

CONFIDENTIAL

SGA/WHA/3 # 4

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(Formerly)

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SUBJECT:

WHALING SOUTH GEORGIA

CONNECTED FILES.

NUMBER AND YEAR.

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From His Excellency the Governor

to the Honourable the Colonial Secretary.

CONFIDENTIAL

The following information was conveyed to me confidentially by Mr. Olsen of Tonsberg in South Georgia on the subject of the economics of the whaling industry. It should be put on record and I think we should convey it to the Secretary of State, but it must be kept strictly confidential.

You are aware that the Tonsberg factory is about the same size as the Pesca Argentina factory and a good deal smaller than the one at Leith. I think recently its equipment was very out of date, perhaps as much so as the Pesca Argentine equipment is now, but they are in the process of replacing their old machinery and processes with more modern ones and much progress has been made. Nevertheless they are generally speaking not as well equipped as Leith.

It appears that the capital locked up in the shore factory, buildings etc. is about £500,000 and the capital locked up in "catchers", some of which are now rather old, is about £900,000. They have also a tanker/supply ship worth about £500,000, in all their capital equipment is worth perhaps £2,000,000.

As regards expenses these are greater in a good season than a bad since more fuel is burnt and more money is spent in overtime etc. In a good season expenses are about £850,000 and in a bad season about £750,000.

In a good season producing 60,000 ⁶ and 65,000 barrels of oil, if the price of oil is about \$72 for Grade I oil and £50 for meal, the total produce of the factory will fetch about £1,250,000. In a bad season it may not reach half this amount.

The conclusion is that in a good season the Company makes a thundering profit but in a bad season may lose money. The whole business is highly speculative. The machinery and installations are useful for no other purpose and a "catcher" is particularly useless for any other purpose. No one knows what the future of whaling is going to be and in consequence the Companies aim to cover the expenses of any new equipment or vessels by the profits of three or four good seasons.

2/1/55

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SAVING TELEGRAM.

From: The Governor of the Falkland Islands.
To: The Secretary of State for the Colonies.
Date: 12th February, 1954.

No. 9. DEPENDENCIES CONFIDENTIAL.

Whaling South Georgia. The following information on some aspects of the economics of the shore whaling stations in South Georgia is based on confidential information I received in South Georgia from the Manager of the Tonsberg Company and is forwarded for your information in connexion with representations recently made to you by the three whaling companies at South Georgia (your Confidential Saving Telegram No. 37 of 4th August, 1954, refers).

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2. The Tonsberg factory is about the same size as the Pesca Argentina factory and a good deal smaller than Messrs. Salvesen's factory at Leith. I think recently its equipment was very out of date, perhaps as much so as the Pesca Argentina equipment is now, but they are steadily replacing their old machinery and processes with more modern ones and much progress has been made. Nevertheless they are generally speaking not as well equipped as Leith.

It appears that the capital locked up in the shore factory, buildings etc. is about £500,000 and the capital locked up in "catchers", some of which are now rather old, is about £900,000. They have also a tanker/supply ship worth about £500,000, so in all their capital equipment is worth perhaps £2,000,000.

As regards expenses these are greater in a good season than a bad one since more fuel is burnt and more money is spent in overtime etc. In a good season expenses are about £850,000 and in a bad season about £750,000.

In a good season producing 60,000 to 65,000 barrels of oil, if the price of oils is about £72 for Grade I oil and £50 for meal, the total produce of the factory will fetch about £1,250,000. In a bad season it may not reach half this amount.

The conclusion is that in a good season the Company makes a handsome profit but in a bad season may lose money. The whole business is highly speculative. The machinery and installations are useful for no other purpose and a "catcher" is particularly useless for any other purpose. No one knows what the future of whaling is going to be and in consequence the Companies aim to cover the expenses of any new equipment of vessels by the profits of three or four good seasons.

See 3

GOVERNOR.

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CONFIDENTIAL

D/1/55. Our Ref. MED 133/212/06

3

Saving

From the Secretary of State for the Colonies.

FALKLAND ISLANDS
(DEPENDENCIES).

To the Officer Administering the Government of.....

Date 14 March, 1955

No. 8 Saving

CONFIDENTIAL



2 Your Savingsgram No. 9 Dependencies.

Whaling South Georgia

The confidential information on the economics of these whaling stations in South Georgia is most interesting and provides additional valuable background against which representations from the whaling companies may be considered.

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14th December, 1957.

