

16. The second Wednesday in October shall be the recognised holiday for Labour Day throughout New Zealand. All statutory holidays, including Labour Day, at sea to be observed as Sundays.

17. When a vessel arrives in port on a Sunday and sails again the same day, or the crew is required to attend on duty to be employed on an excursion on any of the holidays stated above, or on Boxing Day, overtime shall be paid to the whole crew for the time so employed, not exceeding in all 8s. and not less than 4s. per man.

18. *Watchmen.*—Members of vessels' crews employed in port as watchmen on Sundays or holidays, or keeping watch during night-time, shall be allowed an equivalent in time off hour for hour. When time off cannot be given, the hours worked as watchmen shall be paid for at schedule overtime rates. Sundays or holidays shall not count as time off for keeping watch, neither shall time off be given at sea.

19. *No Discrimination.*—The shipowner in employing labour shall not discriminate against members of the union, and shall not, in the engagement or dismissal of men or in the conduct of their business, do anything directly or indirectly for the purpose of injuring the union.

20. When members of the union and non-members are employed together there shall be no distinction between members and non-members, and both shall work together in harmony under the same conditions, and shall receive equal pay for equal work.

21. *Benefit Society.*—It shall not be compulsory for any employé herein mentioned to subscribe to or become a member of the Union Company's Mutual Benefit Society, or any similar society or club instituted by the company, during the currency of this agreement; and all employés herein mentioned who are now members, or may become members, of the said benefit society may determine their membership at their own discretion; and such determination shall not prevent the person so determining his membership from obtaining or retaining employment.

22. The union shall not bring any pressure or influence to bear upon men to withdraw from the said benefit society, but shall leave it entirely to the men themselves to follow their own inclinations regarding membership of the benefit society, in consideration of which the company and its servants shall refrain in like manner from exercising any pressure or influence to induce or compel their employés to remain or become members of the said benefit society.

23. *Signing off.*—Twenty-four hours' notice on either side shall be the rule of discharge in the port where the ship's articles have been drawn out; but, should a vessel be laid up at any port before the expiry of the articles, the crew may then be discharged on being paid wages then due, and shall be entitled to a passage back to port of shipment.

24. *General.*—(a.) Galley-bunkers shall be filled by firemen and trimmers, and when required to do so they shall give their assistance in the general work of the ship.

(b.) The whole crew must, when required, attend boat- and fire-drill without payment of overtime, and must be clean and tidy for inspection on any day appointed.

(c.) Any member of the crew throwing overboard any good food or other property of the owners renders himself liable to summary dismissal from the service.

(d.) Seamen must provide themselves with and wear the company's uniform when on duty.

Dated this 21st day of August, 1899.

FREDK. CHAPMAN, Chairman.

In the matter of "The Industrial Conciliation and Arbitration Act, 1894," and in the matter of a dispute between the Federated Seamen's Industrial Union of Workmen of New Zealand and Keith Ramsay, of Dunedin, Esquire.

The Conciliation Board for the Industrial District of Otago, having received the necessary proofs establishing its jurisdiction in the above matter, and having heard the parties and considered the evidence, hereby recommends as follows: That the parties to the said dispute enter into an industrial agreement for a period equal to a term of two years from the first day of August, 1899, embodying the following rules, namely:—

1. *Wages.*—The following rates shall be paid: A.B.s, £6 10s. per month; trimmers, £6 10s. per month; firemen, £8 10s. per month; greasers, £8 10s. per month; donkeymen, £9 10s. per month; lamp-trimmers, £6 10s.; lamp-trimmers and A.B.s, £7 10s. per month; boatswains, £7 10s. per month; first-class ordinary seamen, £4 10s. per month; second-class ordinary seamen, £3 10s. per month. Firemen and trimmers in vessels working six-hour watches to be paid £1 per month extra.

2. *Hours of Labour at Sea.*—On deck: Watch and watch of four hours each. In stokehole: Watches of four hours on and eight hours off where three or more firemen are employed. Where only two firemen are employed the watches are to be of six hours' duration.

3. Between the hours of 5 a.m. and 5 p.m. on intercolonial steamers, and between 6 a.m. and 5 p.m. on coastal steamers, seamen on watch shall perform any work required of them. Any work performed outside these hours shall be paid for as overtime, with the following exceptions: Work necessary for the navigation or safety of the ship; clearing decks, stowing cargo, gear, &c., after leaving port.

4. When the watch below is required to do any work otherwise than what is necessary for the navigation or safety of the ship they shall be paid overtime.

5. Firemen and trimmers shall work as required during their watches. No overtime shall be paid for cleaning tubes during a watch, nor for discharging ashes after leaving port.

6. When the steamer is under banked fires night or day the whole watch shall, if it be necessary in the opinion of the chief engineer, remain on duty in the engine-room and stokehole, and perform any duty that may be required.

7. *Hours of Labour in Port.*—The hours of labour for seamen in all ports, bays, and roadsteads shall be eight—viz., from 7 a.m. to 5 p.m., with two hours allowed for meals. During these hours the seamen shall work cargo, &c., as required. Where three watches are kept firemen, greasers, and trimmers shall give eight hours' work in each twenty-four hours.

8. Any work beyond this shall be paid for as overtime, or an equivalent shall be allowed off in port. When time off is charged against overtime it shall be equivalent to the same in monetary value, except in the case of watchmen. Time off shall be given only at the home ports, or at the port where the man resides, or as may be agreed.

9. When in port, or at anchor in bays and roadsteads, the eight hours shall be between 7 a.m. and 5 p.m., as above. In vessels where only two firemen, greasers, or trimmers are carried they shall keep watch and watch at sea, and in ports or at anchor in bays or roadsteads as the circumstances require.

10. Sea-watches in the stokehole on days of sailing and arrival shall count as portion of the eight hours.

11. It shall be optional with members of the crew to work overtime at their home port or go on shore, so long as not less than one-half of the crew remains on board; the selection, when necessary, is to be made by the officer in charge.

12. When a ship arrives at Port Chalmers on Sunday, or stated holiday, and has to wait for the tide before proceeding to Dunedin, no overtime shall be paid for mooring or unmooring ship.

13. *Overtime.*—Overtime shall be paid at the following rate—namely: A.B.s, ordinary seamen, firemen, &c., 1s. per hour; A.B.s or ordinary seamen when engaged in trimming coal at loading ports, 1s. 3d. per hour; A.B.s or ordinary seamen when engaged in boating cargo in roadsteads in the months of May, June, July, and August, 1s. 9d. per hour; A.B.s or ordinary seamen when engaged in boating cargo in roadsteads in the months of January, February, March, April, September, October, November, and December, 1s. 6d. per hour; A.B.s or ordinary seamen when carrying or stowing grain in bags, in cargo-steamers only, 1s. 3d. Boys shall not be worked overtime. Seamen shall be paid overtime for all classes of work performed in any port, bay, or roadstead between the hours of 5 p.m. and 7 a.m., or during meal-hours, except work necessary for the safety of the ship. Donkeymen's overtime shall commence from the time steam is ordered to be ready.

14. *Public Holidays.*—*Overtime on Sundays and Holidays.*—(a.) When a ship arrives in port after 5 p.m. on the day preceding Sunday or holidays two hours shall be allowed, from 6 to 8 a.m., for washing decks and decorating ship without payment of overtime.