

WELLINGTON INDUSTRIAL DISTRICT.

(2773.) HAWKE'S BAY FISHERMEN.—RULING BY COMMISSIONER OF CONCILIATION *RE* TRAWLER "BEATRICE."

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 "Beatrice" 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:—

Hours of Work.

1. Subject to the provisions of clause 13 the hours of work shall be regulated by the employer and crew, but the trawler shall return to port by 4 p.m. and finish work by 5 p.m. on Saturday in each week.

Wages and Shares.

2. The trawler to be worked on five shares, after deducting expenses mentioned in clause 9. The employer to receive two shares, captain to receive one and a half shares, engineer to receive one and a half shares. Basis: Under clauses 10 and 11 hereunder mentioned.

Payment for Slip-work.

3. When the trawler is on slip for repairs, &c., the following rates shall be paid by the employer: Captain, £3 17s. 6d. per week; engineer, £3 17s. 6d. per week.

Payment of Wages.

4. Wages shall be paid weekly on each Saturday, or Friday if Saturday is substituted for Sunday according to clause 13 hereof, between the hours of 4 o'clock and 5 o'clock in the afternoon.

Statement of Wages.

5. 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.

Repairs to Net.

6. Ordinary repairs to trawling-net shall be undertaken and performed by the men.

Classification.

7. The steam trawler "Beatrice" shall be classed as a fifth-class trawler, and shall carry a crew of not less than two hands. In this clause the word "crew" shall include the captain and engineer.

General Provisions.

8. The employment of a worker may terminate on either side by giving twenty-four hours' notice.

Trawlers' Expenses.

9. Coal, water, oil, waste, and ice.

Weights of Bundles.

10. Flat fish, 4 lb. per bundle; round fish, 8 lb. per bundle.

Rates per Bundle.

11. The rates for calculating the amount of commission payable to each of the crew of the steam trawler aforementioned shall be: For flat fish, 1s. 2d. per bundle; for round fish, 1s. 1d. per bundle. These rates shall continue to operate up to the 1st day of July, 1913, and from that date the prices shall be at the same rates as those received by the employers.

Holidays.

12. The following shall be the holidays: New Year's Day, Good Friday, Christmas Day, Easter Monday, Boxing Day, the Sovereign's Birthday, Labour Day, second day of the Hawke's Bay Agricultural (October) Show, and Sunday. All work done on Good Friday, Christmas Day, and Sunday to be paid at the following rates: Captain and engineer, 2s. 6d. per hour. All other holidays: Captain and engineer, 1s. 9d. per hour. In addition or extra to clause 2 hereof.

Power to Substitute Saturday for Sunday.

13. On application of the employer at the request of the crew, permission may be given by the secretary of the Hawke's Bay Fishermen's Union to substitute Saturday in lieu of Sunday as the holiday or day off. All work done on Saturday when substituted for Sunday shall be paid according to the rates for Sunday in clause 12 hereinbefore mentioned, and also Friday shall be the end of the week at 5 p.m. when Saturday is substituted for Sunday.

Preference.

14. 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 Crew or Portion.

15. The employer, when engaging crews or portion thereof, shall make application to the secretary of the union for any unionist available.

No Discrimination.

16. 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, 1908, 1911, and its Amendments.

17. The employer undertakes that future policies of insurance under this heading shall have a clause inserted that will cover risk incurred by any employee working under this award.

Term of Award.

18. The terms and conditions of employment referred to herein shall come into operation on the 1st day of May, 1913, and shall continue in force until the 30th day of April, 1914.

Dated at Wellington, this 15th day of April, 1913.

P. HALLY,
Conciliation Commissioner.