

## WESTLAND INDUSTRIAL DISTRICT.

### (1309.) INANGAHUA GOLD-MINERS.—CLAIMS OF UNION.

(For Award see June.)

CLAUSE 1. Minimum rate of wages per week:—

	£	s.	d.
(1.) Where a shift-boss has charge of thirty men (including truckers) in any shift ... ..	4	0	0
Where a shift-boss has charge of less than thirty men (including truckers) ... ..	3	10	0
(2.) Timber-men on surface ... ..	3	10	0
(3.) Men employed on rise, winze, or shaft, and men employed in driving from winze or shaft where the hauling has to be done by manual labour ... ..	3	6	0
(4.) Miners employed in timbering and securing ground where "breaks" or "falls" have occurred, or repairing in mine ... ..	3	10	0

	£	s.	d.
(5.) Miners	3	0	0
(6.) Winders	4	0	0
(7.) Stationary-engine drivers	3	10	0
(8.) General blacksmiths	4	0	0
(9.) Blacksmiths ordinarily employed at sharpening tools	3	10	0
(10.) Blacksmiths' assistants (strikers)	2	14	0
(11.) Bracemen	3	0	0
(12.) Chambermen	3	3	0
(13.) Truckers	2	14	0
(14.) Truckers working in wet levels (or 1s. per day extra)	3	0	0
(15.) Battery-feeders	2	10	0
(16.) Rock-breakers	3	0	0
(17.) Men in charge of aerial	3	10	0
(18.) Brakemen of aerial	3	0	0
(19.) Coupler of aerial	3	0	0
(20.) Men employed filling aerial	2	14	0
(21.) Men employed tipping aerial	2	8	0
(22.) Men in charge of shifts at batteries	3	10	0
(23.) Men working vanners	2	8	0
(24.) Men working at slimes-tables	2	8	0
(25.) Men working at chlorination-works	3	10	0
(26.) Men working at cyanide	3	0	0
(27.) Men working at rock-drills	3	10	0
(28.) Men working rock-drills in rise	4	0	0
(29.) Men filling from rock-drills	3	0	0
(30.) Men shovelling in mine other than from rock-drills	2	17	0
(31.) Firemen	3	0	0
(32.) Carpenters	3	10	0

### *Employment of Youths.*

Clause 2. Subject to a written agreement between the various employers or any of them and the Workers' Union, youths under twenty-one years of age may be employed as blacksmiths' strikers, truckers, battery-feeders, tipping the aerial, working at slimes-tables, working at cyanide, and at any other work at the following rate of wages—that is to say: For the first year, not less than £1 10s. per week, with an increase at the end of each year of not less than 6s. (six shillings) per week until such youth reaches the minimum wage of the branch of employment in which he is employed.

### *Winding-men.*

Clause 3. Where the shaft exceeds a depth of 250 ft. and there is machinery, the employer shall at all times hoist the men: Provided that any company may from time to time agree in writing with the workers' union that this clause shall be suspended with respect to any mine or any portion of a mine mentioned in such agreement for the period therein specified, and in such case this provision shall

cease to be operative to the extent and for the period mentioned in such agreement.

Clause 4. In all cases in which work is done on contract, written specifications shall be provided to work by, and no employer shall enter into any contract for the performance of work in or about a mine without making it a binding stipulation that the contractor shall observe all the provisions of this agreement and not employ his workmen for longer hours or at a lesser rate of wages than provided for the various descriptions of work.

Clause 5. Subject to a written agreement between the various employers or any of them and the workers' union, and not otherwise, contracts may be let for taking out quartz by stopping, and trucking may also be let on contract subject to the written agreement as aforesaid.

Clause 6. The Christmas holidays shall be from the 24th December to the 2nd January (both days inclusive). The birthday of the reigning sovereign and Labour Day shall also be holidays. All work done on holidays shall be paid for at the rate of time and a half.

#### *Sunday-work.*

Clause 7. No work shall be done on Sunday, except that which is of absolute necessity. All Sunday-work shall be paid for at the rate of double time.

Clause 8. All overtime shall be paid for at the rate of time and a half.

#### *Monday and Saturday Shifts.*

Clause 9. The night-shift following the Sunday shall go on at 2 a.m. on Monday mornings and shall cease at 8 a.m. The day-shift on Saturday shall go on at 8 a.m. and shall cease at 2 p.m. The afternoon-shift on Saturday shall go on at 2 p.m. and shall cease at 8 p.m. And that where ventilation is not provided as prescribed by the Mining Acts and regulations thereunder, six hours shall constitute a shift, at the full rate of wages; and where there are men employed in wet levels and places, six hours shall constitute a shift, at full wages.

Clause 10. Except as mentioned in the last clause, the hours shall be eight hours in each shift, in which eight hours the usual allowance shall be made for crib-time.

#### *Gum Boots and Oilskins.*

Clause 11. Gum boots and oilskins shall be provided for men or youths employed about cyanide plants or other works at the employers' expense.

#### *Payment of Wages at Mines.*

Clause 12. Where the mines are distant more than four miles from the Reefton Post-office, all wages shall be paid at the mines.

*Matters not provided for.*

Clause 13. Any matter not provided for in this agreement shall be settled by written agreement between the employer concerned and the committee of the workers' union, and in the event of the parties not coming to an agreement the matter in dispute shall be referred to the Chairman of the Board of Conciliation for the Westland Industrial District or the President of the Court of Arbitration, and any decision given by the Chairman of the Board or the President of the Court (as the case may be) shall be final and binding on both parties.

*Preference to Members of the Union.*

Clause 14. In all cases when the companies or any of them are starting new hands during the term of this agreement, it shall be the duty of the management of the said company to acquaint such new employee of the fact that employers and workers in the Reefton District are working under an industrial agreement made and executed under the provisions of "The Industrial Conciliation and Arbitration Act, 1900," and amendments thereof, and that such worker being a new employee of the said company or any of them is required to become a member of the Inangahua Miners' Industrial Union of Workers (if not already a member), as it is with that body and not with individuals the employers deal and execute such agreement. In all cases when the companies or any of them are reducing hands, should there be unionists and non-unionists working for the said companies, other conditions being equal, the unionists shall have the preference of employment.

*Term of Agreement.*

Clause 15. This agreement to be for two years commencing from the 1st day of February, 1906.

HENRY BETTS,  
Secretary Inangahua Miners' Industrial  
Union of Workers.

Reefton, 1st February, 1906.

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