D/O

Very many thanks for sending me a copy of a letter from Meade-King Robinson & Co. Ltd. on the subject of Whale Oil prices.

There certainly has been a drop and this is rather disturbing. I have taken the liberty of having a copy made for record purposes and trust you have no objection. I am returning the original letter herewith. 5.

Very many thanks.

A.G.D.T.

E.G. Rowe Esq.,
STANLEY.

AGDT/SJA

COPY.

Meade-King Robinson & Co. Ltd.,
Tower Building,
22 Walter Street,
LIVERPOOL 3.

18th October, 1957.

Messrs. South Atlantic Sealing Co. Ltd.,
35, John Street,
Port Stanley,
FALKLAND ISLANDS.

Dear Sirs,

CRUDE WHALE OIL NO. 1 GRADE.

We have not been advising you recently as the market has been very inactive, but about a week ago the balance of the Norwegian 1956/57 Antarctic Production was sold at £75 per English ton, naked ex tank Continent. This price was at least £5 per ton below what had been accepted previously on this production, and it has of course had considerable effect on markets.

For small lots of 100 tons the price quoted on the Continent is £82. 10. 0 per English ton naked ex tank.

Yours faithfully,
for Meade-King Robinson & Co. Ltd.

(Sgd.) H. Smith (?)

SJA

RG
10/20/57

3/1/55.

Special Conditions

of the 1957-58

National Whaling Board Contract

Special Conditions

of the 1957-58

National Whaling Board Contract

NOTE.—

The National Whaling Board was established under the Whaling Agreement dated 26th August, 1939. The following are signatories to the Agreement and are represented on the National Whaling Board:—

The National Union of Seamen.

The Merchant Navy and Air Line Officers Association.

Hector Whaling Limited.

Sevilla Whaling Co., Limited.

South Georgia Co., Limited.

SPECIAL CONDITIONS

A. If when signing his contract a man claims exemption from overwintering for personal or other reasons of exceptional importance (*vide* Clause K) the Managers will investigate the case as soon as practicable and inform the man whether or not they accept his claim.

B. (1) Pay runs:

from date of commencement of service at port of engagement (or, in the case of men required to travel from port of engagement prior to commencing service, from the date the journey commences);

to date of conclusion of service at port of engagement (or, in the case of men whose services are dispensed with elsewhere, to the date of return to port of engagement, though if the employed himself wishes to terminate this contract prior to return to port of engagement (and this is agreed to) his pay stops from the date of termination);

but personnel engaged in Norway or U.K. who accompany the expedition from departure to arrival back shall receive pay for a minimum of 7 months with the exception that in case of grounding, shipwreck or other unforeseen accidents to the land-station, floating factory, whale-catchers and/or other vessels necessitating breaking off or limitation of operations pay will only run to date the employed returns to port of engagement. In such cases there will be no claim for bonus except on oil (by-products) actually produced.

(2) The crew of a whale-catcher that is temporarily prevented from operating owing to breakdown shall receive joint bonus on the quantity of oil (by-products) produced by the expedition during such a temporary cessation of the operation of the whale-catcher concerned.

(3) If the employed falls ill, or becomes incapacitated by accident, he shall receive pay until his return to port of engagement or for three months from date of leaving the expedition,

B. (3)—Continued.

whichever is the shorter. If the employed falls ill or becomes incapacitated by accident while on the whaling grounds he is entitled to bonus until he leaves the expedition.

- (4) No bonus is paid to whale-catcher personnel (including personnel on buoy-boat rates) for right whales, humpback whales (except in conformity with the International Agreement), milk-filled whales, or whales less than the minimum sizes sanctioned by the International Agreement. When calculating the Joint Bonus, Whale Bonus and By-product Bonus, the production from right whales, hump-back whales (except in conformity with the International Agreement), milk-filled whales and whales that are too small is to be deducted from the total catch of the expedition. The Managers decide how much falls to be deducted, if no satisfactory factory (land-station) figures are available.

Subject to the above, when calculating the whale-bonus for a catcher, there shall be added to its own catch of worked up whales the catch of the buoy-boat (expedition boat), if such is used, divided by the number of ordinary catchers. The total thus arrived at shall be converted into bonus-whales by working out the total amount of running English feet of blue-whales, fin-whales, sperm-whales, sei-whales and humpback whales caught during the season as follows:—

75 English feet blue whale	=	1 bonus whale.
110 " " fin whale	=	" "
120 " " humpback whale	=	" "
110 " " sperm whale	=	" "
200 " " sei-whale	=	" "

The whales are measured on board the floating factory or on the land-station in accordance with existing regulations for the operations. "Dead whales" can only be brought in with the consent of the Managers and shall in such cases be calculated as half-whales. If any catcher is used as a buoy-boat (expedition boat), or to assist a vessel in distress, buoy-boat bonus will be paid for the period it is in consequence precluded from hunting.

