

This Board declares that its suggestions in this dispute are confined to seamen who are members of the Wellington Branch of the Seamen's Union in any ship belonging to shipowners who are parties to this dispute, but that the term "non-members," in clause 7, does not apply to members of any seamen's union registered in New Zealand. This explanation will meet (1), (a), (b), and (2) of the shipowners' letter.

It is not intended that a non-unionist man, if taken on where a unionist man is not available, shall be afterwards discharged to make room for a union man; but, as regards pressure being brought to bear on the non-union man to join the union, the Board considers that the last part of clause 7 should be sufficient to meet the case put by the shipowners.

(c.) Our suggestions are not retrospective.

(4.) Is already answered.

Dated this 30th day of June, 1899.

W. H. QUICK, Chairman of the Board.

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 Board report that they have been unable to bring about any settlement of the dispute referred to them satisfactory to the parties thereto.

Dated this 4th day of July, 1899.

DUNEDIN SEAMEN.

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 the Union Steamship Company of New Zealand (Limited).

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 1st 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. per month; 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 stokehold: 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 stokehold, 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 time 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 port, or at the port where the man resides, or as may be agreed.

9. When in port, or at anchor in bays or 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, 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 the ship.

13. *Overtime.*—Overtime shall be paid at the following rates—viz.: A.B.s, ordinary seamen, firemen, &c., 1s. per hour; A.B.s or ordinary seamen when engaged in trimming coal at loading port, 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 and ordinary seamen 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 a holiday, two hours shall be allowed, from 6 a.m. to 8 a.m., for washing decks and decorating ship without payment of overtime.

(b.) When a ship arrives in port on Sunday or a holiday or after 5 p.m. other days the crew shall give one half-hour free of overtime payment to land mails, luggage, or live-stock. All time employed thereafter to be paid for at schedule rates.

(c.) When vessels leave port on a Sunday only those of the crew actually employed in loading mails, luggage, or cargo shall be allowed overtime at schedule rates for the time so employed.

(d.) Firemen getting up steam before the ship leaves port shall also be allowed overtime for the time so employed.

(e.) When vessels leave port prior to 5 p.m. on a holiday all employes included in this agreement shall be paid not less than 3s. each. In the event of the said employes working time that exceeds 3s. in value, such excess of time to be paid for at schedule rates.

(f.) When a vessel is employed on an excursion on a Sunday or stated holiday overtime shall be paid for the time so employed, not exceeding in all 8s. and not less than 4s. per man.

(g.) 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 at any other port.

15. There shall be five holidays allowed during the year. These shall comprise Christmas Day, New Year's Day, Good Friday, Queen's Birthday, and Labour Day. Should any of the foregoing holidays fall on a Sunday, the following or any other day declared by law or local authority in place thereof, or the day generally recognised by the public, shall be observed as the holiday.