

(4843.) NAPIER WOOL AND GRAIN STORE EMPLOYEES.—AGREEMENT *RE* WILLIAMS AND KETTLE (LIMITED) AND OTHERS.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 10th day of December, 1917, 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 engines 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.

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 £3 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. 5½d. per hour.

(d.) So long as the British Empire remains in a state of war with Germany and Austria or either of them, and for three months after the cessation of such war, there shall be paid to all workers coming within the scope of this agreement, in addition to the rate provided in clause 3 hereof, a war bonus of 1½d. 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.

Youths.

5. One youth may be employed in each store at the following rates of wages: Under eighteen years of age, £1 5s. per week; from eighteen to nineteen years of age, £1 10s. per week; from nineteen to twenty years of age, £1 15s. per week; from twenty to twenty-one years of age, £2 per week; and thereafter at the minimum wage.

Overtime.

6. 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 half on five days of the week and after noon on Saturdays.

Holidays.

7. (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.

8. 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.

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

Termination of Employment.

10. 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.

Conditions re Meal-hours (Breakfast and Tea) for Weekly Men.

11. That where work begins before 7 a.m. or is carried on after 6 p.m. a half-hour may be granted for breakfast and tea respectively without deduction from time, and also the meal shall be paid for, but where a full hour is allowed for meal this clause not to apply.

Preference.

12. (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.

13. This agreement to come into force on the 10th day of December, 1917, and to remain in force until the 10th day of June, 1919, and thereafter until superseded by a new industrial agreement or award of the Arbitration Court.

WILLIAMS AND KETTLE (LIMITED):

NATL. KETTLE, Managing Director.

Signed on behalf of Messrs. Williams and Kettle (Limited) by Natl. Kettle, this 10th day of December, 1917, in the presence of—W. H. Hagger, Conciliation Commissioner, Wellington.

THE HAWKE'S BAY FARMERS' CO-OPERATIVE
ASSOCIATION (LIMITED):

GEO. KELLY, General Manager.

Signed on behalf of the Hawke's Bay Farmers' Co-operative Association (Limited) by George Kelly in the presence of—W. H. Hagger, Conciliation Commissioner, Wellington.

DALGETY AND Co. (LIMITED):

C. E. MORRIS, Manager.

Signed on behalf of Messrs. Dalgety and Co. (Limited) by C. E. Morris in the presence of—W. H. Hagger, Conciliation Commissioner, Wellington.

NEW ZEALAND LOAN AND MERCANTILE AGENCY
COMPANY (LIMITED):

GEO. SHAND, Manager.

Signed on behalf of the New Zealand Loan and Mercantile Agency Company (Limited) by Geo. Shand in the presence of—W. H. Hagger, Conciliation Commissioner, Wellington.

For the NEW ZEALAND SHIPPING COMPANY
(LIMITED):

JAS. I. CATO, Local Manager.

Signed on behalf of the New Zealand Shipping Company (Limited) by James Isaac Cato in the presence of—W. H. Hagger, Conciliation Commissioner, Wellington

FOR DE PELICHET, McLEOD, AND Co. (LIMITED):

JAS. I. CATO.

Signed on behalf of Messrs. De Pelichet, McLeod, and Co. (Limited) by James Isaac Cato in the presence of—W. H. Hagger, Conciliation Commissioner, Wellington.

Pp. MURRAY, ROBERTS, AND Co. (LIMITED):

W. F. J. ANDERSON.

Signed on behalf of Messrs. Murray, Roberts, and Co. (Limited) by W. F. J. Anderson in the presence of—W. H. Hagger, Conciliation Commissioner, Wellington.

[SEAL.]

B. McGRATH, President.

DENNIS MCCARTHY, Secretary.

Signed on behalf of the Napier Wool and Grain Store Employees and Wholesale Merchants' Storemen's Industrial Union of Workers, this 10th day of December, 1917, in the presence of—W. H. Hagger, Conciliation Commissioner, Wellington.

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.