The whale-bonus will be paid on the basis of the floating factory's (land station's) average yield of oil per bonus-whale multiplied by the number of bonus whales of the catcher concerned.

- (5) If the ship and/or the expedition is prevented from leaving at the right time owing to strike, lockout or other unforeseen circumstances, no compensation will be paid for cancelling the contract.

- (6) The Managers pay the agreed monthly allotment at the stipulated time and the balance of the amount due to the men on arrival home at the end of the season, with the exception of bonus on 5% of the production, which is paid as soon as the total production has been discharged and measured.

- (7) The Company agrees, when this is possible and when foreign exchange can be obtained, to pay up to one month's pay at a port of call, limited to once on the journey out and once on the journey home, to such men as may desire this. Apart from this no cash will be paid during the voyage. Transfer of money from the account of one man to another is not allowed.

- C. (1) If the employed is required to travel to place of commencement of service he is entitled to a free passage and keep from port of engagement. Managers have the right to dispense with a man's services wherever they want to do this, but if services are dispensed with at a place other than port of engagement the employed is entitled to free passage and keep to port of engagement—unless the employed himself wishes to terminate contract at place other than port of engagement (and this is agreed to) in which case Managers have no further liabilities.

- (2) When travelling as passengers (a) Factory Electrical Officer (Gp. III), Whale-catcher Radio Officer, Electrical Officers and Stewards travel 1st Class on the North Sea (2nd Class per vessel with accommodation similar to "Venus"), 2nd Class overseas, 3rd Class on railways in Scandinavia and Great Britain, and 2nd Class on railways in other countries (if there is no 2nd Class the employed travel 3rd Class) and are entitled to sleeping berth during the night if available, (b) Navigating and Engineer Officers (not Assistant Engineers), Factory (Land Station) Radio Officers and Chief Electrical Officer and Factory (Land Station) Chief

C. (2)—Continued.

Steward travel 1st Class on the North Sea, 2nd Class overseas and 2nd Class on railways, but if the stated accommodation by rail or ship is unavailable they travel by a lower class; they are entitled to sleeping berth during the night if available, (c) other personnel travel 3rd Class on railways and boats and are entitled to sleeping berth during the night if available. If an officer or rating is sent by a lower class than that to which he is entitled under the agreement, and a ticket was available by that class, he shall be paid the difference.

D. (1) The employed is obliged—without extra payment except where specified in this contract—to carry out any work to which he is put both on the vessels (land-station) of the expedition to which he is attached and on other vessels (land-stations).

E. (1) If the employed carries out a complete or partial boiler scaling on a whale-catcher, he shall receive the sum of Kr. 10 per boiler (Engineer Officers Kr. 50) for each occasion. If a rating carries out a complete boiler scaling on a catcher (from the time catching operations commence until production ceases for the season) he shall receive the sum of Kr. 50 for each boiler scaled. At South Georgia this payment applies only for a complete boiler scaling on a whale catcher which is taking part in whaling operations. A payment of Kr. 10 to each man taking part shall be made for each completed boiler scaling carried out on a floating factory or land station from the time catching operations commence until production ceases for the season.

(2) On board floating factories which do not use mechanical washing down apparatus, an additional 60 öre per hour per man is paid for work in the tanks during hosing down. Alternatively, the work may be arranged on a lump sum basis and carried out continuously, in which case no overtime will be paid, but a payment of Kr. 70 per tank will be divided amongst the men carrying out the work. The Company will provide oilskins, gum-boots and sou-westers to men working in the tanks during hosing down, and gum-boots to men working in the tank bottoms during tank cleaning.

(3) Sweeping of tanks during discharge of whale oil in a discharge port will be arranged on a lump sum basis. The work will be carried out continuously and no overtime will be paid; but a payment of 50 öre per ton discharged oil will be divided amongst the men who take part in the sweeping.

No extra payment will be made for sweeping of tanks on the whaling grounds (including South Georgia). If the work is carried out on Sundays and holidays those taking part in the sweeping will be paid double wages on the basis of the number of hours worked. Extra wages for each Sunday and holiday shall not, however, exceed one day's wages.

