

## WESTLAND INDUSTRIAL DISTRICT.

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### (4131.) WESTPORT BOROUGH COUNCIL EMPLOYEES.—AGREEMENT

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and the amendments thereof, this 30th day of August, 1915, between the Mayor, Councillors, and Burgesses of the Borough of Westport (hereinafter called "the Corporation") of the one part, and the Westport General Labourers and Mechanics' Industrial Union of Workers (hereinafter called "the union") of the other part, witnesseth that it is agreed by and between the parties hereto as follows:—

#### SCHEDULE COVERING HOURS OF LABOUR, CONDITIONS OF EMPLOYMENT, AND RATES OF PAY.

1. (*a.*) The working-time per week shall not exceed forty-eight hours except where otherwise mentioned.

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\* Section 90, subsection (1) (*d*), of the Industrial Conciliation and Arbitration Act, 1908, provides that, notwithstanding the expiration of the currency of the award, the award shall continue in force until a new award has been duly made or an industrial agreement entered into, except where the registration of an industrial union of workers bound by such award has been cancelled.

(b.) The hours worked per day for ordinary work shall not exceed eight and three-quarters for the first five working-days of the week and four and a quarter on Saturday.

(c.) With the exception of shift work, ordinary work shall commence not earlier than 7.30 a.m. and cease at 5 p.m., and three-quarters of an hour shall be allowed for dinner, except on Saturday, when work shall cease at noon.

(d.) Gasworks stokers shall work three shifts of eight hours in each twenty-four on seven days in each week, with the exception of Sunday, when one stoker shall cease work from 8 a.m. to 4 p.m. Stokers to be allowed a reasonable time for crib on each shift.

Gasworks yardmen shall work eight hours per day, between 8 a.m. and 5 p.m., for six days per week from the 1st April to the 30th September, but shall be allowed to commence work half an hour earlier and to cease work on Saturday afternoons during the remaining six months in the year.

Drivers of coal and coke delivery carts shall be included under the above arrangement.

Gasfitters and apprentices shall work eight hours per day for six days per week, between 8 a.m. and 5 p.m.

Lamplighters and cleaners in attendance upon street-lamps shall be exempt from this agreement.

(e.) Workers engaged upon sewage works shall work eight hours per day for six days per week. In ordinary cases they shall commence work at 7.30 a.m. and work until 4.15 p.m., with three-quarters of an hour for dinner. But whenever required they shall commence work at such hours and in such shifts as the officer in charge may direct.

Whenever working eight hours continuously at other than the ordinary hours above specified they shall be allowed twenty minutes for crib.

Workers engaged upon the waterworks shall conform to the same arrangement.

(f.) Ordinary workers shall work overtime or shift work at any time if the officer in charge of such work so requires upon the same terms and conditions as set out in clause (e) hereof.

(g.) When it is necessary to prepare material or work before the ordinary hour of commencing workers may be employed for not more than half an hour before the ordinary commencing-time at overtime rate of pay.

(h.) Workers employed on sanitary carts shall work eight hours per day for six days per week, commencing at 10 p.m. and ceasing at 6 a.m.

Depot-attendants shall work forty-eight hours per week, commencing at 6.30 a.m. each day and finishing at noon on Saturday, but the stabling of horses for sanitary carts at 7.30 p.m. each evening shall be included in the duties.

(i.) When more than six horses are to be fed the Corporation shall employ one man to feed horses and attend to stables. He shall

commence work at 5.30 a.m., and shall work eight hours each day except Sunday, when his duties shall be restricted to cleaning and feeding horses and cleaning stables. On other days he shall make up the remainder of his time upon such work as he may be directed to do.

Drivers shall attend at stables at 7 a.m. each morning to clean and harness horses, and shall leave the stable as early as possible before 7.30 a.m. so as not to delay other workers, and shall return to the stable in time to cease work at 5.30 p.m.

In case a fewer number of horses shall be worked from any one stable the drivers shall attend to clean and feed horses at 6.30 a.m., and shall be paid overtime for one extra half-hour each day.

Where no groom is employed drivers shall attend at stables on Sundays and holidays to tend and feed horses and clean stables.

(j.) The Corporation shall be exempt from the payment of overtime so far as it relates to men who are engaged in washing and cleaning streets. The special time for beginning and leaving such work shall be fixed by the officer in charge of such work.

