

HAWKE'S BAY INDUSTRIAL DISTRICT.

(1921.) HAWKE'S BAY FISHERMEN.—AGREEMENT.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1908," and its amendments, this 29th day of July, 1909, between the Hawke's Bay Fishermen's Industrial Union of Workers (hereinafter termed "the union") and the undermentioned employers, firms, and persons (hereinafter termed "the employers"), whereby it is mutually agreed by and between the union and employers as follows:—

C. Dolbel and Co., Port Ahuriri.

The "Doto" Trawling Company, Napier.

N. Fernandos and Co., Napier.

G. McGregor, Napier.

New Zealand Trawling, Fish, and Supply Company, Napier.

The Pilot Fishing Company, Port Ahuriri.

It is agreed between the above-mentioned parties that the following rates and method of payments shall apply to men employed on trawlers of the second class, and mentioned in an award of the Court of Arbitration made 27th March, 1909:—

(a.) Captain, £1 12s. 6d., and 7 per cent. commission; engineer, £1 12s. 6d., and 7 per cent. commission; deck hand (1), £1, and 7 per cent. commission; deck hand (2), £1, and 7 per cent. commission; boy, £1 10s., and $1\frac{1}{2}$ per cent. commission.

(b.) For men employed on trawlers of the third class, and mentioned in the aforementioned award: Captain, £1 12s. 6d., and $8\frac{3}{4}$ per cent. commission; engineer, £1 12s. 6d., and $8\frac{3}{4}$ per cent. commission; deck hand, £1, and $8\frac{3}{4}$ per cent. commission; boy, £1 10s., and $2\frac{1}{2}$ per cent. c mmission.

(c.) That the arrangements at present in existence between the owners and crew of the trawler "Ithacia" shall continue.

Payment for Night-work.—In the event of any crew being ordered by the employer to proceed to sea for the night, extra payment shall be made to the men for this particular work at the following rates : Captains, 8s. 4d. ; engineers, 8s. 4d. ; deck hands, 8s. 4d. ; boys, 5s. Should, however, an extra man be taken in addition to the ordinary crew, the above payments are not to be made by the employers.

Payment for Slip-work.—When trawlers are laid upon slips for repairs, the following extra rates shall be paid while work of this nature is being carried out : Captains, £1 ; engineers, £1 ; deck hands, £1 ; boys, 10s.

Basis of Commission.—The basis of commission shall be taken on the gross catch.

Shrinkage.—A shrinkage shall be deducted from flatfish only at the rate of 8 per cent.

Weight of Bundles.—The weight of bundles of fish shall be—flat-fish, 4 lb. per bundle ; round fish, 9 lb. per bundle ; gurnet, 10 lb. per bundle.

Rates per Bundle.—The rates for calculating the amounts of commission payable to the crews shall be,—

(a.) For fish taken by trawlers of the second class : Round, 7d. per bundle ; flat, 8d. per bundle.

(b.) For fish taken by trawlers of the third class : Round, 7d. per bundle ; flat, 9d. per bundle.

Payments of Wages.—Wages shall be paid weekly on each Friday, and between the hours of 4 o'clock and 5 o'clock in the afternoon.

Statements of Wages.—Statements showing the amounts due to each man and the quantities of the catch shall be given to the captain in charge of each trawler when wages are being paid.

Sunday Work.—Operations in connection with this industry may be carried on on Sundays, and Saturdays shall count to the men in lieu thereof, or as their "day off" for the week.

Repairs to Nets.—Ordinary repairs to trawling-nets shall be undertaken and performed by the men.

Reinstatement of Crews.—Employers shall not discriminate against any men recently in their employ when placing their trawlers again in commission.

"*Workers' Compensation for Accidents Act, 1908.*"—The employers undertake that, in future, policies of insurance under this heading shall have a clause inserted that will cover risk incurred by any employee working under this agreement.

Dispute Committee.—In the event of any dispute arising out of any matter contained in this agreement it shall be submitted to a committee appointed for this purpose, and, should they not succeed in effecting an arrangement or settlement in a manner satisfactory

to the parties concerned, it shall be referred to the Conciliation Commissioner in charge of the district for final adjustment.

For the purposes of this clause the following persons have been appointed to act as a committee, and, in the event of any vacancy occurring, their respective parties shall appoint another person to act in his stead: Employers' representatives—J. J. Niven, C. Dolbel; union's representatives—J. G. Stone, W. R. Higgins.

Terms of Agreement.—This agreement shall come into operation on the 29th day of April, 1909, and shall continue to the 23rd day of April, 1910.

Dated at Napier, this 29th day of July, 1909.

Signed on behalf of the employers,—

- (1.) " DOTO " TRAWLING COMPANY, per T. P. VAUTIER.
- (2.) THE NEW ZEALAND TRAWLING AND FISH-SUPPLY COMPANY (LIMITED) (JAMES J. NIVEN).
- (3.) CHARLES DOLBEL.
- (4.) N. FERNANDOS, per B. B.
- (5.) G. MCGREGOR.
- (6.) PILOT FISHING COMPANY, per THOMAS MUNRO.

Signed on behalf of the Employees' Union,—

- (1.) P. H. JENKINS, President.
- (2.) DENNIS MCCARTHY, jun., Secretary.

Hawke's Bay Fishermen's

[SEAL.]

Industrial Union of Workers.