(4) An extra payment of Kr. 1 per hour will be paid to men lime-washing cookers by means of mechanical sprayers and to men painting by means of mechanical sprayers (the latter does not include spraying tanks with "Removoil").

(5) An extra payment of Kr. 3 per hour will be paid to Divers for the period spent under water. An extra Kr. 0.20 per hour shall be paid to Electric Welders, Burners and Coppersmiths while actually performing electric welding, burning and tinning work, subject to a maximum of Kr. 240 per season or over-wintering period.

(6) For a thorough cleaning and greasing of the accumulator gear on whale catchers after the end of the season or during over-wintering, the sum of Kr. 40 per man will be paid to those taking part in the work.

(7) For a thorough washing out and cleaning of bunker tanks on whale catchers Kr. 55 per tank is to be divided amongst the men carrying out the work.

(8) Carpenters who supply their own tools receive Kr. 25 per month extra for this. Moulders, Founders and Upholsterers on the land-station who supply their own tools receive Kr. 10 per month extra (including the voyage to and from the land-station).

(9) If a mate on a whale catcher also acts as Master he shall receive an increase of Kr. 322 per month for the period he serves in that capacity. If a mate with a wireless certificate also acts as Wireless Officer, he receives an additional Kr. 111 per month for such period as he carries on the combined duties. After three seasons service in this capacity in the Company, he receives a further Kr. 30 per month. If a Radio Officer on a whalecatcher also acts as Asdic Operator he receives an additional Kr. 90 per month.

(10) If the company requires officers on floating factories to wear uniform during service, either this shall be provided by the company or the officer shall be paid Kr. 30 per month during period of engagement towards purchase and maintenance of uniform.

(11) If the employed is ordered to replace a man in a higher paid position, he is entitled to the pay of that position for such period as he works in that better paid position, on condition that the work continues for at least two consecutive days. If employed in the higher paid position for the whole time on the whaling grounds, he is entitled to this pay also on the voyage to and from the whaling grounds. In cases, however, where the Managers have an agreement with The National Union of Seamen including a system of annual promotion, replacement of any rating in the groups or categories included in that agreement gives no title to any extra payment.

(12) If any personnel of an expedition are required to perform work in connection with equipping, bunkering, discharging barrels, drums, bagged goods or the like for any other whaling expedition not operating in the Antarctic, they will be paid double wages on the basis of the number of hours worked. This Clause does not apply to repairs and overhaul, nor does it apply to men joining the whaling expedition in question.

F. (1) On Whale Catchers, Tow Boats, etc.

(a) On the voyage to and from the whaling grounds the working hours shall be divided into three watches as far as circumstances allow. Overtime at the rates specified in F(2)(d) shall be paid to all for hours worked over 8 per day (Catering Department 9 hours per day) including Sundays and Holidays, except Chief Engineer, First Mate and Steward, who receive 10 days' pay per season in lieu of overtime, regardless of the length of the voyages. Men required to work on Sundays will receive one day's extra pay at the standard rate for each Sunday worked, unless they qualify for overtime during normal hours of work on Sundays.

(b) On the whaling grounds (reckoned from the day on which the expedition commences catching operations until it ceases production for the season) the working hours shall be divided into two watches. Other arrangements are as usual on board whale catchers, and no overtime is paid.

(c) Each member of the crew of an ordinary whale catcher will receive catcher supplement at the following rates on every whale on which whale bonus is paid to him. During service on buoy boat (expedition/tow boat) the catcher supplement will be paid on the average number of whales upon which whale bonus is paid to the ordinary catchers.

Expedition Rates	Officers & Stewards	Other Men	Except Gp. XI	Gp. XII
Floating Factory ...	Kr. 7.46	Kr. 5.87	Kr. 2.33	Kr. 1.48
Land Station ...	Kr. 8.37	Kr. 6.55	Kr. 2.68	Kr. 1.71

(2) On Land Station, Floating Factory, Transport and Refrigerating Vessels.

(a) On the voyage to and from the whaling grounds working hours for the men on watch are divided into three watches including Sundays and holidays. Working hours for men employed in the Catering Department and in the care of saloons, cabins, barracks, etc., are nine hours per day including Sundays and holidays. Working hours for other men are 8 hours per day on weekdays. Men required to work on Sundays will receive one day's extra pay at the standard rate for each Sunday worked, unless they qualify for overtime during normal hours of work on Sundays.

