

WELLINGTON INDUSTRIAL DISTRICT.

(10468.) WELLINGTON SHIPS TALLY-CLERKS.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and of section 5 of the Industrial Conciliation and Arbitration Amendment Act, 1932, this 17th day of May, 1933, embodies the terms of the settlement arrived at by the assessors on a Council of Conciliation held in Wellington on the 17th day of May, 1933, the said Council being duly appointed for the hearing of the industrial dispute between—

Burns, Philp, and Co., Ltd., Wellington

The Wellington Waterside Employers' Union Industrial Union of Employers, "X" Store, Queen's Wharf, Wellington

Union Steam Ship Co. of New Zealand, Ltd., Wellington
 New Zealand Shipping Co., Ltd., Wellington
 Shaw, Savill, and Albion Co., Ltd., Wellington
 Commonwealth and Dominion Line, Ltd., Wellington
 Richardson and Co., Ltd., 166 Featherston Street, Wellington
 Westport Coal Co., Ltd., Wellington
 Huddart Parker Co., Ltd., Wellington
 Canterbury Steam Shipping Co., Ltd., Wellington
 G. H. Scales Ltd., Wellington
 Holm and Co., Ltd., 35 Johnston Street, Wellington
 Gannaway and Co., Ltd., Glasgow Wharf, Wellington
 T. and W. Young, Ltd., Wellington
 Federal Steam Navigation Co., Wellington
 Coastal Shipping Co., Ltd., Wellington
 Canadian National Steamships, Wellington

(hereinafter called the "employers") of the one part, and the Wellington City Ships' Tally-clerks Industrial Union of Workers (hereinafter called the "union") of the other part, the said terms of settlement being as set out in the Schedule hereto.

SCHEDULE.

Hours of Work.

1. The ordinary hours of work shall be from 8 a.m. to 5 p.m. on the first five working-days of each week, exclusive of the hour between noon and 1 p.m. on each of such days for meals. On Saturday the ordinary working-hours shall be from 8 a.m. to 12 noon.

Wages.

2. (a) Ordinary time—Mondays to Fridays inclusive, 8 a.m. to 12 noon, and 1 p.m. to 5 p.m.; Saturdays, 8 a.m. to 12 noon—2s. 1½d. per hour.

(b) All wages shall be paid weekly and as early as possible on pay-day; but in the case of oversea shipping companies (other than the Union Steam Ship Co. of New Zealand, Ltd., and/or Huddart, Parker, Ltd.) payment shall be made on the working-day following the completion of work.

Clerks in Charge.

3. Clerks in charge employed at overseas ships trading beyond Australia and/or New Zealand (other than ships owned or controlled by Union Steam Ship Co. of New Zealand, Ltd., and/or Huddart, Parker, Ltd.) shall be paid 3d. per hour extra, ordinary and overtime.

Overtime Rates.

4. (a) Ordinary overtime—Mondays to Fridays, 6 p.m. to 10 p.m.; Saturdays, 1 p.m. to 5 p.m.—3s. 2½d. per hour.

(b) Special overtime—11 p.m. to 7 a.m., double ordinary time, 4s. 3d. per hour; 6 p.m. to 10 p.m. on Saturdays, double ordinary time, 4s. 3d. per hour.

Meal-hours.

5. When tally-clerks are actually engaged tallying cargo during meal-hours they shall be paid at the rate of 4s. 3d. per hour.

Fractional Time.

6. The hourly rate of wage shall in the case of incomplete hours be apportionable per half-hour, provided that a fraction of a half-hour shall be paid for as a complete half-hour. This provision shall also apply to meal-hours.

Period of Engagement.

7. (a) The minimum period of any engagement in any one day shall be four hours between the hours of 8 a.m. and 5 p.m., or on Saturdays four hours between 8 a.m. and 12 noon, except that in the case of Union Steam Ship Co. of New Zealand, Ltd., and/or Huddart, Parker, Ltd., these minimum periods may include overtime as well as ordinary hours worked.

(b) Clerks ordered down at 6 p.m. or later on week-days or 1 p.m. or later on Saturdays shall be paid not less than two hours' pay.

