

NAPIER SHIPS' TALLY CLERKS.—INDUSTRIAL AGREEMENT

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of the Economic Stabilization Emergency Regulations 1942; and in the matter of the industrial agreement, made on the 3rd day of August, 1945, between the Napier Ships' Tally Clerks' Industrial Union of Workers and Blue Star Line (N.Z.), Ltd., Napier, and others.

WHEREAS by the Economic Stabilization Emergency Regulations 1942 it is provided that no industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, shall come into force until it is filed under section 28 of the said Act: And whereas it is provided, further, that no such industrial agreement shall be accepted by a Clerk of Awards for filing as aforesaid unless it has been approved by the Court for the purposes of the said regulations: And whereas application has been made for approval of the industrial agreement made on the 3rd day of August, 1945, between the Napier Ships' Tally Clerks' Industrial Union of Workers of the one part, and Blue Star Line (N.Z.), Ltd., Napier, and others, of the other part: Now, therefore, the Court, having had regard to and having taken into consideration the matters and things as required by the said regulations, doth hereby approve the said industrial agreement for the purposes of the said regulations.

Dated this 19th day of September, 1945.

[L.S.]

A. TYNDALL, Judge.

NAPIER SHIPS' TALLY CLERKS.—INDUSTRIAL AGREEMENT

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 3rd day of August, 1945, between the Napier Ships' Tally Clerks' Industrial Union of Workers (hereinafter called the union), of the one part, and—

Blue Star Line (N.Z.), Ltd., Napier
 Federal Steam Navigation Co., Ltd.
 New Zealand Shipping Co., Ltd.
 Union S.S. Co. of N.Z., Ltd.
 Port Line, Ltd.
 Richardson and Co., Ltd.
 Shaw, Savill, and Albion Co., Ltd.
 Napier Waterside Employers' Association

(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

Hours of Work

1. The ordinary hours of work shall be from 8 a.m. to 12 noon and from 1 p.m. to 5 p.m. on Mondays to Fridays, both inclusive.

Wages

2. Ordinary time Mondays to Fridays both inclusive, 8 a.m. to 12 noon and 1 p.m. to 5 p.m., 3s. 2½d. per hour.

The hourly rate of wages 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.

Overtime and Meal-hour Rates

3. (a) Ordinary overtime Mondays to Fridays both inclusive, 6 p.m. to 10 p.m., 4s. 9¾d. per hour.

(b) Special overtime, 10 p.m. to 8 a.m., 6s. 5d. per hour.

(c) When tally clerks are actually engaged tallying cargo during meal-hours they shall be paid at the rate of 6s. 5d. per hour.

Saturday Work

4. The rate of pay for Saturday work shall be 4s. from 8 a.m. to noon and special overtime, 6s. 5d., from 1 p.m. to 5 p.m.

Time and Place of Engagement

5. The present system of engaging tally clerks by telephone shall continue, and the employer shall have the right to cancel the engagement before the time of commencement of the job without incurring the minimum payments provided for in clause 6.

Period of Engagement

6. (a) The minimum period of any engagement on 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 vessels arriving at 3 p.m. or later Monday to Friday or at 10 a.m. or later on Saturday these minimums may include overtime as well as ordinary hours.

(b) Clerks ordered back for 6 p.m. Monday to Friday inclusive to be paid a minimum of two hours, provided that if work continues beyond 8 p.m. a four hour minimum shall apply. Clerks ordered down for a 6 p.m. start to be paid a minimum of four hours.

(c) Clerks ordered back for 1 p.m. Saturday to be paid a minimum of two hours, and when ordered down for a new job commencing Saturday afternoon a four hour minimum to be paid.

(d) Clerks required to work on Sundays or holidays shall (whenever possible) be engaged on the previous day and shall be paid a minimum of four hours, and if ordered back for 1 p.m. or later a further four hours' minimum to be paid.

(e) Clerks ordered down or back for night shifts to be paid a minimum of eight hours if work commences or if they are retained, and a minimum of four hours if no work is done and they are released.

Holidays

7. (a) All work done on Sundays, New Year's Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Christmas Day, Boxing Day, and the Sovereign's Birthday shall be paid for at the rate of double ordinary time—viz., 6s. 5d. per hour.

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

Cost-of-living Bonus

8. The general orders made under the Rates of Wages Emergency Regulations 1940 and dated the 9th August, 1940, and the 31st March, 1942, respectively, shall not apply to workers employed under this agreement, but in lieu thereof there shall be paid a cost-of-living bonus at the rate of 4d. for each hour worked, irrespective of whether such time is ordinary time or overtime.

Hold Watchmen

9. All the foregoing rates of pay and conditions shall apply to clerks employed as cargo watchmen in the holds of vessels, and preference shall be given to union members for this work in accordance with clause 10 of this schedule.

Preference

10. Members of the union to have preference of employment for all work covered by this agreement and it shall not be lawful for any employer bound by this agreement to employ or continue to employ in any position or employment any person who is not for the time being a member of the union, provided there are members of the union available and willing to perform the particular work required to be done. It is agreed that if by force of circumstances a non-unionist is engaged on any vessel or job he will be permitted to complete the day's work.

Application of Agreement

11. 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 ship's 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 vessels shall be given to members of the union.

Term of Agreement

12. This agreement shall come into force on and from 3rd August, 1945, and shall continue in force for a period of two years from that date.

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

The Napier Ships' Tally Clerks' Industrial Union of Workers—

A. L. DOWNES, President.

A. W. GOUGH, Secretary.

Witness to above signatures—J. B. HUTCHINSON.

Blue Star Line (N.Z.), Ltd.—

A. W. APPERLY.

Witness to above signature—Y. COLLINGE.

Union Steam Ship Co. of N.Z., Ltd., as agents Federal Steam Navigation Co., Ltd.—

H. V. BELL.

Witness to above signature—H. HARDAKER.

New Zealand Shipping Co., Ltd.—

H. V. BELL.

Witness to above signature—H. HARDAKER.

Union Steam Ship Co. of New Zealand, Ltd.—

H. V. BELL.

Witness to above signature—H. HARDAKER.

Port Line, Ltd.—

C. F. EDMONDSON.

Witness to above signature—R. W. DALGLEISH.

Richardson and Co., Ltd.—

A. A. SINCLAIR.

Witness to above signature—D. V. CLIFFORD.

Shaw, Savill, and Albion Co., Ltd.—

W. A. REDDELL.

Witness to above signature—J. D. THOMPSON.

Napier Waterside Employers' Association—

A. A. SINCLAIR, Manager.

Witness to above signature—D. CLIFFORD.