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(4873.) WELLINGTON GASWORKS EMPLOYEES.—AWARD *RE*  
WELLINGTON GAS COMPANY (LIMITED).

In the Court of Arbitration of New Zealand, Wellington Industrial District. — In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the Wellington City Gasworks Employees' Industrial Union of Workers (hereinafter called "the union") and the Wellington Gas Company (Limited) (hereinafter called "the employer").

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representa-

tives duly appointed, and having also heard the employer by its representatives duly appointed, doth hereby order and award:—

That, as between the union and the members thereof and the employer, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employer, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employer shall respectively do, observe, and perform every matter and thing by this award 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 award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that the sum of £100 shall be the maximum penalty payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect as from the 1st day of January, 1918, and shall continue in force until the 1st day of January, 1920, and thereafter as provided by subsection (1) (d) of section 90 of the Industrial Conciliation and Arbitration Act, 1908.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 7th day of March, 1918.

T. W. STRINGER, Judge.

#### SCHEDULE.

##### *Minimum Wages.*

1. (a.) Stokers, 13s. 9d. per shift of eight hours; pipe-jumpers and pitch-pan men, 12s. 9d. per shift of eight hours; fire-cleaners, 12s. 3d. per shift of eight hours.

(b.) Any worker employed for less than eight hours on any of the classes of work covered by this award shall be paid *pro rata* at the above-mentioned rates according to the class of work at which he is employed.

(c.) So long as the British Empire remains in a state of war with Germany and Austria or either of them, and until the termination of this award, there shall be paid to all adult workers coming within the scope of this award a war bonus of 6d. per shift of eight hours in addition to the wages provided.

##### *Overtime.*

2. (a.) When pitch-pan men, pipe-jumpers, and fire-cleaners are required to work more than eight hours in any one shift the

overtime rate shall be : For the first two hours, time and a quarter ; for the second two hours, time and a half ; and thereafter double time until the recognized time arrives for such workers to start their next regular shift.

(b.) Twenty-four hours' notice, if possible, is to be given by any worker of his inability to go on duty. The union gives an undertaking to use its influence to see that this obligation is carried out by its members.

*Clog-money.*

3. Each man employed in the retort-house is to receive 2d. per shift as clog-money in addition to his wages.

*Holidays.*

4. (a.) Workers required to work on Christmas Day, Boxing Day, New Year's Day, Anniversary Day, Good Friday, Easter Monday, the King's Birthday, Labour Day, or picnic day (if held) shall be paid double time, and ordinary time if it is their day off.

(b.) Annual holidays : Stokers, pipe-jumpers, and pitch-pan men, twelve consecutive days per annum ; if less than one year's service one day for each month or part of a month on full pay.

(c.) Annual holidays : Fire-cleaners, seven consecutive days per annum ; three and a half days for six months' service, and if less than six months' service half a day for each month or part of a month on full pay.

*Termination of Engagement.*

5. Not less than fourteen days' notice shall be given by either the employer or the workman of intention to terminate the employment.

*Payment of Wages.*

6. All wages shall be paid weekly and in the employer's time where possible.

*Preference.*

7. (a.) If any employer shall hereafter engage any worker coming within the scope of this award who shall not be a member of the union, and who shall not become a member thereof within fourteen days after his engagement and remain such member, the employer shall dismiss such worker from his 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, with-

out ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 6d. per week or 12s. 6d. per quarter.

*Scope of Award.*

8. This award shall be binding only on the Wellington Gas Company (Limited) and the Wellington City Gasworks Employees' Industrial Union of Workers.

*Breakdown of Coke-conveyor.*

9. In the event of the conveyor breaking down the stokers shall be paid time-and-a-half rates for such time as the conveyor is out of action. The extra payment shall not be made for the draw upon which the breakdown takes place, but from the commencement of the first draw afterwards.

*Term of Award.*

10. This award shall come into force as from the 1st day of January, 1918, and shall continue in force until the 1st day of January, 1920.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the said Court hath hereunto set his hand, this 7th day of March, 1918.

T. W. STRINGER, Judge.

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MEMORANDUM.

This award embodies without alteration the recommendations of the Conciliation Council, which the parties agreed to accept. It is also made retrospective by agreement of the parties.

T. W. STRINGER, Judge

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