

## WELLINGTON INDUSTRIAL DISTRICT.

**(2709.) HAWKE'S BAY FISHERMEN—AGREEMENT *RE* STEAM TRAWLERS "SAVAII," "FAIRY," AND "PANIA."**

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, and an award of the Arbitration Court dated 14th September, 1911, this 12th day of December, 1912, between the New Zealand Trawling and Fish-supply Company (Limited) (hereinafter termed "the employer") and the Hawke's Bay Fishermen's Industrial Union of Workers (hereinafter termed "the union"), whereby it is mutually agreed by and between the employer and the union as follows:—

*Application of Agreement.*

1. *Application of Agreement.*—It is agreed between the above-mentioned parties that the following rates, methods of payments, and conditions of work shall apply to men employed on the steam trawlers, "Savaii," "Fairy," and "Pania."

*Wages and Conditions of Commission.*

2. *Wages and Commission.*—Captains, £1 12s. 6d., and  $8\frac{3}{4}$  per cent. commission, per week; engineers, £1 12s. 6d., and  $8\frac{3}{4}$  per cent. commission, per week; deck hands, £1, and  $8\frac{3}{4}$  per cent. commission, per week; boys, £1 10s., and  $2\frac{1}{2}$  per cent. commission, per week (on each vessel).

*Hours of Work.*

3. *Hours of Work.*—The hours of work shall be regulated by the employer, but the week's work shall terminate by 5 p.m. on Friday in each week.

*Payment for Night-work.*

4. *Payment for Night-work.*—In the event of any of the crews being ordered 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. per night; engineers, 8s. 4d. per night; deck hands, 8s. 4d. per night; boys, 5s. per night (on each vessel).

*Payment for Slip Work.*

5. *Payment for Slip Work.*—When trawlers are laid up on slip for repairs, &c., the following extra rates shall be paid while work of this nature is being carried out: Captains, £1 each; engineers, £1 each; deck hands, £1 10s. each; boys, 10s. each.

*Basis of Commission.*

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

*Shrinkage.*

7. A shrinkage shall be deducted from flat fish only at the rate of 8 per cent.

*Weights of Bundles.*

8. *Weights of Bundles.*—The weights 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.*

9. *Rates per Bundle.*—The rates for calculating the amounts of commission payable to the crews shall be—Round fish, 7d. per bundle; flat fish, 9d. per bundle.

*Payment of Wages.*

10. *Payment 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.

*Statement of Wages.*

11. *Statement of Wages.*—Statements showing the amounts due to each man and the quantities of the catch shall be given to the captains in charge of the trawlers when wages are being paid, for the benefit of the crews.

*Repairs to Nets.*

12. *Repairs to Nets.*—Ordinary repairs to trawling-nets shall be undertaken and performed by the crew on each vessel.

*General Provisions.*

13. *General Provisions.*—The employment of a worker may terminate on either side by giving twenty-four hours' notice.

*Classification.*

14. *Classification.*—The steam trawlers "Savaii," "Fairy," and "Pania" shall be classed as third-class trawlers, and shall carry crews of not less than four hands each. (In this clause the word "crews" shall include the captains and engineers.)

*Holidays.*

15. *Holidays.*—The following shall be the holidays: New Year's Day, Good Friday, Christmas Day, Easter Monday, Boxing Day, Sovereign's Birthday, Labour Day, second day of the Hawke's Bay Agricultural October Show, and Saturday in lieu of Sunday. All work done on Good Friday, Christmas Day, and day in lieu of Sunday (Saturday) to be paid at the following rates: Captains

and engineers, 2s. 6d. per hour each; deck hands, 2s. per hour each; boys, 1s. 6d. per hour each. All other holidays—Captains and engineers, 1s. 9d. per hour each; deck hands, 1s. 6d. per hour each; boys, 1s. per hour each (in addition or extra to clause 2 hereof on each vessel).

*Power to substitute Sunday for Saturday.*

16. On application of the employer, at the request of the crews, permission may be given by the secretary of the Hawke's Bay Fishermen's Union to substitute Sunday in lieu of Saturday as the holiday or day off. (All work done on the Sunday when substituted for Saturday shall be paid according to the rates for Saturday in clause 15 hereinbefore mentioned.)

*Preference.*

17. *Preference.*—If and so long as the rules of the union permit any person of good character and sober habits to become a member of the union upon payment of an entrance fee not exceeding 5s., upon his written application, without ballot or other election, and so to continue upon subsequent contributions, whether payable weekly or not, not exceeding 6d. per week, employers in the engagement of crews shall employ members of the union in preference to non-members, provided there are members available equally competent with non-members to perform the particular work required to be done, and ready and willing to undertake it.

*Engagement of Crews or Portion.*

18. *Engagement of Crews.*—The employers when engaging crews or portion thereof shall make application to the secretary of the union for any unionist available.

*No Discrimination.*

19. *No Discrimination.*—Employers shall not discriminate against members of the union, and shall not in the engagement or dismissal of workers or in the conduct of their business do anything to injure the union, either directly or indirectly.

*Workers' Compensation for Accidents Act.*

20. *Workers' Compensation for Accidents Act, 1908-1911, and its Amendments.*—The employer undertakes that, in future, policies of insurance under this heading shall have a clause inserted that will cover risk incurred by employees working under this agreement.

*Term of Agreement.*

21. *Term of Agreement.*—This agreement shall come into operation on the 12th day of December, 1912, and shall continue to the 12th day of June, 1913, inclusive.

Dated at Port Ahuriri, Napier, this 12th day of December, 1912.

The seal of the Hawke's Bay Fishermen's Industrial Union of Workers was hereunto affixed by order of the union, and the signatures of—

PHILIP HY. JENKINS, President,  
DENNIS MCCARTHY, Secretary,

were hereunto subscribed in the presence of—Walter Eastick, captain, Napier.

THE NEW ZEALAND TRAWLING AND  
FISH-SUPPLY COMPANY (LI-  
MITED),

A. H. FENTON, Secretary.

On behalf of the New Zealand Trawling and Fish-supply Company (Limited), in presence of—R. S. Alward.

The signature of the New Zealand Trawling and Fish-supply Company (Limited) was attached in the presence of—R. S. Alward, Port Ahuriri.