	1 3	2 0	
Carriers	..	1 4	2 1	

	Daytime.		Overtime.	
	s.	d.	s.	d.
(c.) For coal-work, Newcastle coal—				
Shovellers	1	6	2	3
Carriers	1	6	2	3
Bull-rope men, winchmen, tramway-men ..	1	4	2	1
Tippers	1	3	2	0
(d.) Trimming coal in bunkers, all steamers ..	1	6	2	3
(e.) For overhauling work on ships, whether at the wharves, dock, or patent slip, such as cleaning, chipping, scrubbing, and painting ..	1	3	2	0
(f.) For handling frozen goods—				
Men working in chambers which are frozen down	1	6	2	6
Man on outside port	1	6	2	6
Man at hatchway	1	6	2	6
All other men	1	3	2	0

Men taken to other Ports.

3. Men engaged in Lyttelton to work cargo at other ports are to be paid at the rate of 10s. per day from the time of leaving Lyttelton till their return thereto (Sundays excluded). Should the ruling rate of wages at such ports be at a higher rate the men are to be paid under that scale while working at those ports.

Labour at Vessels outside the Moles.

4. Men engaged to work at vessels lying outside the moles, within the limits of the Lyttelton Harbour, are to be paid from the time of leaving and up to the time of returning at the rates fixed by this agreement for the class of labour they are engaged for.

Men ordered down at Night and not employed.

5. Men ordered down between the hours of 5 p.m. and 9 p.m. are to receive not less than one hour's pay; if ordered down between 9 p.m. and 7 a.m. to receive not less than two hours' pay, at the rate of 2s. per hour.

5A. Men who start work at midnight and work through till 5 p.m. are to be relieved if other men are available.

Work on Holidays.

6. For all work done on Sunday, Christmas Day, and Good Friday, double overtime is to be paid. For work done on other holidays hereinafter provided for ordinary overtime is to be paid.

Holidays.

7. The holidays throughout the year shall be New Year's Day, Anniversary Day, Good Friday, Easter Monday, Sovereign's birthday, Eight-hour (Labour) Day, Christmas Day, and Boxing Day.

Meal-hours.

8. Breakfast, 7 a.m. to 8 a.m. ; dinner, noon to 1 p.m. ; tea, 5 p.m. to 6 p.m. ; supper, one half-hour between 3 a.m. and 3.30 a.m.

Working through Meal-hours.

9. Men shall work during the meal-hours if required to do so, and shall be paid therefor at overtime rates. Should men who have worked through the dinner-hour be called upon to continue work without a break for dinner they are to be paid at overtime rates for such time as they continue to work, but they shall not be called upon to work for longer than six hours between meals. Should men be sent to dinner before noon or to tea before 5 p.m., in order that they may turn to at noon or at 5 p.m., they shall receive for the hour between noon and 1 p.m. and for the hour between 5 p.m. and 6 p.m., as the case may be, the sum of 6d. over and above the schedule overtime rates for the particular class of work at which they may be employed.

Engagement of Labour.

10. All labour shall be engaged outside the Coronation Hall by the representative of the Canterbury Stevedoring Association. No man shall take the lines or go alongside any steamer or ship seeking employment unless ordered to do so by the employer.

Engagement of Overtime Labour.

11. All labour for overtime work to be engaged during working-hours.

Payment of Wages.

12. Wages shall be paid on Fridays for work up to midnight of the previous Wednesday. The hours for paying shall be arranged between the representative of the Canterbury Stevedoring Association and the president of the Lyttelton Stevedores' Union.

Baskets.

13. Carrying-baskets shall average twelve and a half to the ton large baskets five to the ton, and not less than four men shall be engaged shovelling, and not less than two men at the tip.

Mutual Agreement as to Employment and Labour.

14. The association having undertaken not to employ any outside labour whilst members of the union are available, the union undertakes that none of its members shall work for any other person or body without the consent of its committee. If, however, no members of the union are available, the association is at liberty to employ outside labour. And, further, the union undertakes to keep its roll up to 275 members exclusive of those members who are permanently employed

by the various companies in the association, and these 275 men shall be available for the association's work whenever required, and in the event of any of the above-mentioned 275 men being unavailable, the union undertakes to supply the association with capable substitutes.

The union also agrees that 20 per cent. of the above-mentioned 275 men shall be "meat-men" willing and able to work in the freezing-chamber.

The association undertakes to give the union reasonable notice of its requirements, so far as the above-mentioned "meat-men" are concerned.

15. The temperature of the "meat-chamber" while men are working therein is not to be lower than 7° above zero in ships fitted with the Haslam system, and 12° above zero in ships fitted with other freezing systems.

Date of Application and Termination of this Agreement.

16. The above conditions and rates of wages are to come into force on the 1st day of September next, and are to continue up to and including the 31st day of August, 1906.

This Agreement to be filed with Clerk of Awards.

17. It is mutually agreed between the two parties hereto that the foregoing conditions of labour and rates of wages shall be binding upon each individual member of each party, and that this agreement shall be filed with the Clerk of Awards as provided for by the Act.

And, further, it is agreed that each party and each individual member of each party shall loyally adhere to the conditions and terms of this agreement, and that any breach of any of the conditions or terms shall be deemed to be a "breach of award" and shall be dealt with as the Act provides. And, further, it is agreed that in the event of any misunderstanding of the conditions or terms arising, the same is to be referred to a committee consisting of three members from each party, who shall adjudicate upon and decide the matter; but should such committee not be able to arrive at a decision, the matter is to be referred to some impartial person, chosen by the aforesaid committee, whose decision upon the matter and upon the expenses connected therewith shall be final.

In witness whereof the respective seals of the parties hereto have been fixed, and the signatures of the chairman and secretary of the association and the signatures of the president and secretary of the union are attached, this 15th day of August, 1904.

For the Canterbury Stevedoring Association.

[Seal.]

GEO. R. ANSLIE, Chairman.

FRED. H. BARNES, Secretary.

For the Lyttelton Stevedors Union.

[Seal.]

WILLIAM E. AGAR, President.

A. PALMER, Secretary.