

## WELLINGTON INDUSTRIAL DISTRICT.

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### (2263.) NAPIER WOOL AND GRAIN STORE EMPLOYEES—AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 28th day of January, 1911, between Dalgety and Co. (Limited), De Pelichet, McLeod, and Co., the Hawke's Bay Farmers' Co-operative Association (Limited), Lanauze, Wood, and Co., Murray, Roberts, and Co. (Limited), the New Zealand Loan and Mercantile Agency Company (Limited), the New Zealand Shipping Company (Limited), and Williams and Kettle (Limited), (hereinafter referred to as "the employers"), of the one part, and the Napier Wool and Grain Store Employees' Industrial Union of Workers, of the other part, witnesseth that the parties hereto hereby agree as follows, that is to say,—

#### APPLICATION OF AGREEMENT.

1. The provisions of this agreement shall apply only to all casual labour employed from day to day or hour to hour, and to weekly or permanent employees, whilst working wool only. Foremen of wool-stores and men in charge of wool-dumping engine are not included in the scope of this agreement.

#### HOURS OF WORK.

2. The ordinary hours of work shall be between 8 a.m. and 5 p.m. on each day except Saturday, and from 8 a.m. to noon on Saturday. One hour shall be allowed for dinner on each day

except Saturday. Fifteen minutes' crib-time shall be allowed in each full morning and afternoon worked, without deduction from pay.

#### OVERTIME.

3. All time worked outside the hours prescribed in clause 2 shall be overtime, and shall be paid for at the rate of time and a quarter for the first three hours, and time and a half for all further overtime.

#### WAGES.

4. The rate of wages paid to all workers working under the provisions of this agreement shall be not less than one shilling and one penny halfpenny (1s. 1½d.) per hour for all casual labour, and £2 7s. 6d. per week to weekly or permanent hands, whilst working wool only. If called upon to mix manure, an additional 1½d. per hour shall be paid for such work.

Men engaged at weekly wages and employed for a portion of the week only at wool-work shall be paid the minimum rate specified herein for the whole of such week.

#### HOLIDAYS.

5. All time worked on the following holidays shall be paid for at the rate of time and a half: New Year's Day, Easter Monday, sovereign's birthday, Labour Day, People's Show Day, and Boxing Day. All time worked on Sundays, Good Friday, and Christmas Day shall be paid for at the rate of double time.

#### PAY-DAY.

6. All wages shall be paid weekly in the employers' time.

#### ENGAGEMENT OF LABOUR.

7. When engaging labour, employers shall first ask the secretary of the union personally or by telephone to his office to supply the labour required; but if the secretary is unable to supply the employers' requirements, or if he is not available, employers may engage any person: Provided that known members of the union may be engaged without first referring to the secretary.

#### TERM OF AGREEMENT.

8. This agreement shall come into force on the 28th day of January, 1911, and shall remain in force for a period of three years.

WILLIAMS AND KETTLE (LIMITED),  
(FRED. W. WILLIAMS, Managing Director).

Signed on behalf of Williams and Kettle (Limited) by Fred. W. Williams, in the presence of—S. E. Wright, Secretary, Hawke's Bay Employers' Association, Napier.

NEW ZEALAND LOAN AND MERCANTILE AGENCY  
COMPANY (LIMITED),  
(D. A. BAXTER, Manager).

Signed on behalf of the New Zealand Loan and Mercantile Agency Company (Limited) by D. A. Baxter, in the presence of—S. E. Wright, Secretary, Hawke's Bay Employers' Association, Napier.

DALGETY AND CO. (LIMITED)  
(J. G. HERDMAN, Manager).

Signed on behalf of Dalgety and Co. (Limited) by J. G. Herdman, in the presence of—S. E. Wright, Secretary, Hawke's Bay Employers' Association, Napier.

DE PELICHET, McLEOD, AND CO.  
(C. H. CATO).

Signed on behalf of De Pelichet, McLeod, and Co. by C. H. Cato, in the presence of—S. E. Wright, Secretary, Hawke's Bay Employers' Association, Napier.

LANAUZE, WOOD, AND CO.

Signed on behalf of Lanauze, Wood, and Co. by Sam Wood, in the presence of—S. E. Wright, Secretary, Hawke's Bay Employers' Association, Napier.

HAWKE'S BAY FARMERS' CO-OPERATIVE  
ASSOCIATION (LIMITED)  
(GEO. KELLY, Manager).

Signed on behalf of the Hawke's Bay Farmers' Co-operative Association (Limited) by George Kelly, in the presence of—S. E. Wright, Secretary, Hawke's Bay Employers' Association, Napier.

For the NEW ZEALAND SHIPPING COMPANY (LIMITED)  
(JAS. T. CATO, Local Manager).

Signed on behalf of the New Zealand Shipping Company (Limited) by James T. Cato, in the presence of—S. E. Wright, Secretary, Hawke's Bay Employers' Association, Napier.

[Seal.]

A. H. MILES.  
GEO. M. MORRIS,  
Directors.

The common seal of Murray, Roberts, and Co. (Limited) has been hereto affixed by the authority of the board of directors, in the presence of—J. Webster, Secretary.

[Seal.]

LOUIE HARRISON, President.  
DENNIS MCCARTHY, Secretary.

Signed on behalf of the Napier Wool and Grain Store Employees' Industrial Union of Workers, in the presence of—Dick Soole, Vice-President.

Dated this 28th day of January, 1911.