

WESTLAND INDUSTRIAL DISTRICT.

(2403.) 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, 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 employer"), whereby it is agreed between the said parties that—

1. *Rate of Wages.*

(a.) Drivers of engines requiring first-class certificate shall be paid 11s. 4d. per shift, and drivers requiring second-class certificate 10s. 9d. per shift.

(b.) Firemen not certificated shall be paid 10s. per shift; when certificated man is required he shall be paid 10s. 9d. per shift. Assistant fireman at start shall be paid 6s. per shift, and be raised by annual increment of 1s. per shift.

2. *Shifts.*

All shifts to be of eight hours on engine and boilers, exclusive of meal-times. If required to work the meal-hour or to work overtime in steam-raising or fire-banking, overtime shall be paid at ruling rates. When two or more shifts are worked continuously the men on such shifts shall change in turn.

3. *Overtime.*

(a.) Overtime shall be paid for at time and quarter for first two hours, after which time and half shall be paid.

(b.) Time and half shall be paid for Sunday work, except where otherwise agreed.

(c.) All time worked on award holidays shall be paid for at time and half. Such award holidays shall mean such as are provided for in the Miners' award.

(d.) When the members of the engine-drivers' union are employed to clean flues, or to internally chip or clean boilers, or to prepare for Government inspection, double time shall be paid.

(e.) When engines or boilers are run continuously, no overtime shall be paid for Sunday. Continuous running to mean where engines are run three shifts per day for the whole year. In case of breakdowns, *bona fide* stoppages for repairs, strikes, or where stoppage is arranged by mutual agreement, they shall be deemed to run continuously.

(f.) Any engine-driver or fireman employed on continuous-running engines or boilers shall be allowed half-day's holiday each month on full pay.

4. *Preference.*

When engine-drivers are required preference shall be given to firemen already employed at the State mines, if deemed competent. If firemen not available for promotion, other members of the union to have preference, so long as such are available and competent.

5. *Under-rate Workers.*

If any worker for any cause is unable to earn the minimum wage provided by this agreement, such worker may be employed at such lesser wage as may be agreed upon between the president of the union and the Manager of the State mine, always provided such work does not require the worker to be the holder of a certificate.

6. *Matters not provided for.*

Anything not herein provided for shall be arranged between the Manager and the executive of the Engine-drivers' Union, and, failing a satisfactory agreement being arrived at between them, the matters in dispute shall be submitted to an independent person, to be mutually agreed upon. The ruling of such person shall be accepted by both parties for the term of the agreement:

This award shall come into force on the 10th day of July, 1911, and remain in force until the 10th day of July, 1912, or until superseded by a new agreement.

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 Workers.

[L.S.]

Witness—Jas. Quinn, Clerk.

JAS. O'BRIEN, President.

GEO. R. WYLDE, Secretary.
