

(10791.) LYTTELTON SHIPS' TALLY-CLERKS.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the industrial Conciliation and Arbitration Act, 1925, and its amendments, this 8th day of April, 1935, between the Lyttelton Ships' Tally-clerks' Industrial Union of Workers, No. 3 Wharf, Lyttelton (hereinafter called "the union") of the one part, and

- American and Australian Line (Kinsey and Co., Ltd., Agents, Christchurch)
- American Trading Co., Ltd., Inc. (Kinsey and Co., Ltd., Agents, Christchurch)
- Anchor Shipping and Foundry Co., Ltd., Nelson (Kinsey and Co., Ltd., Agents, Christchurch)
- Blue Funnel Line (Kinsey and Co., Ltd., Agents, Christchurch)
- Blue Star Line (N.Z.), Ltd. (A. H. Turnbull and Co., Agents, Christchurch)
- British India Steam Navigation Co., Ltd. (Union Steam Ship Co. of New Zealand, Ltd., Agents, Christchurch)
- Burns, Philp, and Co., Ltd. (A. H. Turnbull and Co., Agents, Christchurch)
- Canadian Government Merchant Marine, Ltd. (Canadian National Steamships, Agents, Christchurch)
- Canterbury Steam Shipping Co., Ltd., Christchurch
- Commonwealth and Dominion Line, Ltd. (Kinsey and Co., Ltd., Agents, Christchurch)
- Cunard Line (Kinsey and Co., Ltd., Christchurch)
- Dalgety and Co., Ltd., Christchurch
- Eckford Shipping Co., Ltd., Blenheim (Kinsey and Co., Ltd., Agents, Christchurch)
- Ellerman and Bucknall Steamship Co., Ltd. (Kinsey and Co., Ltd., Christchurch)
- Ellerman Line, Ltd. (Kinsey and Co., Ltd., Agents, Christchurch)
- Federal Steam Navigation Co., Ltd. (Kinsey and Co., Ltd., Agents, Christchurch)
- Ferrier, Claude, and Co., Ltd., Lyttelton
- German Australian Shipping Co. (Kinsey and Co., Ltd., Agents, Christchurch)
- Hain Steamship Co., Ltd. (Kinsey and Co., Ltd., Agents, Christchurch)
- Hall Line, Ltd. (Kinsey and Co., Ltd., Agents, Christchurch)
- Holm Shipping Line, Wellington (Kinsey and Co., Ltd., Agents, Christchurch)
- Huddart, Parker, Ltd. (Kinsey and Co., Ltd., Agents, Christchurch)
- International Steamship Co., Kobe (Kinsey and Co., Ltd., Agents, Christchurch)
- Kinsey and Co., Ltd., Christchurch
- Lyttelton Harbour Board, Lyttelton
- Matson Navigation Co. (Kinsey and Co., Ltd., Agents, Christchurch)
- National Mortgage and Agency Co., Ltd., Christchurch
- New Zealand Shipping Co., Ltd., Christchurch
- New Zealand Waterside Employers' Association Industrial Association of Employers, X Store, Queen's Wharf, Wellington
- Nippon Yusen Kaisha Co., Ltd. (A. H. Turnbull and Co., Ltd., Agents, Christchurch)
- Norddeutscher Lloyd (Kinsey and Co., Ltd., Agents, Christchurch)
- Norwegian Africa Shipping Co., Ltd. (A. H. Turnbull and Co., Ltd., Agents, Christchurch)
- Oceanic and Oriental Navigation Co., Ltd. (Kinsey and Co., Ltd., Agents, Christchurch)

Osaka Shosen Kaisha (Kinsey and Co., Ltd., Agents, Christchurch)
 P. and O. Branch Service (Kinsey and Co., Ltd., Agents, Christchurch)
 Peninsular and Orient Steam Navigation Co. (Dalgety and Co., Agents, Christchurch)
 Redpath, J., and Co., Ltd., Christchurch
 Rhind and Co., Lyttelton
 Richardson and Co., Ltd., Napier (Kinsey and Co., Ltd., Agents, Christchurch)
 Scales, G. H., Ltd. (Rhind and Co., Agents, Christchurch and Lyttelton)
 Shaw, Savill, and Albion Co., Ltd., Christchurch
 Sleigh, H. C., and Co., Melbourne (Kinsey and Co., Ltd., Agents, Christchurch)
 Swedish Australian Line (Kinsey and Co., Ltd., Agents, Christchurch)
 Tapley, H. L., and Co.
 Toy, W. W., and Co., Lyttelton
 Turnbull, A. H., and Co., Christchurch
 Union Steam Ship Co. of N.Z., Ltd., Christchurch
 Weir, Andrew, and Co., Ltd. (Kinsey and Co., Ltd., Agents, Christchurch)
 Westland Shipping Co., Ltd., Greymouth
 Westport Coal Co., Ltd., Christchurch
 Wood, George A. (Kinsey and Co., Ltd., Agents, Christchurch)

(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.

