

## WESTLAND INDUSTRIAL DISTRICT.

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### (3058.) WESTPORT HARBOUR BOARD EMPLOYEES.—AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 20th day of April, 1914, between the Westport Harbour Board of the one part and the Westport General Labourers and Mechanics' Industrial Union of Workers of the other part, witnesseth that it is agreed by and between the parties hereto as follows:—

SCHEDULE (covering Hours of Labour, Conditions of Employment, and Rates of Pay).

#### SHORE STAFF.

##### *Hours of Work.*

1. That a week's work shall not exceed forty-eight hours, the working-hours to be between 7 a.m. and 5 p.m. on five days of the week, and between 7 a.m. and 12 noon on Saturday, except where otherwise provided. This clause not to affect men on shift-work.

##### *Overtime.*

2. (a.) Ordinary overtime rates to be as follow: Time and a quarter for the first two hours. After two hours have been worked time and a half shall be paid.

(b.) Men working on bilge or boiler-cleaning work shall be paid at the rate of time and a half.

- (c.) Tide-work shall be paid at the rate of time and a quarter.
- (d.) Slip-work, when actually working in water, to be paid at the rate of double time.
- (e.) Sundays and holidays (unless where otherwise provided) to be paid for at double rates.
- (f.) Men employed loading large blasts shall be paid overtime rates.
- (g.) No time off in lieu of overtime.

*Promotion.*

3. That, other things being equal, seniority of employment to be taken into consideration for promotion.

*Holidays.*

4. That the following holidays shall be paid for at ordinary rates of pay (except where otherwise provided): New Year's Day, Good Friday, Easter Monday, Labour Day, birthday of reigning Sovereign, Christmas Day, and Boxing Day.

*Reduced Wages.*

5. If any worker from any cause is unable to gain the minimum wage provided for by the agreement for any class of work for which he may desire employment, such worker may be employed at a lesser wage as may be agreed upon in writing by the executive of the union and the Westport Harbour Board. Anything herein not provided for shall be arranged by the Harbour Board and the executive of the union.

*Preference.*

6. If the employer shall hereafter engage any workman who shall not be a member of the union, and who within two weeks after his employment shall not become and remain a financial 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.

Whenever the employer shall employ any worker who is not a member of the union he shall within twenty-four hours thereafter give notice in writing of such employment to the secretary of the union. This agreement to cover all at present employed by the Board, with the following exceptions: Members of the Marine Institute of Engineers and Merchant Service Guild, the chief mechanical engineer, the inspector of works, the carpenter in charge of all works, and Stationmaster.

The secretary of the union to serve the employers from time to time with the names of men who have ceased to be financial members of the union.

The employer shall not discriminate against members of the union taking a prominent part in union affairs.

The provisions of the foregoing clauses shall operate only if and so long as the rules of the union shall permit any member 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 financial member upon payment of subsequent contributions not exceeding 1s. per week.

#### *Rates of Wages.*

7. The following shall be the minimum rate of wages to be paid to the several classes of workers hereafter specified:—

*Quarry.*—Foreman in charge, 13s. 4d. per day; leading hands, 11s. 10d. per day; workers, 10s. 9d. per day; loaders, 10s. 9d. per day; barring-down men, 11s. 10d. per day; pointsman, 10s. 6d. per day; crane-drivers, 11s. 7d. per day; crane-lighters, 11s. per day; tunnel-men, 11s. 3d. per day; fitter, 12s. 1d. per day.

*Permanent-way Men.*—Inspector permanent-way, 11s. 7d. per day; gangers, 10s. 6d. per day; permanent-way men, 9s. 5d. per day.

*Clerks and Guards.*—Clerk in charge of stores, 10s. 6d. per day; Cape Stationmaster, 11s. 7d. per day; guards, 11s. 7d. per day; foreman at cement works, 14s. 4d. per day; general labourers, 10s. 6d. per day.

*Carpenters.*—Under foreman, 13s. 10d. per day; leading hand, 12s. 7d. per day; carpenters, 12s. 1d. and 11s. 7d. per day; fore repair-shop, 12s. 1d. per day; assistants, 10s. 6d. per day.

*Blacksmiths.*—Leading hand, 12s. 7d. per day; blacksmiths, 11s. 7d. per day; strikers, 10s. 6d. per day; tool-sharpener, 10s. 6d. per day.

*Painters.*—Painters, 10s. 6d. per day.

*Tip-head Men.*—Leading hand, 12s. 7d. per day; tip-head men, 11s. per day.

*Locomotive Department.*—Loco. drivers, 12s. 7d. per day; firemen, 10s. 6d. per day; cleaners, 9s. 5d. per day.

*Harbour Staff.*—Harbourmaster's assistants, one at £16 per month, one at £16 per month (also diver), one at £15 12s. per month, one at £14 per month, one at £13 per month, and no overtime; lightkeeper, £10 16s. 8d. per month (no overtime); nightwatchmen, dredging staff, £12 10s. per month (no overtime); fireman tug "Mana," £14 per month (no overtime).

*Priestman Dredge.*—Man in charge, 11s. 10d. per day; crane-driver, 11s. 7d. per day; deck hands, 10s. 6d. per day.

*Dredging Staff.*—Deck hands, £12 10s. per month; winchmen, £13 per month; firemen, £13 per month; greasers, £13 per month.

Working-hours on dredges to be from 7.30 a.m. to 5.15 p.m. on five days of the week and from 7.30 a.m. to 11.45 a.m. on Saturdays, with one hour for dinner (from 12 noon to 1 p.m.). All time worked before or after to be paid for at overtime rates. Overtime as per clause 2, to be paid for at that rate.

Wages to be paid on the last day of each calendar month in Board's time.

To be paid for twelve calendar months, including all statutory holidays and Christmas holidays.

Work done in boiler, bilges, or slip-work to be paid as provided in clause 2.

This agreement to come into force on the 1st day of August, 1913, and to continue in operation until 31st July, 1914, inclusive.

Signed on behalf of Westport Harbour Board—

[SEAL.]

T. MUNRO.

JAS. SCANLON.

Witness—Chas. N. Greenland, Secretary and Treasurer.

Signed on behalf of Westport General Labourers and Mechanics' Industrial Union of Workers—

[SEAL.]

GEORGE RENNER, President.

DANIEL MOLONEY, Secretary.

Witness—W. Whitwell, Engineer.

Dated at Westport, this 20th day of April, 1914.