

WELLINGTON INDUSTRIAL DISTRICT.

(1875.) WELLINGTON GAS STOKERS.—AGREEMENT.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1908," and its amendment, this 1st day of July, 1909, between the Wellington Gas Stokers and Cokers' Industrial Union of Workers (hereinafter called "the union") of the one part and the Wellington Gas Company (Limited) (hereinafter called "the employer") of the other part, whereby it is mutually agreed by and between the union and the employer as follows:—

SCHEDULE.

Hours of Work.

1. A full week's work shall consist of seven (7) shifts of eight hours per shift.

Employees shall keep within the works during their working-hours unless they have obtained leave from the officer in charge.

Rates of Wages.

2. A leading stoker shall be paid not less than 10s. 6d. per shift, and an ordinary stoker not less than 9s. 9d. per shift.

Holidays.

3. (a.) The following shall be the recognised holidays: New Year's Day, Anniversary Day, Good Friday, Easter Monday, Prince of Wales's Birthday, Labour Day, birthday of the sovereign, Christmas Day, Boxing Day, and picnic day if observed as a holiday in the gasworks.

Work done on these days shall be paid for at the rate of double time.

(b.) In addition to the aforementioned recognised holidays the employer shall allow to each stoker annual holidays on full pay according to the following schedule.

Provided that the employer shall not be called upon to grant such holidays or leave at any other period than during the months of December, January, February, and March, and then at such time or times as shall be mutually agreed upon between the employer and employee.

Provided further that in the case of any employee ceasing to act as a stoker in months other than those aforementioned, the holiday or leave shall be taken on the termination of such employment.

Holiday Schedule.

Under 1 month	No holiday.
From 1 to 3 months	1 day's holiday.
„ 3 to 5	„	...	2 days' „
„ 5 to 7	„	...	3 „ „
„ 7 to 8	„	...	4 „ „
„ 8 to 9	„	...	5 „ „
„ 9 to 10	„	...	6 „ „
„ 10 months and upwards		7	„ (being one week's holiday).

Number of Retorts.

4. The number of retorts to be drawn and charged in each shift shall not exceed twenty for each stoker.

Trimming Coke.

5. Whenever the stokers are required to do full work on Sundays or holidays the employer shall provide a man to trim coke from the truck-tips at least four (4) hours during the day.

Supply of Shale.

6. A sufficient supply of shale shall be kept in the retort-house to meet the requirement on Sundays, holidays, and nights.

Payment of Wages.

7. All wages shall be paid weekly in cash at the employer's office.

Accommodation.

8. The employer shall provide accommodation, to the satisfaction of the Inspector of Factories, to enable the workers to change their clothes and have their meals apart from the other employees of the employer.

Preference.

9. If the employer shall hereinafter engage any worker as a stoker who shall not be a member of the union, and who within one calendar month after his engagement by the employer shall not become and remain a member of the union, the employer shall dismiss such worker from his service if requested to do so by the union, provided there is then a member of the union equally qualified to perform the particular work required to be done, and ready and willing to undertake the same.

10. The provisions of the foregoing clause shall operate only if and so long as the rules of the union shall permit any person of good character and of sober habits to become a member of the union upon payment of an entrance fee not exceeding 5s., upon a written or verbal application, without ballot or other election, and so continue a member upon payment of subsequent contributions not exceeding 6d. per week.

Strikes.

11. (a.) The union shall do all in its power to prevent any strike by any of the workers affected by this agreement, and, if any strike shall occur in which any member of the union shall take part, such strike shall be *prima facie* evidence that the union has committed a breach of its duty hereunder.

(b.) The Court reserves to itself full power, in the event of any such strike as last mentioned occurring, to suspend, on the application of the employer, the operation of all or any of the provisions of this agreement for such period as the Court shall think proper.

This agreement shall come into force on the 1st day of July, 1909, and shall be binding on the parties hereto for a period of three years and ending the 30th day of June, 1912.

Sealed with the seal of the union in pursuance of a resolution of the union confirmed at a special meeting convened for that purpose and after a draft of the within agreement had been approved, such resolution being duly recorded in the minutes and signed by the president and secretary in the presence of—

[Seal.]

RICHARD MAYZE, President.
 CLAUDE R. SIMMONDS, Secretary
 JOHN C. FAIRMAN, Witness.

The common seal of the Wellington Gas Company (Limited) was hereto affixed in the presence of—

[Seal.]

D. J. NATHAN,
 WILLIAM FERGUSON,
 Directors.
 J. H. HELLIWELL, Secretary.