Definition of Tally-clerks' Duties.

1. (a) Tally-clerks' duties shall be to receive, deliver, tranship, and watch cargo and the tallying of same, and to report damage to cargo and/or any other exceptional matters arising in the course of their duties.

(b) The handling of cargo shall not be considered part of a tally-clerk's duties.

Double Gangs.

2. (a) In loading any class of cargo bearing one mark, or unbranded, or which at the discretion of the employer marks

are not essential, tally-clerks engaged shall, if required, tally two gangs, provided always that such two gangs are worked by one gear.

(b) Except as above mentioned in paragraph (a), when two gangs are being worked by one gear, and in the opinion of the employer two tally-clerks are necessary then, should there be a shortage of tally-clerks and one clerk tallying two gangs, time and a half shall be paid (at ordinary or overtime rates, as the case may be).

Application of Agreement.

3. This agreement shall apply to all casual labour performing the duties of tally-clerks, but shall not apply to weekly or permanent employees on the waterfront, nor to the tallying of cargo or coal by any ship's officer or member of ship's crew, or by winchmen.

Hours of Work.

4. The ordinary hours of work shall be from 8 a.m. to 12 noon, and 1 p.m. to 5 p.m., Mondays to Fridays (both inclusive). On Saturdays the ordinary hours shall be 8 a.m. to 12 noon. All other time, with the exception of meal-hours, as hereinafter provided for, shall be classed as overtime.

Place of Engagement.

5. Tally-clerks shall be engaged at the tally-clerks' waiting-room, situated at the rear of No. 3 jetty.

How Tally-clerks are to be engaged.

6. Tally-clerks shall be engaged by the employer or his representative first ringing the bell placed for the purpose at the tally-clerks' waiting-room.

Time of Engagement.

7. (a) Tally-clerks shall be engaged between the hours of 7.45 a.m. and noon on Mondays to Fridays (both inclusive), and on Saturdays between the hours of 7.45 a.m. and 10.45 a.m.

(b) Should exceptional circumstances arise, tally-clerks may be engaged after the hour of noon, Mondays to Fridays (both inclusive), and 10.45 a.m. on Saturdays, but due verbal notification will be given to the secretary of the union of the reason thereof.

(c) The New Zealand Waterside Employers' Association Industrial Association of Employers and the Lyttelton Ship's Tally-clerks' Industrial Union of Workers shall be entitled to substitute by agreement other provisions to operate in lieu of the provisions of paragraph (a).

Holidays.

8. (a) All work done on Sundays, Christmas Day, and Good Friday, shall be paid for at the rate of special overtime.

(b) All work done on any other holidays hereinafter mentioned shall be paid for at the ordinary overtime rate between 8 a.m. and 5 p.m., and special overtime rate for any work done before 8 a.m. and after 5 p.m.

(c) The holidays throughout the year shall be Sundays, New Year's Day, 2nd January, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Christmas Day, Boxing Day, and the Waterside Workers' Union's picnic day.

If any of these holidays (except picnic day) shall be generally observed on any other day than that on which it falls, the provisions of this agreement shall apply to such other day instead of the original day, provided always that one day only shall be taken for the holiday. If a holiday falls or is observed on a Saturday special overtime shall be paid for work after noon.

(d) The date of the Waterside Union's picnic, except unless otherwise provided, shall be the third Wednesday in January in each year. Should the picnic be postponed on account of wet weather, another day shall be agreed upon by the Local Disputes Committee, but only one postponement shall be allowed. In such cases of postponement the men shall (weather permitting) work on the day herein fixed for the picnic at the ordinary rates of pay.

(e) Men ordered down or back and who attend on Sundays or holidays shall be paid a minimum of three hours' pay.

Fractional Time.

9. Any fraction of half an hour shall be paid as a full half-hour.

Period of Engagement.

10. (a) No tallymen shall be paid for a less period than four hours in any one day between the hours of 8 a.m. and 5 p.m., but such period may be made up of employment with one or more employers provided the pay is continuous (exclusive of meal-hours). On Saturdays the same arrangement shall apply, but the continuous period shall be between 8 a.m. and noon.