(b) On the whaling grounds (reckoned as in F(1)(b) above) working hours are 10 hours per day on weekdays. If the work is arranged in 12-hour shifts, 2 hours shall be allowed off for meals and the shifts are to be changed at 6 a.m. and 6 p.m. or at 8 a.m. and 8 p.m.

(c) The employed may further be required to work night and day, including Sundays and Holidays. For hours worked in addition to those specified above (irrespective of whether they are worked during the day or night) overtime will be paid except to Chief Engineer (Station Workmaster), Chief Officer

F. (2) (c)—Continued.

(Station Foreman), Junior Chief Engineer, Junior Chief Officer, Chief Electrical Engineer/Officer, Chief Radio Officer, Chief Steward, Sick Attendant and Watchman.

(d) The rate of overtime is Kr. 4.70 per hour for Navigating, Engineer and Radio Officers and Whale Catcher Stewards; Kr. 3.36 for ratings in Group I to IV; Kr. 3.29 for ratings in Group V (on whale catcher—Assistant Engineer and Motor-man); and Kr. 3.20 for all other men, with the exception of ratings in Groups XI and XII and corresponding catcher ratings (including Cabin/Galley Boy) Kr. 1.60 and Kr. 1.25 respectively. An additional 25% is paid for overtime work beyond 3 hours on week-days. An additional 100% is paid for work over 16 consecutive hours (unless this increase is already applicable under another provision). Overtime payment at this rate continues for all hours worked until five consecutive hours off duty have been given. An additional 100% is paid for work on Sundays. If the employed is turned to on a Sunday or holiday a minimum of one hour's overtime will be paid. If the employed is turned to three times on a Sunday or holiday a minimum of 8 hours' overtime will be paid. An additional 100% is paid for work on holidays. For purposes of 100% additional overtime payment on holidays, hours are reckoned from 12 midnight to 12 midnight except for the following holidays when time is reckoned from 5 p.m. on the day before the holiday; Christmas Day, New Year's Day, Easter Sunday, Whit-Sunday. The following days are holidays: Prayer Day, Christmas Day, Boxing Day, New Year's Day, Maunday Thursday, Good Friday, Easter Sunday and Easter Monday, Ascension Day, Whit-Sunday and Whit-Monday, 1st and 17th May. Officers and ratings (specified in Clause F(2) (c) above) who are not paid overtime receive the following number of days extra pay at the conclusion of the complete season or *pro rata* if incomplete:—

	Floating Factory	Land Station
Officers and ratings up to and including Group IV	53	57
Ratings in Group V	52	56
Other ratings	50	55

(3) Overwintering

(a) Working hours for men employed in the Catering Department and in the care of saloons, cabins, barracks, etc., are 9 hours per day on weekdays. Working hours for other men are 8 hours per day on weekdays.

(b) Clause F(2)(c) above applies also to overwinterers.

(c) Rates of overtime and holidays as in Clause F(2)(d) above, except that officers and ratings specified in Clause F(2)(c) above, and any catcher Chief Engineers and First Mates who are employed in a purely supervisory capacity in charge of work, are not paid overtime, but receive the following number of days' extra pay at the overwintering rate for complete overwintering period or *pro rata* if incomplete:

Officers and ratings up to and including Group IV	29
Ratings in Group V	28
Other ratings	27

G. (1) The Managers provide bed and bedding on the following scale: pillow with cover, up to three woollen blankets (depending on the time of year) (up to five on whale catchers), sheets (officers), blanket bag (ratings) and mattress with cover. Bed and bedding is returnable to the Company in good condition (fair wear and tear excepted). In case of deficiency or damage for which he can be held responsible, the man concerned will be liable for the current cost of replacement. Managers provide flint or plastic mess gear and stainless cutlery. The Managers are not responsible for shortage of mess gear caused by breakage and going astray. The men are liable for the cost of replacing this. Where no other satisfactory method can be found, the cost of replacement will be divided amongst the men who belong to the mess concerned.

(2) The men are to be paid a compensation of Kr. 2000—Navigating, Engineer and Radio Officers Kr. 3000—if their effects are totally lost owing to shipwreck, fire, etc., Carpenters receive compensation for their tools according to account up to Kr. 1500, Moulders, Founders and Upholsterers, Kr. 300. partial damage is compensated on basis of valuation.

