

## WELLINGTON INDUSTRIAL DISTRICT.

(2288.) WANGANUI GENERAL LABOURERS.—AGREEMENT *RE*  
WANGANUI BOROUGH COUNCIL.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 23rd day of March, 1911, between the Wellington General Labourers' Industrial Union of Workers, a duly registered industrial union having a registered branch office in the Town of Wanganui, in the Wellington Industrial District (herein called "the union"), of the one part, and the Mayor, Councillors, and Burgesses of the Borough of Wanganui (herein called "the Borough Council"), of the other part, whereby it is mutually agreed as follows:—

1. That, as between the parties hereto, the terms, conditions, stipulations, and provisions contained and set out in the Schedule hereto shall be binding upon the said parties, and the said terms, conditions, stipulations, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this agreement.

2. That the said parties hereto shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, stipulations, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this agreement or of the said terms, conditions, stipulations, and provisions, but shall in all respects abide by and perform the same.

## SCHEDULE.

*Hours of Work.*

1. The week's work shall not exceed  $46\frac{3}{4}$  hours, the working-hours to be between the hours of 7 a.m. and 5 p.m. on five days of the week, and between the hours of 7 a.m. and 12 noon on Saturday; to which shall be added one hour and a quarter in each week over and above the hours actually worked.

2. When it is necessary to prepare material for work before the ordinary hours for commencing work, the employer may employ workers to do such necessary work for not more than an hour before that time, at ordinary rate of pay.

3. (a.) In tunnel-work the hours shall not exceed eight per day, from bank to bank, with half an hour for crib-time.

(b.) All tunnels shall be at least 6 ft. by 3 ft. in the clear.

4. Six hours shall constitute a day's work when workers are working in wet places or in foul air, and shall be paid for as if the workers had worked eight hours. A "wet place" shall mean a place where the worker has to stand in not less than 2 in. of water, or where water, other than rain, is dripping on him.

*Rates of Wages.*

5. The following shall be the minimum rates of wages to be paid to the several classes of workers hereinafter specified, that is to say,—

Tunnel-work: All workers in tunnels, 1s. 6d. per hour. All workers sinking shafts over 6 ft. deep in connection with tunnels, 1s. 6d. per hour.

Drainage: Workers on drainage and sewer works of all descriptions—Leading hands, 1s. 3 $\frac{3}{4}$ d. per hour; others, 1s. 2 $\frac{1}{4}$ d. per hour.

General work: Labourers employed on work not hereinbefore mentioned, 1s. 1 $\frac{1}{2}$ d. per hour.

Payment for time worked: In every case a worker shall be paid for the time actually worked, at per hour.

*Overtime.*

6. All time worked beyond the hours hereinbefore mentioned shall be considered overtime, and shall be paid for at the rate of time and a half for the first two hours, and thereafter at the rate of double time.

*Holidays.*

7. The following shall be the recognized holidays: New Year's Day, Good Friday, Easter Monday, Labour Day, the birthday of the Sovereign, Christmas Day, and Boxing Day. These shall be paid for as if the worker had worked a full ordinary day. Work done on any of the above-named holidays or on Sunday shall be paid for at the rate of double time.

*Suburban Work.*

8. Workers employed shall be at the place where the work is to be performed at the hour appointed for the commencement of work, but if such place is distant more than two miles from the Chief Post-office workers employed thereon shall be allowed and paid for time reasonably occupied by them in walking to and from such work beyond the two miles, or they shall be conveyed to and from such work at the cost of their employers. All time walked shall be allowed for at the rate of four miles per hour.

*Tools.*

9. All tools shall be supplied by the employer.

*Under-rate Workers.*

10. Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may from time to time be fixed: Provided that no such rate shall be fixed at a lower rate than 1s. per hour, on the application of such worker, after due notice to the union, by the local Inspector of Awards, or such other person as the Court may from time to time appoint for that purpose; and such Inspector or person, in so

fixing such wage, shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector or other person may think fit to consider, after hearing such evidence and argument as the union and such worker shall offer.

(b.) Such permit shall be for such period not exceeding six months as such Inspector or other person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been given to such worker by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability it may be fixed for such longer period as such Inspector or other person shall think fit.

(c.) Notwithstanding the foregoing, it shall be competent for a worker to agree with the president or secretary of the union upon such wage without having the same so fixed.

(d.) It shall be the duty of the union to give notice to the Inspector of Awards of every agreement made with a worker pursuant hereto.

(e.) It shall be the duty of an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

#### *Payment of Wages.*

11. Wages shall be paid weekly or fortnightly, at employees' option, at noon on Saturday, or as soon after as convenient.

#### *Preference.*

12. (a.) So long as the rules of the union shall permit any person of good character and sober habits who is or has been working as a general labourer, upon payment of an entrance fee not exceeding 5s., and of subsequent contributions, whether payable weekly or not, not exceeding 6d. a week, upon a written application to the secretary of the union stating his desire to join the union, without ballot or other election, to become and remain a member thereof, each employer 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 particular work required to be done, and the employer shall know of such members and shall be able to obtain their services without any undue delay.

(b.) Nothing herein contained shall prevent the continued employment of workers now in the employment of the Wanganui Borough Council, although such workers may not be or become members of the union.

(c.) Where members of the union and non-members are employed together they shall work together in harmony, and there shall be no discrimination between members and non-members.

*Term of Agreement.*

13. The agreement shall come into force on 1st April, 1911, and shall continue in force until 31st March, 1914.

Signed and sealed on behalf of the Wellington General Labourers' Industrial Union of Workers.

[SEAL.]

F. O'KEEFE, President.

M. J. REARDON, Secretary.

The common seal of the Mayor, Councillors, and Burgesses of the Borough of Wanganui was hereto affixed by order of the Wanganui Borough Council, by and in the presence of—

[SEAL.]

C. E. MACKAY, Mayor.

G. MURCH, Town Clerk.