

WELLINGTON PATENT SLIP CO., LTD., **FOREMEN ON SHIP-WORK.**—  
INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 10th day of March, 1937, between the Wellington Foremen Stevedores, Timekeepers, and Permanent Hands' Industrial Union of Workers (hereinafter called "the union"), of the one part, and the Wellington Patent Slip Company, Ltd., Evans Bay, 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.

*Salaries.*

1. (a) The following shall be the minimum salaries which shall be paid by the employers to the foremen employed by them.

|                             | Per Calendar Month. |    |    |
|-----------------------------|---------------------|----|----|
|                             | £                   | s. | d. |
| Foreman Engineer .. .. .    | 34                  | 13 | 4  |
| Foreman Boilermaker .. .. . | 34                  | 13 | 4  |
| Foreman Joiner .. .. .      | 34                  | 13 | 4  |
| Foreman Blacksmith .. .. .  | 34                  | 13 | 4  |
| Foreman Painter .. .. .     | 32                  | 0  | 0  |
| Foreman Electrician .. .. . | 30                  | 6  | 8  |
| Foreman Shipwright .. .. .  | 30                  | 6  | 8  |
| Foreman Upholsterer .. .. . | 30                  | 6  | 8  |
| Assistant Joiner .. .. .    | 30                  | 6  | 8  |

(b) These rates apply to the present foremen. Any new men appointed to the respective positions are to serve a probationary period of five years.

(c) The foregoing rates are to cover all work and no extra payment is to be made for overtime.

*Holidays.*

2. Two weeks' holiday to be allowed (this is a minimum to be allowed) per annum at a time to be mutually agreed upon.

*Matters not provided for.*

3. Should any dispute arise in connection with any matter not provided for in this agreement, or any matter arising out of or connected therewith, between the parties, the same shall be referred to the particular employer concerned and the president and secretary of the union, and failing an agreement being arrived at, the dispute shall be referred to the local Conciliation Commissioner for decision. Either party, if dissatisfied with the decision of the Conciliation Commissioner, may appeal to the Court of Arbitration upon giving written notice of such appeal to the other party within fourteen days after the decision has been given by the Conciliation Commissioner.

*Workers to be Members of Union.*

4. (a) It shall not be lawful for any employer bound by this agreement to employ or to continue to employ in the industry to which this agreement relates any adult person who is not for the time being a member of an industrial union of workers bound by this agreement, or who is not for the time being a member of a trade-union which was registered as such before the 1st day of May, 1936, and which is bound by this agreement: Provided, however, that any non-unionist may be continued in employment by an employer bound by this agreement during any time while there is no member of a union bound by this agreement who is available to perform the particular work required to be done and is ready and willing to undertake it.

(b) For the purpose of subclause (a) of this clause a person of the age of eighteen years or upwards, and every other person who for the time being is in receipt of not less than the minimum rate of wages prescribed by this agreement for workers of the age of twenty-one years and upwards, shall be deemed to be an adult.

(c) The secretary or other representative of the union shall be permitted to interview employees at their place of employment once a month during working-hours for the purpose of collecting contributions due to the union.

*Retrospective Pay.*

5. The salaries prescribed in this agreement will be retrospective to 1st December, 1936.

*Term of Agreement.*

6. This agreement shall come into force from the day of the date hereof and shall continue in force until the 31st day of August, 1938.

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

Wellington Foremen Stevedores, Timekeepers, and Permanent Hands' Industrial Union of Workers—

WALTER FRASER, President.

L. LONG, Secretary.

Witness—K. Belford.

The Wellington Patent Slip Company, Ltd., Wellington—

A. DEMPSTER, Secretary.

Witness—G. H. Norman.

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