(b) Tallymen shall not be called upon to work more than five hours consecutively without having an opportunity of having a meal, except when a ship is finishing, when six hours shall be the limit.

(c) If tallymen are ordered back to work overtime they shall be paid for a period of not less than two hours on Mondays to Fridays (both inclusive), and three hours on Saturdays, between 1 p.m. and 5 p.m.

(d) Men who have not been employed during the day by any employer under this agreement, and who are ordered down to commence a new job between 6 p.m. and 7 a.m., shall be paid a minimum of two hours at the rate applicable to the period over which the minimum extends. Meal-hours shall not be included in the minimum unless worked. The men shall, if required by the employer, work on after 8 a.m. in order to complete the minimum period; such minimum shall be paid for at the special overtime rate to 7 a.m., meal-hour rate from 7 a.m. to 8 a.m. (if worked), and ordinary time rate thereafter.

(e) Tally-clerks who are ordered back and attend after the midday meal shall receive a minimum of one hour's pay.

(f) Notwithstanding anything to the contrary herein contained, if a tally-clerk is engaged to work meal-hour only, he shall be paid a minimum of two hours—viz., one hour at meal-hour rate and one hour at the rate applicable after the meal-hour.

Transfers.

11. (a) It shall not be permitted to transfer tally-clerks from one ship or job to another ship or job while other equally qualified tally-clerks are available.

(b) This clause shall not apply to tally-clerks who have finished a ship or job occupying less than six hours.

(c) This clause shall not apply to tally-clerks who are required to transfer for the purpose of working meal-hours.

(d) When on any day, owing to scarcity of tally-clerks, and no tally-clerk is available at the place of engagement, tally-clerks may be engaged or transferred at any time or place to or from any job or ship.

(e) Provided, when work is continuous under the same employer, tally-clerks and watchmen shall transfer from ship to ship or job to job under one minimum for the day of transfer, and such transfer shall not be construed to mean a new job or fresh engagement.

Failing to start Work.

12. (a) When men are ordered down to start work and one or more fails to appear or to commence work at the appointed time, substitutes may be engaged (after the last call at any time or place, irrespective of the provisions of this agreement regarding times and places of engagement).

(b) Such man or men failing to appear or commence work shall not be permitted to accept a fresh engagement until the original job is finished.

(c) That due notification be given by employers and/or union for any breach of the above.

Tallying Coal.

13. (a) When tallying coal by the basket a tally-clerk shall not be called upon to keep the tally of more than two gangs.

(b) When tallying trucks of coal, and truck numbers and tare of trucks only are required, one tallyman shall be deemed sufficient for any one ship.

Watchmen.

14. (a) Tally-clerks employed as cargo-watchmen shall be engaged during the same hours as tally-clerks and at the same place, and shall receive the same rates of pay as if they were employed as tally-clerks.

(b) Nothing in this agreement shall be deemed to apply to ships' watchmen.

Wages.

15. (a) Ordinary time—Mondays to Fridays inclusive, 8 a.m. to 12 noon, and 1 p.m. to 5 p.m.; Saturdays 8 a.m. to 12 noon—2s. 3½d. per hour.

Overtime Rates.

16. (a) Ordinary overtime—Mondays to Fridays, 6 p.m. to 10 p.m.—3s. 5½d. per hour; Saturdays, 1 p.m. to 5 p.m., 4s.

(b) Special overtime—11 p.m. to 7 a.m., double ordinary time, 4s. 7d. per hour; 6 p.m. to 10 p.m. on Saturdays, double ordinary time, 4s. 7d. per hour.

Meal-hours.

17. (a) Breakfast, 7 a.m. to 8 a.m.; dinner, 12 noon to 1 p.m.; tea, 5 p.m. to 6 p.m.; supper, 10 p.m. to 11 p.m.

(b) Tallymen shall work meal-hours if required to do so, and shall be paid 4s. 7d. for each meal-hour worked.

Preference.

18. (a) If any employer shall hereafter engage any worker coming within the scope of this agreement who shall not be a member of the union, and who shall not become a member thereof within seven days after his engagement and remain such member, the employer shall dismiss such worker from his service if requested to do so by the union, provided there is then a member of the union equally qualified to perform the particular work required to be done and ready and willing to undertake the same.

