

(4199.) WELLINGTON SHIPS' OFFICERS (UNION STEAMSHIP COMPANY).—AWARD.

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the Union Steamship Company of New Zealand (Limited) (hereinafter called “the employers”) and the Merchant Service Guild of Australasia Industrial Association of Workers (hereinafter called “the union”).

THE Court of Arbitration of New Zealand (hereinafter called “the Court”), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard the employers by their representatives duly appointed, doth hereby order and award:—

That, as between the union and the members thereof and the employers, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that the sum of £100 shall be the maximum penalty payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect as from the 1st day of December, 1915, and shall continue in force until the 1st day of December, 1918, and thereafter as provided by subsection (1) (*d*)

of section 90 of the Industrial Conciliation and Arbitration Act, 1908.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 13th day of December, 1915.

T. W. STRINGER, Judge.

SCHEDULE.

Ships' Officers.

1. The steamers now owned by the employers and any other steamers to which the provisions of this award shall at any time hereafter be applicable shall be classified according to their gross register tonnage as follows, and the employers shall pay each certificated officer, according to his rank on board, at the following rates and under the following terms in accordance with the classification of the steamer in which he is employed:—

Class A.—Passenger-steamers (per Calendar Month).

—	Chief.			Second.			Third.			Fourth and Fifth, where carried.		
	£	s.	d.	£	s.	d.	£	s.	d.	£	s.	d.
1. 1,000 tons and under	18	8	0	14	19	0	12	13	0	11	10	0
2. 1,001 to 2,000 tons	19	11	0	16	2	0	13	16	0	11	10	0
3. 2,001 to 3,000 tons	20	14	0	17	5	0	13	16	0	11	10	0
4. 3,001 to 4,000 tons	21	17	0	18	8	0	14	19	0	11	10	0
5. Over 4,000 tons ..	23	0	0	19	11	0	16	2	0	11	10	0

Class B.—Cargo-steamers (per Calendar Month).

—	Chief.			Second.			Third.			Fourth and Fifth, where carried.		
	£	s.	d.	£	s.	d.	£	s.	d.	£	s.	d.
1. 1,000 tons and under	18	8	0	14	19	0	12	13	0	11	10	0
2. 1,001 to 2,000 tons	18	8	0	14	19	0	13	16	0	11	10	0
3. 2,001 to 3,000 tons	19	11	0	16	2	0	13	16	0	11	10	0
4. 3,001 to 4,000 tons	20	14	0	17	5	0	14	19	0	11	10	0
5. Over 4,000 tons ..	20	14	0	17	5	0	14	19	0	11	10	0

Steamers under 300 tons gross register are not subject to this award, and are excluded entirely.

Holidays.

2. (a.) After twelve months' continuous service with the employers every officer shall be entitled in each year to leave of absence on full sea-pay for a continuous period of fourteen days at such time as the employers shall determine. With the consent of the employers the leave of absence may be postponed in whole or in part and the unused leave accumulated, so that it be not postponed beyond the third year. The employer shall arrange for leave of absence to begin and end at the officer's home port.

(b.) Upon his leave of absence expiring, if an officer reports himself as ready to resume duty and his ship is not available within ten days thereafter, and he is not in the meantime appointed to another ship or otherwise employed, he shall be paid wages at holiday rates (without board and lodging allowance) as from the expiration of the said period of ten days.

Board and Lodging Allowance.

3. Whenever meals are not provided for an officer on his ship (except during his leave of absence) he shall be paid a board and lodging allowance of 7s. per day.

Transfers.

4. Whenever an officer has to change his home port in consequence of a transfer from one service or ship of the employers to another he shall be allowed, on giving reasonable notice, free first-class passage for his family and free conveyance for his effects in any steamer of the employers that goes to or towards his destination.

Hours of Work.

5. The hours of work for officers (at sea and in port) shall be fifty-six per week, exclusive of meal-hours, to be worked as may be required by the employers. Any hours worked in excess of fifty-six in any one week shall be carried to the credit of the officer, and his annual leave of absence on full sea-pay shall be increased by one day for every eight hours of the time so placed to his credit during the previous twelve months, or at the option of the officer such time worked in excess of fifty-six hours in any one week shall be paid for as overtime at 2s. 6d. per hour. Subject to the provisions of this clause as to the extension of the annual leave of absence or payment of overtime all officers shall be liable for duty at any time at sea or in port.

Exclusive of the fifty-six hours, and without any credit for such excess time or payment of overtime, all officers shall—

- (a.) Give the necessary time on deck entering and leaving port to the satisfaction of and at the discretion of the master.
- (b.) Attend when required any boat drill, fire drill, or medical inspection.
- (c.) Do any work which is required for the safety of the ship.

(d.) Do any clerical work connected with the navigation of the ship.

“The week” shall mean the time from and including Monday to midnight on Sunday.

Master keeping a Sea Watch.

6. Except in cases in which the officer has already been on duty for a period of ten hours or more, should the master relieve an officer of his sea watch or any portion thereof, the time for which the officer is so relieved shall nevertheless be counted in his fifty-six hours of work for the week.

Time off.

7. Each officer shall be entitled to two intervals of twenty-four hours off duty in port in every calendar month, and if either of such intervals be not given in any month the intervals not given may accumulate from month to month, and the time so accumulated be given at a time or times mutually arranged between the officer and the employers. These intervals shall not be given on Sundays.

In the case of the Wellington—Lyttelton ferry service, and trades in which the vessel is not in port for more than twenty-four hours, the provisions of this clause may be varied from time to time as may be mutually arranged between the officer concerned and the master of the ship.

Remaining on Board in Charge of Ship.

8. When an officer is called upon to remain on board at night in port in charge of the ship the time so occupied up to 10 p.m. shall be counted in his fifty-six hours' work for the week, and in cases in which an officer is called upon to remain on board on Sundays in port in charge of the ship the time so occupied shall be counted as twelve hours in his fifty-six hours of work for the week if the whole Sunday be so occupied, and for any time less than the whole day shall be counted hour for hour (exclusive of meal-hours) for any time so occupied between 8 a.m. and 10 p.m.: Provided that such time shall not be counted unless the officer also remains on board until 7 a.m. on the following Monday morning.

Excursions and Sunday or Holiday Sailings.

9. Whenever his vessel is engaged on an excursion on a Sunday or any public holiday, or departs from port on a Sunday or public holiday (except in the case of bar harbours or the departure of the vessel on the previous day having been prevented by unfavourable weather conditions), each officer shall be entitled to an extra day's sea-pay.

Sick-pay.

10. Sick-pay shall be in accordance with the provisions of the New Zealand Shipping and Seamen Act, 1908, and its amendments.

Uniform Trimmings.

11. Should the officer requisition for same one set of uniform trimmings shall be provided by the employers in each year free of charge to the officer.

Application of Award.

12. This award shall apply only to steamers for which articles are taken out in New Zealand, but shall not in any case apply to steamers employed in the inter-State trades of the Commonwealth of Australia or to steamers employed in trading with the United Kingdom.

Term of Award.

13. This award shall come into force as from the 1st day of December, 1915, and shall continue in force until the 1st day of December, 1918.*

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the said Court hath hereunto set his hand, this 13th day of December, 1915.

T. W. STRINGER, Judge.

MEMORANDUM.

This award embodies without alteration the recommendation of the Council of Conciliation, which the parties agreed to accept.

T. W. STRINGER, Judge.