

WELLINGTON INDUSTRIAL DISTRICT.

(5307.) NAPIER FISHERMEN AND FISH-SHED EMPLOYEES.—
DECISION OF ARBITRATORS *RE* CONDITIONS OF EMPLOYMENT
ON THE STEAM TRAWLERS “RESULT,” “PANIA,” AND
“MAHUTA.”

In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the New Zealand Trawling and Fish-supply Company (Limited), Messrs. Beresford and Roberts, and Messrs. Burrows and Lovell, Port Ahuriri (hereinafter termed “the employer”), and the Hawke’s Bay Fishermen’s and Fish-shed Employees’ Industrial Union of Workers (hereinafter called “the union”); and in the matter of an award of the Court of Arbitration (Book of Awards, Vol. xvii, p. 169, clause 1), in which it is provided, *inter alia*, subject to the legislative provisions on the subject, that “The hours of work, wages, preference, and other conditions of work of all workers employed in the trawling and fish industry shall be fixed by agreement between each employer and the union: Provided that, should the parties be unable to agree, the Conciliation Commissioner of the district as chairman, and two assessors appointed by the Commissioner under the said Act—one assessor to represent the employers and one to represent the union—shall be called upon to act as arbitrators, and their decision shall be final.”

THE parties not having been able to agree, the provisions of the above clause have been carried out and arbitrators appointed.

After hearing the parties by their representatives I have to decide as follows :—

SCHEDULE.

Wages and Commission.

1. (a.) Each member of the crew shall be paid a minimum weekly wage of £4.

(b.) In addition to the above wage each member of the crew shall be paid a bonus of 10s. for every 100 bundles of fish caught each week in excess of 400 bundles.

Hours of Work.

2. The hours of work shall be regulated by the employer, but the week's work shall, unless otherwise provided, terminate at 5 p.m. on Friday or Saturday in each week.

Night-work.

3. Payment for night-work : In the event of any of the crew being ordered to proceed to sea for the night extra payment shall be made to the men for this particular work at the following rates : Captain, 10s. per night ; engineer, 10s. per night ; deck hand, 10s. per night, each.

Slip-work.

4. Payment for slip-work : When the trawler is laid up on the slip for repairs, &c., the following rates shall be paid while employed on work of this nature : Captain, £4 10s. ; engineer, £4 10s. ; deck hand, £4 per week, each.

Basis of Commission.

5. Basis of commission : The basis of commission shall be taken on the gross catch.

6. The weight of bundles of fish shall be : Flat fish, 4 lb. per bundle ; round fish, 8 lb. per bundle ; gurnet, 8 lb. per bundle.

7. The whole of the catch shall be deemed the sole property of the owner. Each member of the crew shall be allowed such quantity of fish each week as fixed by the Disputes Committee.

8. Wages shall be paid weekly on each Friday between the hours of 4 o'clock and 5 o'clock in the afternoon.

Statement.

9. Statement of wages for the information of the crew : Statements showing the amounts due to each man and the quantities of the catch shall be given to the captain in charge of the trawler when wages are being paid.

Repairs to Nets.

10. Repairs to nets: Ordinary repairs to trawling-nets shall be undertaken and performed by the crew of the vessel; no new network to be performed aboard.

Notice.

11. The employment of a worker may terminate on either side by giving twenty-four hours' notice.

Classification.

12. (a.) The steam trawlers "Result," "Pania," and "Mahuta" shall be classed as third-class trawlers, and shall carry a crew of not less than three hands. In this clause the word "crew" shall include the captain and the engineer.

(b.) In the event of continuous heavy catches, and the request by the crew for an extra man being refused by the owner, the matter shall be referred to the Disputes Committee for settlement.

Holidays.

13. The following shall be the holidays: New Year's Day, Good Friday, Christmas Day, Easter Monday, Boxing Day, Sovereign's Birthday, Labour Day, second day of the Hawke's Bay Agricultural October Show, and Saturday in lieu of Sunday. All work done on Good Friday, Christmas Day, and the day in lieu of Sunday (Saturday) to be paid at the following rates: Captain and engineer, 3s. per hour each; deck hand, 2s. 6d. per hour. All other holidays: Captain and engineer, 2s. 6d. per hour each; deck hand, 2s. per hour (in addition or extra to clause 1 hereof).

Power to substitute Sunday for Saturday.

14. On application of the employer, at the request of the crew, permission may be given by the secretary of the Hawke's Bay Fishermen's Union to substitute Sunday in lieu of Saturday as the holiday or day off. (All work done on the Sunday when substituted for Saturday shall be paid according to the rates for Saturday in clause 13 hereinbefore mentioned.)

Preference.

15. Preference of employment shall be given to members of the union.

16. Employers before engaging workers shall make application to the secretary of the union for any unionist available.

No Discrimination.

17. Employers shall not discriminate against members of the union, and shall not, in the engagement or dismissal of workers or in the conduct of their business, do anything to injure the union either directly or indirectly.

Workers' Compensation for Accidents Act.

18. Workers Compensation Act, 1908, and its amendments: The employer undertakes that in future policies of insurance under this heading shall have a clause inserted that will cover risk incurred by employees under this agreement.

Disputes Committee.

19. A Disputes Committee shall be appointed to deal with any dispute arising under these conditions. The committee shall consist of not more than three representatives from each side. In the event of no agreement being reached the matter shall be referred to the Conciliation Commissioner, whose decision shall be final.

Term.

20. These conditions shall come into force on the 1st day of July, 1919, and shall continue in force until the 30th day of June, 1921.

Dated at Wellington, this 28th day of June, 1919.

W. NEWTON,
Conciliation Commissioner, Chairman.