

5. If either party to this agreement shall in any particular commit or suffer a breach of this agreement, or of the said terms, conditions, and provisions of the said award, or any of them, such party shall forfeit and pay a penalty of _____, which shall be enforceable as provided in section 23 of "The Industrial Conciliation and Arbitration Act, 1894."

6. This agreement shall continue in force and binding on the parties hereto until the first day of September, one thousand nine hundred.

As witness the hands of the parties—

Witness—Harry Barraclough.

JAMES S. POCKLINGTON.

JOSEPH TIMLIN,

For the New Zealand Federated Boot Trade Union.

AUGUST, 1899.

The following are copies of the reports and recommendations of the Boards of Conciliation in the following disputes: Wellington seamen's, Dunedin seamen's, Dunedin bakers and pastry-cooks', Waihi gold-miners', Christchurch carpenters and joiners', Christchurch tailors', Christchurch plumbers and gasfitters', and Christchurch bakers and pastrycooks'. There is also an agreement between boot-manufacturers and employes in Nelson:—

WELLINGTON SEAMEN.

In the Conciliation Board, Wellington District.—In the matter of a dispute between the Wellington Branch of the Federated Seamen's Industrial Union of New Zealand of Workers and the Union Steamship Company (Limited), W. and G. Turnbull and Co., Levin and Co. (Limited), C. W. Turner, J. H. Cock and Co., Charles Seagar, Richardson and Co., Wanganui Steamship Company, and Horsley and Co.

The recommendations of the Board are as follow:—

1 and 2. The Board does not see its way clear to raise or reduce the wages.

3. The overtime to be as at present, but surfin'g to be paid at the rate of 1s. 9d. per hour.

4. The following recommendations will apply to the trade between Wellington and Lyttelton (ferry service), Wellington-Pictou and Nelson, Wellington-Pictou-Nelson-Westport-Greymouth, and Wellington-Nelson-New Plymouth-Manukau time-table service: When a ship arrives in port during the 4 to 8 morning watch and sails again the same day, the 4 to 8 a.m. watch on deck is to be allowed a watch below from 8 a.m. to 12 noon, provided that the seamen are not allowed to leave the ship between these hours unless by express permission of the chief officer; and, in the event of a ship arriving in port between the hours of 4 a.m. and 8 a.m., the unexpired time of the sea-watch is to be deducted from the watch below between 8 a.m. and 12. In ports where shore labour is not readily available to relieve the 4 a.m. to 8 a.m. watch, the seamen can be called upon to work between 8 a.m. and 12 noon, and shall be paid overtime for any time worked between these hours in excess of the unexpired time of the sea-watch.

5. That when time off is charged against overtime it shall be equivalent to the same monetary value, and shall be given at the home port or at the port where the man resides.

6. (a.) *Hours of Labour.*—The hours of labour shall be eight in all ports and roadsteads for A.B.s working cargo—viz., from 7 a.m. to 5 p.m., with two hours for meals.

Meal-hours as per port rules, save where the exigencies of the service require, but overtime not to be prejudiced.

Sea-watches of men in the stokehole on days of sailing and arrival shall count as a portion of the eight hours' work per day.

Firemen, greasers, and trimmers shall work as required during their watches.

Seamen on watch shall perform any work required of them between the hours of 5 a.m. and 5 p.m. in intercolonial steamers, and between the hours of 6 a.m. and 5 p.m. on coastal steamers, but shall be paid overtime for any work performed outside of these hours, with the following exceptions: (1) Work necessary for the navigation or the safety of the ship; (2) clearing decks, stowing cargo, &c., after leaving port.

(b.) *Wages.*—The wages at present paid in the different services to continue.

Overtime.—Overtime to be paid for all classes of work in any port, bay, or roadstead except work necessary for the safety of the vessel; washing decks and decorating ships on Sundays and public holidays between 6 a.m. and 8 a.m. to be exempt from overtime.

This provision to mean when a vessel arrives after 5 p.m. on the evening previous to a Sunday or public holiday. Public holidays to mean Christmas Day, Boxing Day, New Year's Day, Good Friday, Eight-hours Demonstration Day, and Queen's Birthday; but, as regards the Union Steamship Company, Boxing Day is not to count if it forms one of the three consecutive holidays. Should any of the above-mentioned days fall on a Sunday, the following day to be given in place thereof if observed as a holiday.

Donkeymen's overtime to commence from the time steam is ordered, and overtime to be paid for working meal-hours. Seamen employed as watchmen, or on Sundays and holidays, to be paid overtime or equivalent in time when giving time off. Overtime for holidays to be paid at current overtime rates for all hours worked, except where a vessel is engaged on any of the above-mentioned days in running an excursion, in which latter case 10s. shall be paid each man in lieu of ordinary overtime rates.

(c.) *Signing off.*—Twenty-four hours' notice on either side shall be the law of discharge in the port where the ship has drawn out her articles; but, should the ship be laid up in any other port of the Australasian Colonies, the crew may accept their discharge with wages when due, but shall be entitled to a free passage back to the final port. Engagements may be determined in the colony at any time after the ship's arrival at her final port of discharge in the colony, consequent on the completion of a round voyage, by twenty-four hours' previous notice on either side. All notices to be given to or received from the master of the ship only.

(d.) Members employed in the stokehole immediately coming off watch on day of arrival in port shall be entitled to four hours off duty prior to resuming work. Watch to be set four hours prior to advertised or sailing time.

(e.) The secretary of the Wellington Branch of the Federated Seamen's Industrial Union of New Zealand of Workers may appoint a delegate from amongst the crew.

7. Employers shall employ members of the union in preference to non-members, provided there are members of the union equally competent with non-members to perform the work required to be done, and are ready and willing to undertake it where non-members are employed.

This clause is dependent on the union taking into membership any competent seaman of good character on his paying the subscription at present charged; and, if at any time the exercise of the privilege granted to the union shall be found to interfere with the discipline of a ship or the exigencies of the service, any shipowner may apply to the Board, and, on due cause shown, have the clause reconsidered, with the view of the same being struck out or modified.

8. When any vessel enters a port on a Sunday, or any of the holidays mentioned in these recommendations, and proceeds to sea prior to midnight, members of the union to be paid 1s. 6d. per hour, but half an hour is to be allowed by the watch on deck for landing mails and passengers' luggage.

9. That an agreement be drawn up to embody the above suggestions, to last for two years from this date (except in case of clause 8, should it require reconsideration). Such agreement shall be handed to the Clerk of Awards, in whose office it shall lie for execution. If not executed by all parties within seven days of its being left, the Chairman may file a report to the effect that the Board have failed to conciliate.

Dated this 17th day of June, 1899.

W. H. QUICK, Chairman.