

WELLINGTON INDUSTRIAL DISTRICT.

(4027.) NAPIER WOOL AND GRAIN STORES EMPLOYEES.— AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 20th day of December, 1914, between Williams and Kettle (Limited), Dalgety and Co. (Limited), the New Zealand Loan and Mercantile Agency Company (Limited), the New Zealand Shipping Company (Limited), Hawke's Bay Farmers' Co-operative Association (Limited), De Pelichet, McLeod, and Co. (Limited), and Murray, Roberts, and Co. (Limited), (hereinafter referred to as "the employers"), of the one part, and the Napier Wool and Grain Stores Employees and Wholesale Merchants' Storemen's Industrial Union of Workers (hereinafter referred to as "the union") of the other part, witnesseth that the parties hereto hereby agree as follows, that is to say:—

Application of Agreement.

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

(b.) A casual worker shall mean a person who is employed for less than fourteen days continuously.

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.

Wages.

3. (a.) The minimum rate of wages payable to weekly storemen working under the provisions of this agreement shall be at the rate of £2 12s. 6d. per week.

(b.) 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.

(c.) The minimum rate of wages payable to casual workers shall be at the rate of 1s. 3d. per hour.

Manure-work.

4. (a.) Weekly or casual workers employed at handling manure in bulk or mixing or bagging manure shall be paid an extra rate of 3d. per hour.

(b.) Weekly or casual workers employed at handling manure in bags shall be paid an extra rate of 1½d. per hour.

Overtime.

5. 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 between the hours of 5 p.m. and 8 p.m. on five days of the week and between noon and 4 p.m. on Saturdays. Thereafter time and a half for all further overtime worked.

Holidays.

6. (a.) All time worked by weekly storemen or casual workers 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.

(b.) In the case of weekly storemen the above holiday rates shall be in addition to the weekly wage in clause 3 (a) hereof.

Pay-day.

7. All wages shall be paid weekly in the employer's time. Casual labour employed for a portion of any week shall be paid at the termination of employment.

Overalls and Respirators at Manure-work.

8. The employers shall provide overalls and respirators for the workers when employed at manure-work.

Termination of Employment.

9. Not less than one week's notice shall be given by either party of the termination of service. This clause shall not apply to casual workers.

Preference.

10. (a.) If any employer shall hereafter engage any worker who shall not be a member of the union, and who within fourteen days after his engagement shall not become and remain a member of the union, the employer shall dismiss such worker from his service if requested to do so by the union, provided there is then a member of the union equally qualified to perform the particular work required to be done, and ready and willing to undertake the same.

(b.) The provisions of the foregoing clause shall operate only if and so long as the rules of the union shall permit any worker of good character and sober habits to become a member of the union upon payment of an entrance fee not exceeding 5s., upon a written or verbal application, without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 6d. per week.

Term of Agreement.

11. This agreement shall come into force on the 23rd day of November, 1914, and shall remain in force until the 23rd day of May, 1917, and thereafter until superseded by a new agreement or award of the Arbitration Court.

Signed on behalf of Williams and Kettle (Limited) by Fred. W. Williams, this 26th day of November, 1914, in the presence of—S. E. Wright, secretary the Hawke's Bay Employers' Association, Napier.

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

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

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

Signed on behalf of the New Zealand Loan and Mercantile Agency Company (Limited) by R. L. M. Kitto in the presence of—S. E. Wright, secretary the Hawke's Bay Employers' Association, Napier.

NEW ZEALAND LOAN AND MERCANTILE
AGENCY COMPANY (LIMITED):
R. L. M. KITTO, Manager.

Signed on behalf of the New Zealand Shipping Company (Limited) by James I. Cato in the presence of—S. E. Wright, secretary the Hawke's Bay Employers' Association, Napier.

THE NEW ZEALAND SHIPPING COMPANY
(LIMITED):
JAS. I. CATO, Local Manager.

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

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

Signed on behalf of De Pelichet, McLeod, and Co. (Limited) by C. H. Cato in the presence of—S. Baird, Accountant, Hastings.

DE PELICHET, McLEOD, AND CO.
(LIMITED):
C. H. CATO, Managing Director.

Signed on behalf of Murray, Roberts, and Co. (Limited) by G. M. Morris, director, in the presence of—D. Watters, Clerk, Napier.

MURRAY, ROBERTS, AND CO. (LIMITED):
GEO. M. MORRIS, Director.

Signed on behalf of the Napier Wool and Grain Store Employees and Wholesale Merchants' Storemen's Industrial Union of Workers in the presence of—Henry Thomas Johnstone, James Johnson.

[SEAL.]

H. C. STOCK, President.
DENIS MCCARTHY, Secretary.

Filed with Clerk of Awards, Wellington, on 13th January, 1915.

End of Volume XV.

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