

(7324.) DEVONPORT FERRY AND TAKAPUNA TRAMWAYS AND FERRY COMPANIES' EMPLOYEES.—AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 20th day of October, 1922, between the Devonport Ferry and Takapuna Tramways and Ferry Companies Employees' Industrial Union of Workers (hereinafter called "the union") of the one part, and the Devonport Steam Ferry Company (Limited) and the Takapuna Tramways and Ferry Company (Limited), (hereinafter called "the employers") of the other part, whereby it is mutually agreed by and between the parties hereto as follows:—

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.

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

SCHEDULE.

Hours of Work.

1. The hours of work for all workers excepting the night-watchmen, ticket-checkers, and conductors shall not exceed fifty-two hours

in any one week exclusive of meal-hours. The week's work for ticket-checkers shall not exceed fifty hours per week, and for conductors forty-eight hours per week, exclusive of meal-hours. The hours for night-watchmen shall be fifty-six per week.

Overtime.

2. (a.) Any time worked in excess of the hours mentioned in clause 1 hereof during any one week shall be considered overtime and shall be paid for at the rate of time and a half.

(b.) When a worker is required to work a double shift whatever additional hours he may work on such shift shall be paid for at the rate of time and a half and the hours so worked shall not be included as part of the ordinary weekly hours.

				Per Week.			
				£	s.	d.	
				Wages.			
3. (a.)	Masters	..	..	..	4	18	0
	Mates	..	..	..	3	15	6
	Firemen	..	..	..	3	15	6
	Conductors	..	..	..	3	15	6
	Ticket-checkers	..	..	..	3	14	0
	Night-watchmen	..	..	..	4	3	0
	Wharf hands	..	..	..	3	14	0

(b.) Masters and mates and conductors employed by the Takapuna Tramways and Ferry Company (Limited) on the morning shift who are required to handle cargo shall be paid 5s. per week in addition to the aforesaid wages.

Holidays.

4. (a.) Fourteen days' holiday on full pay each year, at such time as may be convenient to the employer, shall be given to all workers under this award who have been in the employers service for a period of one year.

(b.) When any worker is discharged for any reason other than his own default or leaves of his own accord after serving his employer for six months but before having served his employers for a full year he shall be paid for holidays to which he is entitled on a *pro rata* basis.

Arrangement of Duties.

5. Notices of duties for Sunday and the following week shall be posted in some conspicuous place accessible to the workers on the previous Friday and Saturday respectively not later than 2 p.m.

Coaling.

6. When coaling ferry-steamers assistance shall if reasonably possible be given to the crew shovelling coal in the hulks.

Meals.

7. When workers under this agreement are ordered on an excursion and have not been notified the day previous the employer shall provide meals or pay a cash equivalent.

Term of Engagement.

8. The engagement except in the case of casual 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 through sickness.

Casual Labour.

9. Workers employed casually shall be paid an hourly wage at the following rates: Masters, 2s. an hour; all others, 1s. 9d. per hour.

Under-rate Workers.

10. (a.) Any worker who considers himself incapable of earning the minimum wage fixed by this agreement may be paid such lower wage as may from time to time be fixed on the application of the worker after due notice to the union by the Inspector of Awards and such Inspector in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b.) Such permit shall be for such period not exceeding six months as such Inspector shall determine and after the expiration of such period shall continue in force until fourteen days' notice shall have been given to such worker by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability it may be fixed for such longer period as such Inspector shall think fit.

(c.) Notwithstanding the foregoing it shall be competent for a worker to agree in writing with the president or secretary of the union upon such wage without having the same so fixed.

(d.) It shall be the duty of the union to give notice to the Inspector of Factories of every agreement made with a worker pursuant hereto.

(e.) It shall be the duty of an employer before employing a worker at such lower wage to examine the permit or agreement by which such wage is fixed.

Signing on and off.

11. (a.) Conductors shall be allowed ten minutes for signing on and taking over their cars and ten minutes for signing off.

(b.) All time to commence from the time of signing on and to terminate at the time of signing off.

Preference.

12. (a.) If any employer shall hereafter engage any worker coming within the scope of this agreement who shall not be a member of the union and who shall not become a member thereof within one calendar month after his engagement and remain such member 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 permit any worker coming within the scope of this agreement 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 application without ballot or other election and to continue a member upon payment of subsequent contributions not exceeding 6d. per week.

Interpretation.

13. Any question incidental to or arising out of the interpretation of this agreement shall be determined by the Conciliation Commissioner for the industrial district.

Term of Agreement.

14. This agreement shall come into force on the 20th day of October, 1922, and shall continue in force until the 9th day of June, 1925.

Signed on behalf of the union of workers, the common seal of which is hereto affixed by—

[SEAL.]

WILLIAM E. TYE, President.
T. CAIN, Secretary.
J. H. MAXWELL.

Signed on behalf of the Devonport Steam Ferry Company (Limited), the common seal of which is hereto affixed by—

[SEAL.]

WM. D. HOLGATE.
SIDNEY THORNE GEORGE.
F. MORTIMER, Secretary.

Signed on behalf of the Takapuna Tramways and Ferry Company (Limited), the common seal of which is hereto affixed by—

[SEAL.]

A. R. MORRISON.
D. GOLDIE.
JOHN KERR.

Dated at Auckland, this 20th day of October, 1922.

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.