- H. (1) The employed must not bring firearms with him.
- (2) The employed is not allowed without permission to trade on his own account or to act as an agent while on board the Managers' ships (land station).
- (3) No man is permitted to bring on board alcohol of any description. Any alcohol brought on board without permission of the Managers may be confiscated without compensation.
- J. If a floating factory while returning from the whaling grounds is engaged on a commercial assignment not connected with whaling operations a 75% addition will be made to the standard wages of the crew in respect of the period by which the homeward voyage is extended.
- J. In cases of vessels which are to discharge in U.S.A. the men who accompany the vessel are bound, if required, to stay on board whether vessel proceeds to Europe in ballast or with cargo on board. The crew of a floating factory or transport vessel is also bound, if required, to accompany vessel from discharge port to coal port or oil port to load coal or oil for next season and thence to laying-up port or repair port.
- K. If required by the Managers, and unless personal or other reasons of exceptional importance dictate to the contrary, the men are obliged to overwinter in any foreign port. The men receive 75% increased pay when overwintering. The men who overwinter are bound to serve next season at the same rates of pay and bonus as for the men in corresponding positions engaged at home. Time is reckoned from the date the vessel in question arrives at laying-up berth until next season's expedition arrives there or the employed leaves the laying-up port. For men, however, who overwinter at a land station, overwintering terms apply to the period commencing from the day after catching operations cease to the day before catching operations recommence. While catching operations are being conducted from the land station, season terms apply. Men awaiting repatriation after the end of the land station season shall have overwintering terms from the day after catching operations cease until the day before they sail.
- L. Officers and ratings signing off shall receive $1\frac{3}{4}$ days' basic wages (including seniority increase and motor increase where applicable) per month of service as holiday pay. Half a month (15 days) or

more counts as a whole month, but a shorter period shall not count. During the period of holiday, victualling allowance of Kr. 10 per day shall be paid.

- M. The employed agrees that there be stopped from his earnings any sums claimed from him by any British authority, subject to instructions from that authority. If the employed is a Norwegian he agrees, in addition, to the same procedure as regards sums claimed from him by any Norwegian authority. The same procedure applies to contributions to the Merchant Navy Officers' Pension Fund, of which every British Navigating, Engineer and Radio Officer must be, and remain, a member during the period of this contract.
- N. (a) In case of any dispute or difference arising on ships or land station which cannot be settled on the spot, no stoppage of work or lock-out shall take place. A statement of both sides to the dispute or difference shall be entered by the Secretary of the expedition (in a special book to be kept for the purpose) and signed by the man (men) and Officer (Officers) concerned. The book will be forwarded to the National Whaling Board on the return of the expedition to Europe and disputes or differences will be finally settled through its machinery.
- (b) All other disputes or differences must be reported immediately by the man concerned to his Union and will be finally settled through the machinery of the National Whaling Board. Failure to enter a dispute or difference in the book (in the case of (a) above) or to report it to the Union (in the case of (b) above) at the time or soon after it has arisen will disqualify any claim that may subsequently be made.
- O. All stores and provisions issued to crews are only for use and consumption on board the ship (land station) and the property in any unused or unconsumed stores or provisions remains in the Managers. Any man taking ashore, selling, destroying or giving away any such stores or provisions renders himself liable to prosecution.
- P. The engagement in Europe or South Africa of the employed is conditional upon his joining and remaining for the term of his engagement a member of a Union accepted by the National Whaling Board.

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N.B.—This Index is not part of the Agreement, and is only put in for assistance in referring to the various clauses.

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	Radio Officer acting as Asdic operator	E(9)
	Equipping other whaling expeditions	E(12)
Stoppages	On claims of British/Norwegian authority	M
	For M.N.O.P.F.	M
Stores and Provisions	Unused	O
Sundays	Hours of work on	F(1)a, F(2)a
	Overtime on	F(1)a, F(2)a, c, d
	Extra payment for Sundays worked	F(1)a, F(2)a
Termination of Contract	By mutual consent	B(1), C(1)
	Services of employee dispensed with	B(1), C(1)
Tools	Monthly allowance for	E(8)
	Compensation for loss	G(2)
Trading on Own Account		H(2)
Transfers between Accounts		B(7)
Transports	Hours of work, etc., on	F(2)
Uniform		E(10)
Union Membership		P
Whale Catchers	Bonus when used as buoy boat, etc.	B(4)
	Bonus on breakdown	B(2)
	Hours of work, etc., on	F(1)
Whales	No bonus on certain types	B(4)
	Conversion into bonus whales	B(4)
	Bonus on "dead whales"	B(4)
	Catcher supplement on	F(1)c
Whaling Grounds	Defined	F(1)b
Work	General obligations	D(1), F(2)c, F(3)b

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