
WELLINGTON INDUSTRIAL DISTRICT.

(2732.) HAWKE'S BAY FISHERMEN.—RULING BY CONCILIATION COMMISSIONER *RE* STEAM TRAWLER "PHANTOM."

In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the Hawke's Bay Fishermen's Industrial Union of Workers and J. Corry, jun., and others; and in the matter of an award of the Court of Arbitration made in respect of the above-mentioned dispute, in which it is provided, *inter alia*, "That wages, &c., shall be fixed by agreement between each employer and the union, and should the parties be unable to agree the Conciliation Commissioner for the district shall be called in to act as arbitrator, and his decision shall be final" (clause 1, folio 562, Book of Awards, Vol. xii).

THE employers interested in the steam trawler "Phantom" and the union of employees not being able to agree upon the following matters, I have to decide, after hearing the statements of the parties by their representatives, as follows:—

WORKING PROPOSALS FOR STEAM TRAWLER "PHANTOM."

1. *Wages and Commission.*—Captain, £1 12s. 6d., and 8 per cent. commission, per week; engineer, £1 12s. 6d., and 8 per cent. commission, per week; deck hands, £1, and 8 per cent. commission each, per week; boy, £1 10s., and 1½ per cent. commission, per week.

2. *Hours of Work.*—The hours of work shall be regulated by the employer, but so that the trawler shall return to port by 5 p.m. on Friday in each week.

3. *Payment for Night-work.*—In the event of any of the crew 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: Captain, 8s. 4d. per night; engineer, 8s. 4d. per night; deck hands, 8s. 4d. per night each; boy, 5s. per night.

4. *Payment for Slip-work.*—When trawler is laid up on slip for repairs, &c., the following extra rates shall be paid while work of this nature is being carried out: Captain, £1; engineer, £1; deck hands, £1 10s. each; boy, 10s.

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

6. *Shrinkage.*—A shrinkage shall be deducted from flat fish only at the rate of 8 per cent.

7. *Weight 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.

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

9. *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.

10. *Statement 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 the trawler when wages are being paid, for the benefit of the crew.

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

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

13. *Classification.*—The steam trawler "Phantom" shall be classed as a second-class trawler, and shall carry a crew of not less than five hands. (In this clause the word "crew" shall include the captain and engineer.)

14. *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: Captain and engineer, 2s. 6d. per hour each; deck hands, 2s. per hour each; boy, 1s. 6d. per hour. All other holidays: Captain and engineer, 1s. 9d. per hour each; deck hands, 1s. 6d. per hour each; boy, 1s. per hour (in addition or extra to clause 1 hereof).

15. *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 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.

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

17. *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.

18. *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.

The terms and conditions of work referred to above shall come into operation on the 1st day of February, 1913, and shall continue and remain in force until the 1st day of August, 1913.

Dated at Wellington, this 22nd day of January, 1913.

P. HALLY,
Conciliation Commissioner.