(b) The provisions of this clause shall operate only if and so long as the rules of the union shall permit any worker coming within the scope of this agreement of good character and sober habits to become a member of the union upon payment of an

entrance fee not exceeding 5s. upon a written application, without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 9d. per week, and such fines as may be lawfully imposed on him for non-attendance without reasonable excuse at a specially called meeting of the union, of which written notice has been given to him or sent to him by post at his last address as notified by him to the union, or for misconduct at a meeting of the union, or for being more than three months in arrear, without reasonable excuse, in his contributions to the union: Provided that the maximum fine shall not exceed 2s. 6d. for non-attendance at a meeting of the union or for being in arrear with his contributions, and £1 for misconduct at a meeting of the union.

Matters not provided for.

19. Any dispute in connection with any matter not provided for in this agreement shall be settled between the particular employer concerned and the president or secretary of the union, and in default of any agreement being arrived at, then such dispute shall be referred to the Local Conciliation Commissioner, who may either decide the same or refer the matter to the Court. Either party dissatisfied with the decision of the Conciliation Commissioner may appeal to the Court upon giving written notice of such appeal to the other party within seven days after such decision shall have been communicated to the party desiring to appeal.

Retrospective Pay.

20. The rates of pay fixed herein shall be retrospective to and including 1st January, 1935.

Term of Agreement.

21. This agreement shall come into force on the day of the date hereof, and shall continue in force until the 31st day of December, 1936.

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

American and Australian Line (Kinsey and Co., Ltd.,
Agents, Christchurch).

For and on behalf of KINSEY AND CO., LTD.:

CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

American Trading Co., Ltd., Inc. (Kinsey and Co., Ltd.,
Agents, Christchurch).

For and on behalf of KINSEY AND CO., LTD.:

CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Anchor Shipping and Foundry Co., Ltd., Nelson (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND Co., LTD.:
CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Blue Funnel Line (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND Co., LTD.:
CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Blue Star Line (N.Z.), Ltd. (A. H. Turnbull and Co., Agents, Christchurch).

p.p. A. H. TURNBULL AND Co., LTD.:
T. F. GIBSON.

Witness to the above signature—C. M. Taylor.

British India Steam Navigation Co., Ltd. (Union Steamship Co. of New Zealand, Ltd., Agents, Christchurch).

UNION STEAMSHIP Co. OF NEW ZEALAND, LTD.:
A. R. THOMPSON.

Witness to the above signature—C. M. Taylor.

Burns, Philp, and Co., Ltd. (A. H. Turnbull and Co., Agents, Christchurch).

p.p. A. H. TURNBULL AND Co., LTD.:
T. F. GIBSON.

Witness to the above signature—C. M. Taylor.

Canadian Government Merchant Marine, Ltd. (Canadian National Steamships, Agents, Christchurch).

M. CAFFIN, Local Manager.

Witness to the above signature—C. M. Taylor.

Canterbury Steam Shipping Co., Ltd., Christchurch.

HUGH MONRO, Director.

Witness to the above signature—C. M. Taylor.

Commonwealth and Dominion Line, Ltd. (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND Co., LTD.:
CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Cunard Line (Kinsey and Co., Ltd., Christchurch).

For and on behalf of KINSEY AND Co., LTD.:
CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Dalgety and Co., Ltd., Christchurch.

DALGETY AND CO., LTD.:

R. C. SYMES, Accountant.

Witness to the above signature—C. M. Taylor.

Eckford Shipping Co., Ltd., Blenheim (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND CO., LTD.:

CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Ellerman and Bucknall Steamship Co., Ltd. (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND CO., LTD.:

CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Ellerman Line, Ltd. (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND CO., LTD.:

CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Federal Steam Navigation Co., Ltd. (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND CO., LTD.:

CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Ferrier, Claude, and Co., Ltd., Lyttelton.

J. E. WILSON, Managing Partner.

Witness to the above signature—C. M. Taylor.

German Australian Shipping Co. (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND CO., LTD.:

CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Hain Steamship Co., Ltd. (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND CO., LTD.:

CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Hall Line, Ltd. (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND CO., LTD.:

CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Holm Shipping Line, Wellington (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND Co., LTD.:
CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Huddart, Parker, Ltd. (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND Co., LTD.:
CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

International Steamship Co., Kobe (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND Co., LTD.:
CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Kinsey and Co., Ltd., Christchurch.

For and on behalf of KINSEY AND Co., LTD.:
CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Lyttelton Harbour Board, Lyttelton.

p.p. LYTTELTON HARBOUR BOARD:
CHAS. H. CLIBBORN.

