

(2046.) WESTLAND CERTIFICATED ENGINE-DRIVERS AND FIREMEN
(POINT ELIZABETH STATE COLLIERY).—AGREEMENT.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1908," and its amendment, this 10th day of August, 1909, between the Westland Certificated Engine-drivers and Firemen's Industrial Union of Workers (hereinafter termed "the union") and the Point Elizabeth State Colliery and the management thereof (hereinafter termed "the employers"), whereby it is agreed between the said parties that—

1. *Wages*.—The minimum rate of wages to be paid to engine-drivers in charge of stationary engines within the meaning of "The Machinery Act, 1908," shall be as follows:—

- (a.) Where the work that the engine-driver is employed to do requires that he shall hold a first-class certificate as a stationary-engine driver, he shall be paid a minimum rate of 11s. per shift.
- (b.) Where the work that the engine-driver is employed to do requires that he shall hold a second-class certificate as a stationary-engine driver, he shall be paid a minimum rate of 10s. 6d. per shift.
- (c.) Assistant firemen shall be paid a minimum rate of 6s. per shift for the first year, to rise by yearly increases of 1s. per shift each year.

2. *Hours*.—All shifts on engines or boilers to be eight hours, including meal-times.

3. *Overtime*.—(a.) Except where otherwise provided for, all time worked in excess of eight hours per day shall be deemed to be overtime, and shall be paid for at the rate of time and a quarter.

(b.) Time and a half to be paid for all time worked on the undermentioned holidays, with the exception of Christmas Day and Labour Day: on these days double time shall be paid.

(c.) Time and a half shall be paid for all time worked on Sundays, except where the machinery is running seven days per week for twelve months: in that case no overtime shall be paid for Sunday work.

(d.) When workers shall relieve each other by agreement, no overtime shall be paid.

4. *Holidays*.—All days from the 25th December to the 3rd January (both days inclusive) shall be deemed to be holidays; also Good Friday, Easter Monday, birthday of reigning sovereign, Labour Day or any other day substituted for this particular holiday in the district, and St. Patrick's Day.

5. *Conditions (General)*.—(a.) No person shall be employed as an assistant fireman who is under the age of sixteen years.

(b.) If a vacancy shall occur on an engine, preference shall be given to a fireman, provided that such fireman shall hold the necessary credentials.

(c.) Except where special men are employed flue-cleaning or effecting internal repairs to boilers, or are engaged in preparing for

Government inspection, they shall be paid double time while so engaged on any of these duties.

(d.) When men are employed to raise steam or bank fires, they shall be paid for all time thus occupied at ruling rates.

(e.) Any engine-driver or fireman who has worked seven days per week consecutively for the whole year shall be allowed six days' holiday per annum on full pay.

(f.) When two or more shifts are working continuously the men employed on such shifts shall change in turn.

6. *Dispute*.—Should any matter in dispute arise during the term of this agreement not herein provided for, the same shall be referred to the Manager of the State Mine Colliery and the union of miners, with a view to coming to terms in settlement of such matter or dispute; and, should they be unable to agree, then the dispute shall be settled by the Commissioner of Conciliation for the District of Westland.

7. *Preference*.—The members of the union shall have preference of employment, provided that competent men can be found who are ready and willing to undertake the work.

8. *Term of Agreement*.—This agreement shall come into operation on the 17th day of August, 1909, and shall continue until the 17th day of August, 1910.

Memorandum.—Both parties further agree that the present rate of wages paid to engine-drivers shall continue, owing to the fact that it is the intention of the management of the State Collieries to make certain alterations in respect to the workers employed under this agreement. These alterations, it is expected, will transpire within a period of from three to four months. At the expiry of this period the conditions of subclauses (a) and (b) of clause 1 may, if the parties consider it advisable, be again considered.

Signed on behalf of the Point Elizabeth State Colliery management—
JAMES BISHOP, Manager.

Signed on behalf of the Westland Certificated Engine-drivers and Firemen's Industrial Union of Employees—

JOHN MEEHAN, President.
JOHN JACKSON, Secretary.

Dated at Greymouth, this 10th day of August, 1909.

[Common Seal of the Westland Certificated Engine-drivers and Firemen's Industrial Union of Workers: 1908.]