(c) Clerks required to work on Sundays or holidays shall (whenever possible) be engaged on the previous working-day.

Travelling-time.

8. Travelling-time between Wellington wharf and Miramar shall be paid for up to three-quarters of an hour each way at ordinary time rate, but if such travelling is performed in overtime, special overtime, meal-hours, or on Sundays or holidays, the rate of pay shall be the ordinary overtime rate. Any such travelling-time may be included in the minimum period of engagement.

Holidays.

9. (a) All work done on Sundays, Christmas Day, and Good Friday shall be paid for at the rate of double ordinary time (4s. 3d. per hour).

(b) Work done on New Year's Day, Easter Monday, Labour Day, Boxing Day, Anniversary Day, and the Sovereign's Birthday shall be paid for at the rate of ordinary overtime (3s. 2½d. per hour). All work done on such holidays between 5 p.m. and midnight shall be paid for at the rate of double ordinary time (4s. 3d. per hour).

(c) If any of these holidays be generally observed on any day other than that on which it falls, the provisions of this agreement shall apply to such other day instead of the original day.

Signing-up Time.

10. Except in cases in which a tally-clerk is paid for all time he is retained on duty, signing-up time shall be paid under the following conditions :—

(a) No signing-up time to be paid if the engagement is terminated before expiration of the minimum period of four hours.

(b) Half-an-hour to be paid if the engagement lasts the minimum period of four hours.

(c) One hour per day to be paid for any engagement lasting longer than the minimum period of four hours.

(d) Signing-up time to be paid for at the hourly rate operating at the time the clerk ceases tallying, or as follows :—

(1) If the tallying ceases during the ordinary working-hours up to and including 5 p.m., 2s. 1½d. per hour.

(2) If the tallying ceases during meal-hours or between 6 and 10 p.m. Mondays to Fridays (both inclusive) and between 1 p.m. and 5 p.m., Saturdays, at the rate of 3s. 2½d. per hour.

(3) If the tallying ceases after 10 p.m. Mondays to Fridays inclusive, or after 6 p.m. Saturdays, 4s. 3d. per hour.

Preference.

11. If and so long as the rules of the union shall permit any person of good character and sober habits who is qualified to do the work required of him as a tallyman, to become a member of the union upon a written application and payment of an entrance fee not exceeding 5s. and of subsequent contributions not exceeding 6d. per week, payable quarterly in advance, provided that the contributions for the first month shall not exceed 1s. per week, then and in such case the employer shall employ members of the union in preference to non-members, provided that there are members of the union offering their services equally qualified to perform the particular work required to be done and ready and willing to undertake the same. Where non-union labour is employed such men shall be permitted to finish the job they are first engaged on, but if they then decline to join the union they shall at the request of the secretary be replaced by the employer with union men, if available.

Application of Agreement.

12. This agreement shall apply only to casual tally-clerks employed from day to day or from hour to hour, and shall not apply to weekly or permanent employees; and nothing contained in this agreement shall operate to prevent the tallying of any class of cargo by ships' officers, and/or pursers, and/or members of the ship's crew, or the tallying by winchmen of coal out of or into colliers and/or hulks, or

from or on to wharves or railway trucks ; but, notwithstanding the provisions of the above clause, it is agreed that the tallying of bunker coal into oversea steamers shall be given to tally-clerks as hitherto.

Term of Agreement.

13. This agreement shall come into force on and from 25th May, 1933, and shall continue in force until 24th May, 1934.

In witness whereof the said assessors have executed these presents pursuant to the said section 5 of the Industrial Conciliation and Arbitration Amendment Act, 1932, the day and year first before written.

Signed by the assessors appointed on behalf of the employees—

J. N. ISAACS,	} Assessors.
H. J. SWEENEY,	
A. D. HUNTER,	
J. M. CALCINAI,	

Signed by the assessors appointed on behalf of the employers—

W. G. SMITH,	} Assessors.
S. HOLM,	
F. W. PRINCE,	
S. A. SKEET,	

Witness—Pat Hally, Conciliation Commissioner.