

WELLINGTON INDUSTRIAL DISTRICT.

**(4135.) DANNEVIRKE BOROUGH COUNCIL GENERAL LABOURERS
AND QUARRY WORKERS.—AGREEMENT.**

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 27th day of August, 1915, between the Wellington General Labourers' Industrial Union of Workers (hereinafter referred to as "the union") of the one part, and the Mayor, Councillors, and Burgesses of the Borough of Dannevirke (hereinafter referred to as "the Corporation") of the other part, whereby it is mutually agreed as follows:—

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.

SCHEDULE.

Hours of Work.

1. (a.) The week's work shall not exceed forty-eight hours, and shall be worked between 7 a.m. and 5 p.m.

(b.) When it is necessary to prepare material for work before the ordinary hour for commencing work the Corporation may employ workers to do such necessary work for not more than half an hour before that time at the ordinary rate of pay.

(c.) In tunnel-work the hours shall not exceed eight hours per shift, with half an hour for crib-time.

(d.) Six hours shall constitute a day's work in tunnel-work when workers are working in wet places or foul air. A "wet place" shall mean a place where workers have to stand in water over the boot-tops or water is dripping on them.

Wages.

2. The following shall be the minimum rates of wages paid respectively to the several classes of workers hereinafter specified:—

(a.) Tunnel-work: Tunnelmen and timbermen, 1s. 6d. per hour. "Tunnel-work" means any underground excavation that is over a chain in length or that requires timbering overhead.

- (b.) Quarry-work: All workers employed in or about any quarry, 1s. 3d. per hour.
- (c.) General labourers working underground or employed at concrete-work, pick-and-shovel work, sewer-work, kerbing and channelling work, laying and cleaning drains, and asphalt and tar work, 1s. 3d. per hour.

Overtime.

3. (a.) Except as provided in subclause (b) of clause 1, any time worked before the time appointed to commence work or after the time appointed for ceasing work, as provided in clause 1, shall be deemed to be overtime.

(b.) Any time worked in excess of forty-eight hours in any one week shall be deemed to be overtime.

(c.) Overtime shall be paid for at the rate of time and a quarter for the first two hours, and thereafter at the rate of time and a half.

Holidays.

4. (a.) The following shall be the recognized holidays: New Year's Day, Good Friday, Easter Monday, Labour Day, the birthday of the reigning Sovereign, Christmas Day, and Boxing Day.

(b.) Work done on Good Friday, Christmas Day, or on Sunday shall be paid for at rate of double time. Work done on any of the other holidays shall be paid for at the rate of time and a half.

Payment of Wages.

5. Wages shall be paid weekly or fortnightly, either on the job or at the Town Clerk's Office, Council Chambers, Dannevirke, and within quarter of an hour after the work has ceased. In the event of a worker being dismissed he shall be paid all wages due to him the same day.

Tools.

6. All tools shall be supplied by the Corporation.

Suburban Work.

7. Workers employed by the Dannevirke Borough Council shall be at the place where the work is to be performed at the hour specified for the commencement of work, and when such workers are engaged to perform any work done more than two miles from the Chief Post-office, Dannevirke, they shall be paid for the 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 the Corporation, but no worker residing less than two miles by a convenient mode of access for foot-passengers from the place where the work is to be performed shall be entitled to the allowance mentioned in this clause. All time walked shall be allowed for at the rate of four miles per hour.

The foregoing clause shall not apply to such workers as may be employed by the Corporation at the waterworks, stone-quarry, or pipe-line.

Under-rate Workers.

8. (a.) 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, 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 other 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 shall 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 worker 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 in writing 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 the Corporation, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

Preference.

9. (a.) In the event of the Corporation hereafter engaging any worker who shall not be a member of the union, and who within fourteen days after his engagement shall not become a member of the union and remain such member, the Corporation shall dismiss such worker from its service if requested to do so by the union, provided there is then a member of the union equally qualified to perform the particular work required to be done, and ready and willing to undertake the same.

(b.) The provisions of the foregoing clause shall operate only if and so long as the rules of the union shall permit any worker coming within the scope of this award of good character and sober habits to become a member of the union upon payment of an entrance fee not exceeding 5s., upon a written application, without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 6d. per week.

Term of Agreement.

10. This agreement shall come into operation on the 1st day of September, 1915, and 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.

[SEAL.]

E. A. RANSOM, Mayor.
A. O. MENEFY, Councillor.
CHAS. A. MEARS, Town Clerk.

The common seal of the Wellington General Labourers' Industrial Union of Workers was duly attached hereto by the president in pursuance of a resolution of the said union in the presence of—

[SEAL.]

FRED STOTT, President.
WILLIAM JACKSON, Vice-President.
M. J. REARDON, Secretary.