#### *Rates of Wages.*

2. The following shall be the minimum rate of wages:—

	£	s.	d.	
Tunnelmen ... ..	0	1	4½	per hour.
Quarrymen when engaged at Corcoran's pit ... ..	0	1	3¾	„
General labourers, casual labourers, horse-drivers, and tool-sharpeners	0	1	3	„
Men employed washing pans at depot...	0	1	3	„
Sanitary carters ... ..	0	12	0	per shift.
Carpenters and drainlayers ... ..	0	1	6	per hour
Men working continuously in water over the depth of their ordinary boots, unless supplied with gum boots ... ..	0	1	0	per day extra.
Men working in wet drains over 6 ft. deep ... ..	0	1	0	Ditto.
Men opening up old drains irrespective of depth ... ..	0	1	0	„
Abattoir men—				
Head butcher ... ..	3	7	6	per week.
Second butcher ... ..	3	0	0	„
Boy ... ..	1	15	0	„
Gasworks stokers ... ..	0	10	6	per shift.
Yardmen and servicers ... ..	0	1	3	per hour.
Fitters ... ..	0	1	4½	„
First-year apprentices ... ..	0	15	0	per week.
Second-year apprentices ... ..	1	0	0	„
Third-year apprentices ... ..	1	10	0	„
Traction-engine driver ... ..	0	12	6	per day.

*Overtime.*

3. Overtime shall be paid at the following rates: For the first two hours after or before the usual shift-hours, at the rate of time and a quarter; for all time after the above, time and a half. For all time worked on Sundays double time, except when done as part of a week's work or shift.

*Holidays.*

4. Except where otherwise provided the recognized holidays shall be New Year's Day, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Christmas Day, and Boxing Day: Provided that casual employees shall not be entitled to any payment for any of such holidays until after three months' service, and that such holidays shall not be paid for to workers engaged upon special works, such as sewerage, water, or gas construction work, for which the Corporation would not be called upon to pay if the work was carried out by contract.

Work other than sanitary work, street-cleaning, and scavenging done on Good Friday and Christmas Day shall be paid for at double time.

Work done on other above holidays to be paid for at the rate of time and a half.

Gasworks stokers shall be entitled to two weeks' holidays on full pay for each completed year of service.

Gasfitters, first and second butcher at abattoir, and turncock and sanitary carters shall each be entitled to one week's holiday on full pay for each completed year of service.

Such holidays to be taken at such time as the officer in charge of the respective services may arrange.

*Youths.*

5. Youths may be employed at not less than the following rate of wages: Up to seventeen years, 18s. per week; up to eighteen years, £1 2s. per week; up to nineteen years, £1 10s. per week. But not more than one youth shall be employed to every five or fraction of five men employed.

*Tools.*

6. All tools required shall be supplied by the Corporation.

*Preference Clause.*

7. So long as the rules of the union shall permit any person of good character, upon the payment of an entrance fee not exceeding 2s. 6d., and thereafter a subscription of 6d. per week, without ballot or other election, to become and remain a member thereof, the Corporation shall employ members of the union in preference to non-members, provided that there are members of

the union equally qualified to perform the work required to be done, and the Corporation shall know of such members and shall be able to obtain their services without undue delay.

Nothing herein contained shall prevent the continued employment of any workers now in the employment of the Corporation, although such workers may not be or become members of the union.

The Corporation shall deduct the amount of the above fees from the wages of unionists each pay-day and pay the amount of such deduction to the union's treasurer.

*Accommodation for Workers.*

8. The Borough Council shall provide accommodation to the satisfaction of the Inspector of Factories to enable workers employed at the gasworks to take their meals and change their clothes.

*Under-rate Workers.*

9. Any worker unable to earn the minimum wage may be employed at such less rate as may be agreed upon in writing by and between the Corporation and the union. Such agreement shall be signed by the engineer on behalf of the Corporation and by the president and secretary on behalf of the union. The secretary of the union shall notify the local Inspector of Factories of every such agreement arrived at.

*Payment of Wages.*

10. Wages shall be paid fortnightly at the Town Hall for ordinary workers, but in case of gas, water, and sewerage employees payment shall be made upon the job. An allowance of fifteen minutes shall be made on pay-day if required.

This agreement shall remain in force for a period of two years.\*

In witness whereof the said parties hereto have hereunder caused their respective seals to be affixed the day and year first above written.

The common seal of the Mayor, Councillors, and Burgesses of the Borough of Westport was by authority of the Borough Council affixed and this agreement was signed by two members of the said Council on behalf of and by direction of the said Council in the presence of—

ARTHUR LEAVY, Mayor,  
[SEAL.] W. G. McDONALD,

Two members of the said Council.

Witness—Douglas Dobson, Town Clerk.

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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.

The seal of the Westport General Labourers and Mechanics' Industrial Union of Workers was by authority of the said union affixed and this agreement signed by the president and secretary of the said union by direction of the said union in the presence of—

[SEAL.]

FREDERICK WOODWARD, President.  
DANIEL MOLONEY, Secretary.

Witness—William H. Woodcock, Vice-President.

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