Witness to the above signature—C. M. Taylor.

Matson Navigation Co. (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND Co., LTD.:
CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

National Mortgage and Agency Co., Ltd., Christchurch.

WALTER C. BRYDON, Manager.

Witness to the above signature—C. M. Taylor.

New Zealand Shipping Co., Ltd., Christchurch.

THE NEW ZEALAND SHIPPING Co., LTD.:
W. HOLDERNESS, Local Manager.

Witness to the above signature—C. M. Taylor.

New Zealand Waterside Employers' Association Industrial Association of Employers, X Store, Queen's Wharf, Wellington.

W. H. BENNETT, Secretary.

Witness to the above signature—W. G. Smith.

Nippon Yusen Kaisha Co., Ltd. (A. H. Turnbull and Co., Ltd., Agents, Christchurch).

p.p. A. H. TURNBULL AND CO., LTD.:
T. F. GIBSON.

Witness to the above signature—C. M. Taylor.

Norddeutscher Lloyd (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND CO., LTD.:
CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Norwegian Africa Shipping Co., Ltd. (A. H. Turnbull and Co., Ltd., Agents, Christchurch).

p.p. A. H. TURNBULL AND CO., LTD.:
T. F. GIBSON.

Witness to the above signature—C. M. Taylor.

Oceanic and Oriental Navigation Co., Ltd. (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND CO., LTD.:
CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Osaka Shosen Kaisha (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND CO., LTD.:
CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

P. and O. Branch Service (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND CO., LTD.:
CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Peninsular and Orient Steam Navigation Co. (the New Zealand Shipping Co., Ltd., Agents).

THE NEW ZEALAND SHIPPING CO., LTD.:
W. HOLDERNESS, Local Manager.

Witness to the above signature—C. M. Taylor.

Redpath, J. A., and Sons, Ltd., Christchurch.

p.p. J. A. REDPATH AND SONS, LTD.:
S. VOGAN, Secretary.

Witness to the above signature—C. M. Taylor.

Rhind and Co., Lyttelton.

p.p. A. RHIND AND CO., LTD.:
C. H. TOY, Secretary.

Witness to the above signature—C. M. Taylor.

Richardson and Co., Ltd., Napier (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND Co., LTD.:
CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Scales, G. H., Ltd. (Rhind and Co., Agents, Christchurch).

G. H. SCALES, LTD., p.p. A. RHIND AND Co., LTD.:
C. H. TOY, Secretary.

Witness to the above signature—C. M. Taylor.

Shaw, Savill, and Albion Co., Ltd., Christchurch.

SHAW, SAVILL, AND ALBION Co., LTD.:
p.p. J. SATCHELL.

Witness to the above signature—C. M. Taylor.

Sleigh, H. C., and Co., Melbourne (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND Co., LTD.:
CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Swedish Australian Line (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND Co., LTD.:
CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Tapley, H. L., and Co.

H. L. TAPLEY, AND Co., LTD.:
G. L. TAPLEY, Director.

Witness to the above signature—C. M. Taylor.

Toy, W. W., and Co., Lyttelton.

W. W. TOY, AND Co.

Witness to the above signature—C. M. Taylor.

Turnbull, A. H., and Co., Ltd., Christchurch.

R. G. METCALFE, Secretary.

Witness to the above signature—C. M. Taylor.

Union Steamship Co. of N.Z., Ltd., Christchurch.

A. R. THOMPSON.

Witness to the above signature—C. M. Taylor.

Weir, Andrew, and Co., Ltd. (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND Co., LTD.:
CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

Westland Shipping Co., Ltd., Greymouth.

WESTLAND SHIPPING CO., LTD.:

W. W. TOY, AND Co., Agents.

Witness to the above signature—C. M. Taylor.

Westport Coal Co., Ltd., Christchurch.

For the WESTPORT COAL CO., LTD.:

C. G. CURTIS, Branch Manager.

Witness to the above signature—C. M. Taylor.

Wood, George A. (Kinsey and Co., Ltd., Agents, Christchurch).

For and on behalf of KINSEY AND Co., LTD.:

CYRIL R. WARD, Director.

Witness to the above signature—Percy L. Smith.

The Lyttelton Ships' Tally-clerks' Industrial Union of Workers.

[SEAL]

G. T. McDONALD, President.

T. SWAIN, Vice-President.

Witness to the above signatures—C. M. Taylor.