

WELLINGTON INDUSTRIAL DISTRICT

(3063.) WELLINGTON TRAMWAY POWER-HOUSE EMPLOYEES.— AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 7th day of May, 1914, between the Mayor, Councillors, and Citizens of the City of Wellington, a Corporation constituted under the Municipal Corporations Act, 1908, and hereinafter referred to as "the Corporation," and joining in these presents as an employer, of the one part, and the Wellington Tramway Power-house Industrial Union of Workers, an industrial union of workers under the Industrial Conciliation and Arbitration Act, 1908, and hereinafter referred to as "the

union," the registered office of which union is situated at No. 5 Arno Street, Island Bay, in the City of Wellington, of the other part, witnesseth that it is hereby mutually agreed and declared between and by the Corporation and the union as follows:—

1. That, as between the parties hereto, the terms, conditions, and provisions set out in the schedule hereto annexed shall be binding upon the said parties, and the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this agreement; and, further, the said parties shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, 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, and provisions, but shall in all respects abide by and perform the same.

2. In witness whereof the said parties hereto have hereunto caused their respective seals to be affixed the year and date before written.

SCHEDULE.

Wages.

1. The following shall be the minimum rates of wages payable to the several classes of employees:—

| | | | | Per Hour. | |
|---------------------|-----|-----|-----|-----------|----|
| | | | | s. | d. |
| Trimmers | ... | .. | ... | 1 | 2 |
| Handymen | ... | ... | ... | 1 | 2½ |
| Firemen (assistant) | ... | ... | ... | 1 | 3 |
| Firemen (leading) | .. | ... | ... | 1 | 3½ |
| Greasers | ... | ... | ... | 1 | 3½ |

2. Notwithstanding anything herein contained workers under the age of twenty-one years not provided for in any existing awards shall be paid the following minimum rates of wages:—

| | | | | Per Week. | | |
|-----------------------|-----|-----|-----|-----------|----|----|
| | | | | £ | s. | d. |
| Under sixteen years | ... | ... | ... | 0 | 10 | 0 |
| Sixteen to seventeen | ... | ... | ... | 0 | 15 | 0 |
| Seventeen to eighteen | ... | ... | ... | 1 | 0 | 0 |
| Eighteen to nineteen | ... | ... | ... | 1 | 5 | 0 |
| Nineteen to twenty | ... | ... | ... | 1 | 10 | 0 |
| Twenty to twenty-one | ... | ... | ... | 1 | 15 | 0 |

Payment of Wages.

3. Employees shall be paid weekly prior to 5 p.m.

Hours of Work.

4. Power-house handymen: Forty-eight hours per week, and not exceeding eight hours and three-quarters per day.

Power-house firemen, greasers, and trimmers: Shifts of eight hours each, provided that when required a broken shift may be worked (assisting firing) between the hours of 7.30 a.m. and 7.30 p.m. During this time not less than one hour and a half overtime shall be paid.

Employees not on shift duty to receive the Saturday half-holiday where practicable.

Power-house Work.

5. (a.) Working shifts in the power-house shall be changed on Sunday in each week.

(b.) As far as possible all fire-cleaning at the power-house shall be done on the night-shift, and the firemen shall clean not less than ten fires.

(c.) There shall be one trimmer for each week-day shift, who shall do all the scouring and cleaning in the boiler-house. On Sundays two trimmers only shall be employed, one from 12 p.m. to 8 a.m. and one from 1 p.m. to 10 p.m., provided that the trimmer on the 12 p.m. to 8 a.m. shift shall, if required, work such overtime as may be thought necessary by the engineer.

(d.) Firemen to take orders from the superintendent, first, second, or engineer in charge of shift only.

(e.) Firemen on shift shall give all their time attending to steam and water and the stokehold machinery.

(f.) When six or more boilers are working an assistant fireman to be employed.

(g.) In cases where fires are cleaned on the 8 to 4 shift an assistant fireman shall be employed.

(h.) All men when employed at cleaning boilers, economizers, superheaters, blowdown pits, flues, furnaces, repairing furnaces, or cleaning the culvert shall be paid 1s. 5d. per hour.

(i.) One Sunday off once a fortnight to be granted to firemen and greasers, of which two days' notice shall be given.

(j.) When practicable, as determined by the engineer on watch, burnt blocks to be replaced by the fireman and trimmer, such work to be logged by the engineer and remuneration assessed by the superintendent each week.

Overtime.

6. On ordinary days, time and a half; all time on Sundays, time and a half; all call-back duties, time and a half; Good Friday and Christmas Day, double time if working.

Travelling.

7. All employees shall travel free on the cars to and from duty. Passes to be provided for this purpose.

Holidays.

8. Power-house employees shall work statutory and public holidays, and shall receive the following holidays on full ordinary pay: Employees under four years' service, nine days; over four and under six years, ten days; over six years, twelve days.

Promotions.

9. All promotions of employees affected by this agreement shall be made from the employees in the service at the time of the vacancy occurring. In all cases seniority, suitability, capability, and record to be taken into consideration.

Preference.

10. (a.) From and after the coming into operation of this agreement all persons joining the service shall, within one month of their so joining, become members of the Wellington Tramway Power-house Employees' Industrial Union of Workers. The entrance fee shall not exceed 2s. 6d., and subscriptions shall not exceed 6d. per week.

(b.) It shall be a condition of employment that employees shall join the said union and remain financial members thereof while in the service, and every employee shall be a financial member of a benefit society.

(c.) If any employee joining the service shall neglect to become a member of the union within the time specified he shall be dismissed.

(d.) If any person who has already joined the union, or who shall pursuant to the provisions of this agreement join the union, shall voluntarily and of his own motion resign from the union he shall be liable to dismissal, and shall receive notice from the Tramway Board of Management that he is so liable, and that unless he rejoins the union within one week from the date of the notice his employment shall cease on the expiry of such week.

Prohibition against Affiliation with Labour Organizations.

11. The union shall not affiliate with or have any connection or dealings with any federation or trade-union, or any industrial organization of workers, or any outside body of workers. If the union commits a breach of this paragraph this agreement shall immediately cease and determine, and be void and of no effect.

Terms of Engagement.

12. Not less than one week's notice of termination of employment shall be given by employer and employee, but this shall not prohibit the employer from dismissing the employee without notice for good and substantial reason.

13. This agreement shall come into operation on the 1st day of April, 1914, and remain in force until the 30th June, 1916.

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 Council in the presence of—

[L.S.]

JOHN P. LUKE, Mayor.
 GEORGE FROST, Councillor.
 JNO. R. PALMER, Town Clerk.

The common seal of the Wellington Tramway Power-house Employees' Industrial Union of Workers was duly affixed hereto by the president, in pursuance of a resolution of the said union, in the presence of—

[L.S.]

D. BAIRD, President.
 WM. TOMLINSON, Secretary.
 J. HARRIS, Committeeman.
