

(4343.) DUNEDIN CITY CORPORATION TRAMWAY EMPLOYEES.—  
 AGREEMENT *RE* MORNINGTON BRANCH.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 12th day of June, 1916, between the Corporation of the Mayor, Councillors, and Citizens of the City of Dunedin (hereinafter called "the employer") of the one part, and the Otago Tramways Industrial Union of Workers (hereinafter called "the union") of the other part, witnesseth that it is hereby mutually agreed between the employer and the union as follows:—

*Wages.*

1. The minimum rate of wages shall be as follows:—

	Per Hour.
	s. d.
Motormen or gripmen—	
Under one year's service ... ..	1 11 $\frac{1}{4}$
Over one and under two years' service ... ..	1 13 $\frac{3}{4}$
Over two and under three years' service ... ..	1 21 $\frac{1}{4}$
Over three years' service ... ..	1 23 $\frac{3}{4}$
Conductors—	
Under one year's service .. ..	1 0 $\frac{1}{4}$
Over one and under three years' service ... ..	1 03 $\frac{3}{4}$
Over three years' service ... ..	1 11 $\frac{1}{4}$
Trackmen ... ..	1 11 $\frac{1}{2}$
Greasers ... ..	1 11 $\frac{1}{2}$

*Hours of Work.*

2. The hours of work shall average eight per day; not more than nine hours to be worked on any one day without overtime rates being paid. The method of averaging the shifts to be arranged between the manager and the employees. This clause shall not apply in the case of a breakdown of the plant.

All time worked on any week-day over nine hours shall be paid for at time-and-a-half rates, provided that any employee, having worked eight hours, being called upon to do repair work after 11 p.m. shall be paid at time-and-a-half rates.

All time worked on Sundays shall be paid for at time-and-a-half rates. Christmas Day and Good Friday shall be paid for at double-time rates.

Motormen and gripmen who have to examine their own cars before taking them out of the car-shed shall be allowed fifteen minutes. Motormen, gripmen, and conductors to be allowed actual time occupied in running their cars into shed.

*Holidays.*

3. Motormen, gripmen, and conductors after twelve months' continuous service shall receive the following holidays and full ordinary pay per annum: Under three years' service, eight consecutive days; over three and under five, nine consecutive days; over five and under seven, ten consecutive days; over seven years' service, twelve consecutive days.

All other employees with over one year's continuous service and working under this agreement shall receive eight consecutive days' holidays on full pay.

Holidays shall not be allowed to accumulate.

Holidays shall be balloted for each year, but the right is reserved to the tramways manager to defer any holidays if he deems it necessary for the efficient working of the service.

*Broken Shifts.*

4. All broken shifts shall be completed in twelve hours every day except on Saturdays. All time worked beyond such twelve hours on such days shall be paid for at overtime rates. No employee shall be signed off for less than one hour.

*Seats, &c., for Motormen and Gripmen.*

5. A seat shall be provided for motormen and gripmen for use on each car if practicable; said seat shall be used subject to such reasonable regulations as the employer shall from time to time make in writing in connection therewith.

*Reports or Complaints against Employees.*

6. (a.) Any employee reported by the public shall receive notification of any charge involving dismissal, suspension, or loss of standing within forty-eight hours after receipt of the report by the department, and the inquiry shall be commenced within forty-eight hours after the employee is notified.

(b.) All departmental reports to be in the hands of a departmental officer within two days of the alleged offence, and the employee concerned shall be notified within twenty-four hours, and the inquiry shall be commenced within four days after the receipt of the report. If the charge against any employee is not substantiated all time occupied by any employee personally reporting to an officer of the department when instructed so to do to be paid for at full ordinary rates of pay.

(c.) In computing time with respect to above clauses Sundays and holidays to be excluded.

(d.) In cases of serious accidents, where men are not relieved for the purpose, fifteen minutes shall be allowed for making out No. 1 reports.

(e.) The union shall have the right to engage at their own expense a shorthand-writer to take a shorthand note of the proceedings at inquiries as defined above, and which shall be signed by the employee concerned and the manager as correct.

*Free Passes.*

7. All employees except casual hands shall be allowed to travel free to and from work.

*Promotions.*

8. Whenever there are suitable men in the service all promotions of employees affected by this agreement shall be made from the employees at the time of the vacancy occurring. In all cases seniority, capability, and record to be taken into consideration.

*Preference.*

9. 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 union, it being agreed that the entrance fee shall not exceed 2s. 6d., and subscriptions shall not exceed 6d. per week. It shall be a condition of employment of all the said employees that they should join the said union, and that they shall remain members of the union. If any employee joining the service shall neglect to become a member of the union within the time specified he shall be dismissed. If any person who has already joined the union, or who shall pursuant to the provisions of this paragraph join the union, shall voluntarily and of his own motion resign from the union he shall be liable to dismissal, and shall receive a notification from the tramways manager that he is so liable, and unless he rejoins the union within one week from the date of the notice he will be dismissed.

*Uniforms.*

10. All employees requiring to wear uniforms shall be supplied with same free of cost.

*Shortages and Overs.*

11. Conductors' "overs" to be placed in juxtaposition to "shortages" every day, and balanced to conductors every pay-day; credit balances to be carried forward. Conductors to have the right to make up their bags in the presence of a responsible official.

*Payment of Wages.*

12. All employees shall be paid all wages (including overtime) fortnightly between the hours of 2 p.m. and 4.15 p.m.

*Terms of Engagement.*

13. Not less than one week's notice of the termination of employment shall be given by the employer or the employee, but this

shall not prohibit the employer from dismissing any employee for good and substantial cause, subject in all cases to an appeal by the employee.

*General.*

14. All ordinary shifts to go round if possible.

*Term of Agreement.*

15. This agreement shall be binding upon all parties hereto for a period commencing upon the 12th day of June, 1916, and continue in force until the 6th day of October, 1918.

Signed on behalf of the union and seal affixed this 12th day of June, 1916, in the presence of—

[SEAL.]

E. W. ANDERSEN, President.

J. HAYMES, Secretary.

Witness—R. G. Kellan.

Signed on behalf of the employer. The common seal of the Corporation of the Mayor, Councillors, and Citizens of the City of Dunedin was hereunto affixed this 12th day of June, 1916, in the presence of—

[SEAL.]

J. J. CLARK, Mayor.

JAMES SMALL, Councillor.