

NORTHERN (AUCKLAND) INDUSTRIAL DISTRICT.

(4677.) GISBORNE PERMANENT LIGHTERMEN.—AGREEMENT *RE*
GISBORNE SHEEP-FARMERS' FROZEN MEAT COMPANY (LIMITED).

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 8th day of June, 1917, between the New Zealand Waterside Workers' Federation Industrial Association of Workers (hereinafter called "the union") of the one part, and the Gisborne Sheep-farmers' Frozen Meat Company (Limited) (hereinafter called "the employers") of the other part, whereby it is mutually agreed by and between the parties as follows, that is to say,—

1. That the terms, conditions, stipulations, and provisions contained and set out in the schedule hereto shall be binding upon

the said parties, and they shall be deemed to be and are hereby incorporated in and declared to form part of this agreement.

2. The said parties hereto shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, stipulations, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this agreement or of the said terms, conditions, stipulations, and provisions, but shall in all respects abide by and perform the same.

SCHEDULE.

Wages

1. Permanent lightermen employed at Gisborne shall be paid £4 per week. The engagement of such workers shall be a weekly one, and the weekly wage shall be paid without deduction save for time lost through the worker's own default or except as hereinafter provided. A week's work shall consist of fifty-six hours. All overtime is to be paid for at 2s. 6d. per hour.

All work done on Sundays between the hours of 8 a.m. to 5 p.m. to be paid for at ordinary rates; all other time to count as ordinary overtime. The employer to have the option of giving time off for the time worked in lieu of payment.

Lightering Frozen Meat.

2. When permanent lightermen are engaged in lightering frozen meat at Gisborne they shall be paid for the time so occupied at the rate of 2s. 2d. per hour (ordinary and overtime) in lieu of the weekly wage fixed by clause 1 hereof.

Firemen.

3. Firemen employed by the week on any of the lighters at the Port of Gisborne shall receive the same wages and conditions as permanent lightermen. This clause shall not apply to vessels not usually employed in lightering cargo or frozen meat.

Rough Weather.

4. In rough weather or when assistance is required to moor lighters such assistance to be rendered by competent men if available.

Annual Leave.

5. The existing provisions as to annual leave shall continue, such leave to be given at a time suitable to the employers.

Preference.

6. If and so long as the rules of the respective unions shall permit any person of good character and sober habits to become

a member of such union on payment of an entrance fee not exceeding 5s., upon his written or verbal application to the secretary, without ballot or other election, and so to continue upon payment of subsequent contributions not exceeding 1s. per week or 10s. per quarter, then and in such cases and thereafter the employers shall employ financial members of the union in preference to the non-members, provided that there are members of the union available equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it; Provided that a man shall become eligible for employment as if already a member of the union if he shall *bona fide* give notice in writing to the secretary of the union of his desire to join the union, and shall pay or deposit with such notice a sum not exceeding the entrance fee and one quarter's contributions.

Term of Agreement.

7. This agreement shall come into force from the day of the date hereof, and shall continue in force so long as the British Empire remains in a state of war with Germany and Austria or either of them, and for twelve months after the declaration of peace or until the 31st December, 1918, whichever is the later, but shall not in any event remain in force later than the 31st December, 1919.

In witness whereof the parties hereto have executed these presents the day and year first before written.

NEW ZEALAND WATERSIDE WORKERS'
FEDERATION INDUSTRIAL ASSOCIATION
OF WORKERS :

LEWIS GLOVER, President.

J. G. BRUCE, Treasurer.

JAS. ROBERTS, Secretary.

[SEAL.]

The seal of the New Zealand Waterside Workers' Federation Industrial Association of Workers was hereunto affixed by order of the union, and the signatures of L. Glover, J. G. Bruce, and Jas. Roberts were hereunto subscribed in the presence of—H. Callaghan.

THE GISBORNE SHEEP-FARMERS' FROZEN
MEAT COMPANY (LIMITED).

The signature of the Gisborne Sheep-farmers' Frozen Meat Company (Limited) was attached in the presence of—

C. A. DE LAUTOUR, } Directors.

J. W. NOLAN,

W. F. CEDERWALL, General Manager.

[SEAL.]

NOTE.—Section 25, subsection (4), of the Industrial Conciliation and Arbitration Act, 1908, provides that, notwithstanding the expiry of the term of the industrial agreement, it shall continue in force until superseded by another industrial agreement or by an award of the Court of Arbitration, except where the registration of an industrial union of workers bound by such agreement has been cancelled.