

## OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

(11301.) OTAGO HARBOUR BOARD DREDGE "OTAKOU" EMPLOYEES.—  
INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 26th day of November, 1936, between the Otago Harbour Board (hereinafter called "the Board"), of the one part, and the Otago and Southland General Labourers, Builders' Labourers', Quarrymen, and Coal-yard Employees' Industrial Union of Workers (hereinafter called "the union"), of the other part, witnesseth that it is hereby mutually agreed between the Board and the union as follows:—

This agreement shall apply only to those employees of the Board hereinafter mentioned employed on the dredge "Otakou."

## SCHEDULE.

*Wages.*

1. The wages to be paid to the crew of the dredge "Otakou" shall be as specified in the following scale:—

			Per Hour.		
Fireman, donkeyman, winchmen, boatman,	s.	d.			
and greaser .. .. .	..	..	2	6½	
Deck hands .. .. .	..	..	2	4½	
Watchmen—			Per Week.		
			£	s.	d.
One at .. .. .	..	..	4	15	0
One at .. .. .	..	..	4	10	0

When the Assistant Ladder-man is not on duty on the dredge, the winchman performing his duties shall be paid 2s. 6d. per day in addition to his ordinary wage.

*Hours of Work.*

2. (a) *Single Shift.*—The ordinary hours of work shall not exceed 40 per week. The shift shall commence at 8 a.m., and cease at 4 p.m. on five days per week (Monday to Friday inclusive). These hours shall not apply to men engaged in raising steam, who may be required to commence work at 7 a.m.

While the dredge is dredging or manœuvring the time allowed by the dredgemaster for crib will be paid for at ordinary rates. When the dredge is moored at a wharf, in dock, or under repair, for more than three days the shift shall, after notice, cease at 4.30 p.m., and half an hour will be allowed for crib, but such time will not be paid for.

(b) *Double Shift.*—The ordinary hours of work of each shift shall not exceed 40 per week. The first shift shall commence at 4 a.m. and cease at 12 noon. The second shift shall commence at 12 noon and cease at 8 p.m. It is agreed, however, that the time of changing shifts may be varied to suit the working of the dredge. While the dredge is dredging or manœuvring the time allowed by the dredgemaster for crib will be paid for at ordinary rates.

(c) Not more than five consecutive hours shall be worked without a meal.

#### *Overtime.*

3. (a) All time worked outside of or in excess of the ordinary working-hours as specified in clause 2 hereof shall be deemed to be overtime, and shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b) All work performed on Saturdays shall be paid for at time and a half rates for the first three hours and double time thereafter. All work performed on Sundays, New Year's Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day, and Boxing Day shall be paid for at double rates. If any of these holidays shall be generally observed on any other day the provisions of this agreement shall apply to such other day.

#### *Holidays.*

4. Eight public holidays of eight hours each shall be paid for at ordinary rates to members of the crew who have completed one month's continuous service—namely, New Year's Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day, and Boxing Day. If any of these holidays shall be generally observed on any other day, the provisions of this agreement shall apply to such other day.

#### *Travelling-time.*

5. When the crew are required to join the dredge at Port Chalmers, one half hour's travelling-time at ordinary rates of pay will be allowed and paid for, both going to and returning from the dredge. This shall not apply to members of the crew residing at Sawyer's Bay or Port Chalmers.

#### *Waiting-time: Double Shift.*

6. (a) Should the dredge not be at the place appointed by the dredgemaster at the time fixed for the change of shift, the crew on shift shall be paid at ordinary rates for the hours worked in excess of the ordinary working-hours. Should the

delay in changing shifts cause time to be spent in waiting on trains or buses, the circumstances shall be reported to the Board for its decision as to payment for the waiting-time.

(b) When the crew require to leave home on Sunday night or on a holiday night to join the dredge in Port Chalmers so that work may be commenced at 4 a.m. on the following morning, they shall be paid, in addition to travelling-time, for one hour at ordinary rates of pay.

#### *Train and Bus Fares.*

7. When the crew are required to join the dredge at Port Chalmers, second-class return train or bus fares will be paid from Dunedin or from intermediate stations to Port Chalmers.

Train fares will not be paid to members of the crew travelling to join the dredge in Dunedin.

When the crew are required to join the dredge at the Ravensbourne Wharf, second-class return train or bus fares will be paid from Dunedin, but no travelling-time will be allowed.

#### *Wet Work.*

8. Men engaged in wet work shall receive 1½d. per hour extra. What constitutes wet work shall be decided by the dredgemaster.

#### *Dirt-money.*

9. During annual overhaul the crew shall be paid 2s. per day extra as dirt-money for three days prior to or at the commencement of the overhaul. Dirt-money will not be paid for more than three days.

#### *Detention of Dredge.*

10. When working-conditions are such that the Board requires the crew to sleep on board the dredge, the Board shall supply eating and cooking utensils and a cook, and shall pay a meal allowance of 3s. per day per man. The Board shall also supply one mattress and one pillow for each member of the crew.

#### *Emergency Clause.*

11. When any of the crew are called out for emergency work, they shall be paid a minimum of two hours at overtime rates.

#### *Watchmen.*

12. Clauses 2, 3, 4, 5, 6, 8, 9, and 10 hereof shall not apply to watchmen, but time worked on New Year's Day, Good Friday,

Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day, and Boxing Day will be paid for at double rates.

*Scope of Agreement.*

13. The operation of this agreement is limited to those employees of the Board employed on the dredge "Otakou."

*Term of Agreement.*

14. This agreement to come into force on 1st October, 1936, and shall continue in force until 1st October, 1937.

Notwithstanding the expiration of this agreement, the terms thereof shall be adhered to until a new agreement has been entered into.

The common seal of the Otago Harbour Board was hereunto affixed on the 26th day of November, 1936, in the presence of—

JNO. B. WATERS, Chairman.

T. SCOLLAY, Member.

J. RENTON, Secretary.

[L.S.]

Signed on behalf of the union and seal affixed this 26th day of November, 1936—

[L.S.]

W. A. WALKER, President.

R. HARRISON, Secretary.