

30. When a vessel arrives in port on Sunday and sails again on the same day, or the crew is required to attend on duty to be employed on an excursion on any of the holidays stated below, or on Boxing Day or Easter Monday, 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. Firemen getting up steam before the ship leaves port shall also be paid overtime for the time so employed.

31. *Public Holidays in Port.*—Public holidays shall comprise Christmas Day, New Year's Day, Good Friday, Labour Day, and the birthday of the reigning Sovereign, but if any of these days should fall upon a Sunday the following day shall be allowed in lieu thereof, if such following day is observed as a public holiday.

32. Only one holiday shall be allowed for Labour Day. Any crew having had one such holiday shall not be entitled to a second, or to overtime, on any other Labour Day in any other port.

33. *General.*—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.

34. Seamen must provide themselves with and wear the uniform of the service in which they are employed (if any) when on duty.

35. 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.

36. *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 the ship be laid up in any other port in the Australasian Colonies, the crew may accept their discharge with wages then due, but shall be entitled to a free passage back to the final port.

37. *Union Company's Benefit Society.*—It shall be optional with men employed by the Union Steamship Company of New Zealand (Limited) whether or not they will join the mutual benefit society established in connection with the men employed by that company.

38. *No Discrimination against Unionists.*—Shipowners 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 for the purpose of injuring the union, whether directly or indirectly.

39. 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 and under the same conditions, and shall receive equal pay for equal work.

The foregoing paragraphs numbered from 1 to 39, both inclusive, constitute the schedule referred to in the foregoing award, and thereby declared to be incorporated in and to form part thereof.

In witness whereof the seal of the Court of Arbitration of New Zealand hath been hereunto put and affixed, and the President of the Court hath hereunto set his hand, this 30th day of November, 1899.

W. B. EDWARDS, J., President.

OTAGO COAL-MINERS.

In the Court of Arbitration of New Zealand, Otago and Southland Industrial District.—In the matter of an industrial dispute between the Otago Coal-miners' Industrial Union of Workers (hereinafter called "the Workers' Union") and the New Zealand Collieries, Railway, and Oil Company, Limited (hereinafter called "the company").

The Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having heard the Workers' Union by its representatives duly appointed, and having also heard the company by its representatives duly appointed, and having also heard the witnesses called and examined by and on behalf of the Workers' Union and of the company respectively, and cross-examined by the said parties respectively, doth hereby order and award that, as between the Workers' Union and the members thereof and the company, the terms, conditions, and provisions set out in the schedule hereto shall be binding upon the Workers' Union and upon every member thereof and upon the company, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award: And, further, that the Workers' Union and every member thereof and the company shall respectively do, observe, and perform every matter and thing by the said terms, conditions, and provisions on the part of the Workers' Union and the members thereof and on the part of the company respectively required to be done, observed, and performed, and shall not do anything in contravention of the said terms, conditions, and provisions, but shall in all respects abide by and observe and perform the same: And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that the sum of £100 shall be the maximum penalty payable by any party, person, or company in respect of any such breach: Provided, however (as provided by the 3rd section of "The Industrial Conciliation and Arbitration Act Amendment Act, 1898"), that the aggregate amount of penalties payable under or in respect of this award shall not exceed £500: And this Court doth further order that this award shall take effect from the 1st day of December, 1899, and shall continue in force until the 30th day of November, 1901.

In witness whereof the seal of the Court of Arbitration of New Zealand hath been hereunto affixed, and the President of the Court hath hereunto set his hand, this 30th day of November, 1899.

W. B. EDWARDS, J., President.

The Schedule referred to by the Foregoing Award.

1. *Balloting for Places.*—Balloting for places shall take place every three calendar months, and shall be under the following rules:—

- (a.) Headings, levels, dips, pillars, and robbing-work to be balloted for specially.
- (b.) The names of those thrown out to be put in the general ballot.
- (c.) In case of blanks in the general ballot, those drawing them to ballot for the first place or places to start, or which may be vacant.
- (d.) Unsuccessful balloters for special places (if desirous) to ballot for the first special places to start, or which may be vacant.
- (e.) One man to ballot for his place out of two or more men in the same manner as two or more men would ballot for one place.

Piecework.—The words "three boxes" where used herein mean three boxes of the size now used in the mine filled with coal up to the level of the sides of each box and in the centre to the height of 6 in. above the level of the box.

2. Headings shall be paid for at the rate of 3s. 6d. for every three boxes and 7s. per yard when worked by one shift, and 3s. 6d. for every three boxes and 8s. per yard when worked by two shifts.

3. Levels shall be paid for at the rate of 3s. 6d. for every three boxes and 5s. per yard when worked by one shift, and 6s. per yard when worked by two shifts.

4. Bords 14 ft. wide to be paid for at the rate of 3s. 6d. for every three boxes.

5. Stentons not less than 12 ft. wide shall be paid for at the rate of 3s. 6d. for every three boxes and 6s. per yard.

6. Pillars shall be paid for at the following rates: When taken back in the solid, 3s. for every three boxes; when taken back in strips, 3s. 6d. for three boxes, or shift wages shall be paid.

7. Head coal shall be paid for at the rate of 3s. for every three boxes when there is not less than 6 ft. of a carry. When there is less than 6 ft. of a carry shift wages shall be paid, or a rate for every three boxes shall be agreed upon.

8. *Shift Wages.*—Shift wages shall be 10s. per shift.

9. *Deficient Places.*—Deficient places shall be paid shift wages, and shall mean all places driven through faults or in faulty coal, or places less than 6 ft. wide or less than 4 ft. 6 in. high, and extremely hard places: Provided always that this clause is not to apply to stonework.

10. *Wet Places.*—Wet places shall be paid shift wages for six-hour shifts.