

**(4377.) WAIHI BOROUGH LABOURERS.—AGREEMENT.**

INDUSTRIAL agreement made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 26th day of July, 1916, between the Waihi Borough Council and the Waihi Borough Labourers' Industrial Union of Workers.

**SCHEDULE.***Hours of Labour.*

1. (a.) The working-time per week shall not exceed forty-five hours, if not otherwise specified, exclusive of crib-time.

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

(c.) Work shall commence not earlier than 8 a.m., and shall cease at 5 p.m. Three-quarters of an hour shall be allowed for dinner, except on Saturdays, when work shall cease at 11.45 a.m.

(d.) In the case of shifts being worked and for special work each shift shall not exceed eight hours in every twenty-four, inclusive of one half-hour for meals, and all time worked beyond the eight hours shall be paid for at overtime rates.

*Rates of Wages.*

2. (a.) The present rates of wages being paid to the several classes of workers shall continue, and which are as follows: General labourers, 1s. 2½d. per hour, £2 14s. per week; quarrymen, 1s. 2½d. per hour, £2 14s. per week; engine-drivers, 1s. 4d. per hour, £3 per week; crusher-feeders, 1s. 4d. per hour, £3 per week.

(b.) Men working at the Walmsley Creek Quarry shall receive a bonus of one hour per day.

(c.) Gangers to be paid 1s. per day more than the men over whom they are placed in charge.

(d.) Any man taken from his usual work and sent to work for which a higher rate is paid shall receive the higher rate, but in no case shall he be paid less than his usual rate.

*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 the next succeeding or preceding four hours, at the rate of time and a half; for all remaining time double time shall be paid, and all Sunday work shall be paid double-time rates except when done as part of a week's work or shift.

*Holidays.*

4. The recognized holidays shall be New Year's Day, 29th January, Good Friday, Easter Monday, birthday of the reigning Sovereign, Union Day, Labour Day, Christmas Day, and Boxing Day, and no deductions from the wages shall be made in respect of such holidays.

*Tools and Accessories.*

5. All tools shall be provided by the Council, but each employee shall sign for any tool or tools served out to him, and shall return the same when required to do so or pay for them.

*Payment of Wages.*

6. Wages shall be paid fortnightly as in the past.

*Preference.*

7. (a.) The Council shall not retain in employment after fourteen days' notice any wages-man coming within the scope of this award who shall not become and remain a member of the union during the term of his employment.

(b.) The provisions of the foregoing clause shall be operative 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.

(c.) No official of the Council shall be a member of the union.

*Matters not provided for.*

8. Any dispute in connection with any matter not provided for in this award shall be settled between the Council and the executive of the union, and in default of an agreement being arrived at then such dispute shall be referred to the Conciliation Commissioner for the district, who may either decide the same or refer the matter to the Court. Either party dissatisfied with the decision of the Conciliation Commissioner may appeal to the Court, upon giving notice in writing of such appeal to the other party, within seven days after such decision shall have been communicated to the party desiring to appeal.

9. The Council and the union may set the status of employees.

*Term of Award.*

10. The term of the award shall be one year.

The common seal of the Mayor, Councillors, and Burgesses of the Borough of Waihi was hereto affixed by order of the Council and in its presence this 26th day of July, 1916—

DAWSON DONALDSON, Mayor.  
STEWART H. WALMSLEY, Councillor.  
ARTHUR PARRY, Councillor.  
H. D. MORPETH, Town Clerk.

[SEAL.]

On behalf of the union—

DAVID JOHNSTON, President.  
JOS. GRACEY, Vice-President.  
HARRY CARTER, Secretary.