

WELLINGTON INDUSTRIAL DISTRICT.

(1978.) WELLINGTON ELECTRICAL WORKERS.—AGREEMENT.

THIS industrial agreement is made in pursuance of "The Industrial Conciliation and Arbitration Act, 1908," this 24th day of September, 1909, between the Mayor, Councillors, and Citizens of the City of Wellington (hereinafter referred to as "the Corporation") of the one part and the Wellington Electrical Workers' Industrial Union of Workers (hereinafter termed "the union") of the other part, whereby it is agreed as follows:—

INTERPRETATION.

1. (a.) "Linemen's work" shall mean and shall include the complete installation of overhead and underground electric-light mains from the supply-station to the point of connection to the consumer, the erection and connecting-up of transformers, meters, and street-lamps.

(b.) "Linesmen's assistants' work" shall mean the carrying-out of all necessary work in assisting linesmen, and under their direction.

WAGES.

2. (a.) All wages shall be paid weekly.

(b.) Linesmen shall be paid at the rate of not less than 1s. 3d. per hour.

(c.) Linesmen's assistants shall be paid not less than 1s. 1½d. per hour.

(d.) If linesmen's assistants are temporarily employed as linesmen they shall be paid at linesmen's rates of pay for any time so employed; provided that if so engaged they shall be paid for not less than two hours at that rate.

(e.) Labourers employed on erecting poles and at other unskilled work shall be paid the current wages for general labourers.

HOURS.

3. (a.) Forty-five (45) hours shall constitute a week's work.

(b.) The working-hours shall be eight and a quarter ($8\frac{1}{4}$) hours on five days of the week, and three and three-quarters ($3\frac{3}{4}$) hours on one day of the week.

OVERTIME.

4. (a.) All times worked in excess of the hours provided for herein shall be paid for at the rate of time and a quarter for the first two hours and time and a half thereafter.

(b.) If at any time a man is called out after having ceased work, then the time worked shall be at the rate of time and a half, and shall count from the time of leaving home until reporting off at the power-station.

HOLIDAYS.

5. (a.) For all time worked on Sundays, time and a half shall be paid.

(b.) After twelve months' continuous service, full rate of pay shall be granted to employees under this agreement for all statutory holidays, and, in addition, ordinary rate of pay shall be paid for all time worked on such days.

(c.) Casual employees shall be paid double time for all work done on statutory holidays.

6. (a.) "Suburban work" means work performed by a worker at a distance of over two miles from the lighting-station.

(b.) Workers shall be at the lighting-station at the time appointed for the commencement of work, but if previously required to do so they shall be at the place where the work is to be performed at the hour appointed for the commencement of work, and, if the distance required to be travelled to reach that place shall be more than two miles, they shall be paid at the ordinary rate of wages for the time occupied in proceeding to such place, reckoning the time occupied at the rate of four miles per hour, or by whatsoever means they shall proceed thereto.

PREFERENCE.

7. (a.) So long as the rules of the union shall permit any person of good character to become a member of the union upon payment of an entrance fee not exceeding 5s. upon his written application, without ballot or other election, and so to continue on payment of subsequent contributions, whether payable weekly or not, not exceeding 6d. per week, employers shall employ members of the union in preference to non-members, provided that there are members of the union equally competent with non-members to perform the work required to be done, and ready and willing to undertake it. This clause shall not compel employers to refuse to continue to employ persons now in their employment.

(b.) The union shall keep in the office of the Employers' Association, in the City of Wellington, a book, to be called the "employment-book," wherein shall be entered the names and exact addresses of all the members of the union for the time being out of employment, with a description of the branch of the trade in which each member claims to be proficient, and the names, addresses, and occupations of each employer by whom such member has been employed during the preceding two years. Immediately on such member obtaining employment a note thereof shall be entered in the book. The executive of the union shall use their best endeavours to verify all the entries contained in such book, and the union shall be answerable as for a breach of this agreement in case any entry therein shall in any particular be wilfully false to the knowledge of the executive of the union, or in case the executive shall not have used their best endeavours to verify the same. Such book shall be

open to every employer without fee or charge during office hours. If the union fail to keep the employment-book in manner provided by this clause, any employer may in such case, and so long as such failure shall continue, engage any person, whether a member of the union or not, to perform the work required to be done, notwithstanding the foregoing provisions.

(c.) Employers shall not discriminate against unionists in the engagement or dismissal of their men, nor in the conduct of their business do anything for the purpose of injuring the union, either directly or indirectly.

(d.) When members of the union and non-members are employed together they shall work in harmony and under the same conditions, and shall receive equal pay for equal work.

TOOLS.

8. The employer shall provide all the necessary tools.

TERMINATION.

9. This agreement is to terminate on the 1st day of May, 1910, the date of the termination of the Electrical Workers' award.

In witness whereof these presents have been executed by or on behalf of the parties hereto, the 24th day of September, 1909.

The seal of the Wellington Electrical Workers' Industrial Union of Workers was hereto affixed pursuant to a resolution of the Committee of the union passed on the 24th day of September, 1909, in the presence of—

(L.S.)

President: A. SNERTINGE.

Secretary: J. GALLIERS.

The common seal of the Mayor, Councillors, and Citizens of the City of Wellington was hereto affixed at the offices of and pursuant to a resolution of the City Council, in the presence of—

(L.S.)

A. K. NEWMAN, Mayor.

JOHN P. LUKE, Councillor.

JNO. R. PALMER, Town Clerk.