

*Discharging and Loading Boats—*

(a.) Where workers are engaged discharging and loading boats other than coal or white-lime barges the rate of pay shall not be less than 1s. 6d. per hour. No overtime rates to apply to this clause.

(b.) Youths' wages to be fixed and their work defined by mutual agreement between the union and employers.

*Men being sent Home.*

5. In the event of men coming to work and being sent home through there being no work through no fault of their own, they shall be allowed one hour, at 1s. 3d. per hour, unless previously notified. Where shift-men are allowed to load boats payment shall commence when work starts.

*Tools.*

6. All tools shall be supplied by the employer.

*Meals.*

7. Thirty minutes shall be allowed for crib-time. Where two or more men are employed in the same department they shall not have crib simultaneously.

*Accommodation.*

8. Fresh water shall be provided for drinking and washing purposes.

The employers shall provide the workers with (a) a bathroom suitably equipped; (b) proper accommodation to enable workers to change their clothes and have their meals; (c) proper sanitary accommodation.

Proper heating-apparatus shall be installed to dry workers' clothes, and boiling water shall be provided in time for workers' meals, and also for the purpose of washing workers' clothes.

*Transfer.*

9. Any worker temporarily engaged in any line of work other than in which he is commonly engaged shall be paid the wage prevailing in that branch to which he is temporarily transferred: Provided always that in no case shall the wage be less than he is entitled to in his usual work.

*Disputes.*

10. (a.) If any dispute arises in connection with this agreement between the representatives of the company and workers, such dispute may be settled by mutual agreement between the management and the union representatives. In the event of no agreement being arrived at the dispute shall be referred to the Conciliation Commissioner, whose decision shall be final.

(b.) Any matter not provided for in this award may be adjusted by written agreement between the employers concerned and the union representatives.

(c.) No worker shall be employed below the minimum rate except by permit of the union.

*Preference.*

11. (a.) In all cases when the company is engaging hands during the term of this award it shall be the duty of the company to inform every new worker that the employer and workers at Limestone Island are working under an award, and that such worker is required to become a member of the union within a period of fourteen days, and must pay an entrance fee not exceeding 5s. within that time, together with subsequent contributions not exceeding 6d. per week, payable fortnightly, and in all respects properly comply with the rules of the union.

(b.) If the company hereafter engages any worker who does not become and remain a member of the union within fourteen days the company shall dismiss such worker if requested to do so by the union. The company undertakes to include in its pay-roll only financial members of the Limestone Island Cement Employees' Industrial Union of Workers.

(c.) No official of the company shall be a member of the union.

*Accidents.*

12. A modern first-aid outfit, fully equipped, shall be kept in a convenient and accessible place.

*Term of Award.*

13. This award shall come into force on the 9th day of February, 1914, and shall extend until the 9th day of February, 1917.

T. HARLE GILES, Commissioner.