

(10870.) NORTHERN, WELLINGTON, CANTERBURY, AND OTAGO
AND SOUTHLAND FURNITURE TRADES' EMPLOYEES (ON
SHIPWORK).—INDUSTRIAL AGREEMENT.

[Filed in the Office of the Clerk of Awards, Wellington.]

THIS industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 5th day of September, 1935, between the New Zealand Federated Furniture Trades' Industrial Association of Workers, Trades Hall, Wellington (hereinafter called "the union"), of the one part, and

Union Steam Ship Company of New Zealand, Ltd., Wel-
lington and Port Chalmers,
Wellington Patent Slip Co., Ltd., Wellington, and
The New Zealand Shipping Co., Ltd., Wellington

(hereinafter called "the employers"), of the other part, whereby it is mutually agreed by and between the parties hereto 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.

1. *Hours of Work.*

Forty-four hours shall constitute a week's work, of which eight hours shall be worked on five days of the week, and four hours on Saturday—to be worked between the hours of 7.30 a.m. and 5 p.m. on five days of the week, and between the hours of 7.30 a.m. and noon on Saturdays.

2. *Holidays.*

(a) For all hours worked on Sundays, Christmas Day, New Year's Day, Good Friday, Labour Day, double time shall be paid.

(b) For all hours worked on 2nd January, Anniversary Day, Easter Saturday, Easter Monday, King's Birthday, and Boxing Day, time and a half shall be paid.

3. Overtime.

(a) Overtime shall be worked as required by the employer. For work done outside the daily hours mentioned in clause 1 hereof payment shall be made at the rate of time and a half.

(b) No worker shall be required to work more than five hours continuously without a meal.

(c) Any worker having worked all day and night until the ordinary time of starting work next day, and being required to continue working on into the next day, shall be paid time-and-a-half rates for all such time worked on the second day.

(d) Any worker having worked all day and having continued to work till after midnight shall be given eight hours off or be paid time-and-a-half rates for all time worked on the second day.

(e) *Meal Money:* The employer shall allow meal-money at the rate of 1s. 3d. per meal when workers are called upon to work overtime after 6 p.m. Mondays to Fridays inclusive, or after 1 p.m. on Saturdays, provided that such workers cannot reasonably get home to their meals.

(f) Any worker required to commence work after the cessation of public wheeled traffic, or before the ordinary time of starting of such traffic, and any worker who may work continuously until after the cessation of public wheeled traffic and cease work before the ordinary time of starting of such traffic, shall be paid for time occupied in travelling from or to his home, computed on three miles per hour, at ordinary rates of pay, except that if a conveyance is provided for the worker by his employer he shall not be entitled to payment for this travelling-time. For the purpose of this clause "public wheeled traffic" shall mean trams, buses, trains, or ferries ordinarily used by workers travelling to and from their work.

4. Wages.

(a) The minimum rate of wages to be paid to upholsterers and french-polishers shall be 2s. 1d. per hour.

(b) Upholsterers' work shall include all kinds of bedding, planning, and laying of carpets, linoleums, and floor coverings of all descriptions; also fixing of drapings and blinds.

(c) Where a worker has been specially directed by his employer to take charge of any outside job, such worker shall be paid 1s. per day extra, provided that the job shall extend for one day or more.

(d) All wages shall be paid weekly and on Fridays, and within fifteen minutes of knocking off work. In the event of a holiday falling on a Friday, wages shall be paid on the Thursday.

(e) All wages shall be paid on dismissal of a worker, or, if the worker leaves of his own accord, within twenty-four hours of leaving.

5. Travelling-time.

(a) Journeymen shall be paid travelling-time between the hours of 7.30 a.m. and 5 p.m. on all days occupied in travelling when sent away in a vessel unless they are at the same time employed at work thereon, and in returning home from such vessel such travelling-time to be paid for at ordinary rates, but not to a greater amount than eight hours in the day. All passage-money shall be paid by the employer, and meals provided in all cases where meals are not included in the fare.

(b) When a worker is required to travel by coastal steamer or by train second-class fares shall be provided.

(c) Workers shall not be entitled to travelling-time or fares to and/or from the job, except as provided in paragraphs (a), (d), (e), and (f) hereof, and their wages shall not commence until the time they are ordered to start work and attend on the job for which they are engaged.

(d) Any worker engaged at Auckland to work at the Calliope Dock, or on ships in the stream, or at Chelsea shall be conveyed to and from such work at the expense of the employer, and shall be paid travelling-time at ordinary rates for the time occupied in travelling between the city waterfront and the place at which the work is to be done.

(e) Workers required to work at Miramar or at the Jubilee Dock, Wellington, shall be paid 9d. each way to cover travelling-time and fares, or, in lieu thereof, the employer may provide free conveyance.

(f) Journeymen sent from Port Chalmers to Dunedin or *vice versa* shall be paid 5s. per day (or part of a day), such payment to cover travelling-time, railway fares, and meals.

6. Preference.

If and so long as the rules of the respective unions shall permit any person coming within the scope of this agreement of good character and sober habits to become a member of any such union upon payment of an entrance fee not exceeding 5s. upon his written application to the secretary, without ballot or other election, and to continue such member upon payment

of subsequent contributions not exceeding 1s. per week, then and in such case the employers shall employ members of the union in preference to 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 the same.

7. Termination of Employment.

One hour's notice shall be given on either side before dismissal or leaving employment, or one hour's extra time shall be paid.

8. General.

Each employer shall provide sufficient brushes, rags, and all other material for polishers.

9. Scope of Agreement.

This agreement shall apply to the parties named herein.

10. Term of Agreement.

This agreement shall come into force from the day of the date hereof, and shall continue in force until the 4th day of September, 1937.

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

The New Zealand Federated Furniture Trades' Industrial Association of Workers, Wellington—

[L.S.] J. A. LEAHY, President.
JAS. FERGUSON, Secretary.

Witness to above signatures—G. H. Norman.

Union Steam Ship Company of New Zealand, Ltd., Wellington and Port Chalmers—

W. G. SMITH, Industrial Superintendent.

Witness to above signature—G. H. Norman.

Wellington Patent Slip Co., Ltd., Wellington—

D. JAMIESON, Manager.

Witness to above signature—G. H. Norman.

New Zealand Shipping Co., Ltd., Wellington—

WYBRANTS OLPHERT, Marine Superintendent.

Witness to above signature—G. H. Norman.