

## NORTHERN (AUCKLAND) INDUSTRIAL DISTRICT.

(4211.) AUCKLAND BUILDERS' CONTRACTORS' AND GENERAL LABOURERS' INDUSTRIAL UNION OF WORKERS.—AGREEMENT RE LANGLANDS AND CO. (LIMITED), NIHOTAPU DAM CONTRACT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 3rd day of December, 1915, between Langlands and Co. (Limited) (hereinafter called "the employer") of the one part, and the Auckland Builders, Contractors, and General Labourers' Industrial Union of Workers (hereinafter called "the union") of the other part, witnesseth that it is mutually agreed between the employer and the union as follows:—

### *Rates of Wages.*

1. All labourers employed shall be paid not less than 1s. 3½d. per hour. The present rate of wages paid in excess of above rate to be maintained.

### *Holidays.*

2. All work done on Sunday, New Year's Day, Good Friday, Easter Monday, Labour Day, Christmas Day, Boxing Day, and King's Birthday shall be paid for at the rate of double time.

### *Payment of Wages.*

3. All wages shall be paid fortnightly on the works within fifteen minutes of ceasing work, and in the event of termination of engagement between pay-days workers shall be paid at the company's office, situated on the West Coast Road.

*Preference.*

4. All labourers engaged must within seven days of their engagement become and remain financial members of the union, providing that the union shall appoint one of its members employed on the works to collect union fees.

*Tools.*

5. All tools shall be supplied by the employer.

*Employment of Youths.*

6. (a.) Youths may be employed at such lower wage than that herein prescribed as shall be agreed on in writing by the employer and organizer and secretary of the union.

(b.) The proportion of youths shall be not more than one to every nine or fraction of nine men fully employed.

*Scope of Agreement.*

7. This agreement shall apply only to the Nihotapu Dam contract.

*Accidents.*

8. A modern first-aid emergency case, fully equipped, shall be kept by the employers in a convenient and accessible place on the contract.

*Term of Agreement.*

9. This agreement shall come into force on the 2nd day of December, 1915, and shall continue in force until the 2nd day of December, 1917, and thereafter shall continue in force until superseded by another agreement.\*

The common seal of Langlands and Co. (Limited) was hereunto affixed in the presence of—

[SEAL.]

LANGLANDS AND Co. (LIMITED).  
CHARLES P. STANNARD,  
Managing Director.

Auckland Builders, Contractors, and General Labourers' Industrial Union of Workers other than Local Bodies—

[SEAL.]

ROBERT J. HEFFRON, Organizer,  
WESLEY E. RICHARDS, Secretary,

in the presence of T. Harle Giles, at Auckland, this 3rd day of December, 1915.

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\*Section 25, subsection (4), of the Industrial Conciliation and Arbitration Act, 1908, provides that, notwithstanding the expiry of the term of the industrial agreement, it shall continue in force until superseded by another industrial agreement or by an award of the Court of Arbitration, except where the registration of an industrial union of workers bound by such agreement has been cancelled.