

(4901.) WELLINGTON ELECTRICAL LINESMEN AND LINESMEN'S ASSISTANTS AND WELLINGTON CITY CORPORATION.—AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 27th day of March, 1918, between the Mayor, Councillors, and Citizens of the City of Wellington (hereinafter referred to as "the Corporation") of the one part, and the Wellington Electrical Workers' Industrial Union of Workers (hereinafter termed "the union") of the other part, whereby it is agreed as follows:—

Interpretation.

1. (a.) "Linesmen's work" means and includes the complete installation of overhead and underground electric-light mains from the supply-station to the point of connection to the consumer, the erection and connecting-up of transformers and street-lamps, and all repair work in connection with overhead mains.

(b.) "Emergency linesmen" means and includes those workers who are constantly employed partly to do work at the lighting-station and partly to do outside work when called on.

(c.) "Linesmen's assistants' work" means and includes the carrying-out of all necessary work in assisting linesmen and under their direction.

(d.) "Workers" means and includes linesmen, emergency linesmen, and linesmen's assistants.

Wages.

2. (a.) All wages shall be paid weekly.

(b.) Linesmen shall be paid at the rate of not less than 1s. 6d. per hour.

(c.) Emergency linesmen shall be paid at the rate of not less than 1s. 6d. per hour.

(d.) Linesmen's assistants permanently employed shall be paid not less than 1s. 4d. per hour, and no worker other than a casual shall lose time when he is unable to work owing to wet or tempestuous weather.

(e.) Extra assistant linesmen may be employed casually, and their minimum rate of pay shall, while they are so casually employed, be 1s. 4d. per hour. If and when any person has been so casually employed as an extra assistant linesman for a continuous period of three months he shall automatically become and be deemed to be an assistant linesman, and shall be paid as an assistant linesman.

(f.) If linesmen's assistants are temporarily employed as linesmen they shall be paid at linesmen's rates of pay for such time as they are so employed: Provided that if they are so engaged for any period they shall be paid for not less than two hours at linesmen's rates of pay.

War Bonus.

3. (a.) So long as the British Empire remains in a state of war with Germany and Austria or either of them, and for three months after the cessation of such war, there shall be paid to all workers coming within the scope of this agreement, in addition to the rates above mentioned, a war bonus of 10 per cent. upon the said rates.

(b.) Notwithstanding the foregoing clause the said war bonus may at any time during the currency of this agreement be continued either wholly or partially, or may be increased or terminated as the Arbitration Court, on the application of any party to the agreement or of its own motion, may determine.

Hours.

4. (a.) Forty-five hours shall constitute a week's work.

(b.) The working-hours shall be eight hours and a quarter on five days of the week, and three hours and three-quarters on one day of the week, and shall be worked between 7 a.m. and 5 p.m. on five days of the week, and 7 a.m. and noon on Saturday.

(c.) Emergency linesmen shall be employed on such shifts as the electrical engineer shall prescribe by day or by night.

Overtime.

5. (a.) All time worked in excess of the hours hereinbefore provided for shall be paid for at the rate of time and a quarter for the first two hours and time and a half thereafter.

(b.) If at any time a man is called out after having ceased work, then the time worked shall be at the rate of time and a half, and shall count from the time of his leaving home until reporting off at the lighting-station.

(c.) Emergency linesmen shall not receive overtime unless the time worked in any week, commencing on Wednesday of one week and ending on Tuesday of the next week, exceeds forty-five hours. For all such overtime emergency linesmen shall be paid at the overtime rates above specified.

(d.) Any worker except emergency linesmen required to work from 12 noon to 1 p.m. on Saturdays or from 5 p.m. to 6 p.m. on other week-days shall be paid for at the rate of time and a half for such time worked.

Holidays.

6. (a.) For all time worked on Sundays and holidays (as provided hereafter) by workers other than emergency linesmen double rates shall be paid.

(b.) After three months' continuous service full rate of pay shall be granted to workers under this agreement for the following holidays: New Year's Day, Good Friday, Easter Monday, Labour Day, birthday of the reigning Sovereign, Anniversary Day, and Boxing Day, and Christmas Day, or any day observed in lieu thereof.

(c.) Fourteen days' holiday on full pay shall be allowed to emergency linesmen during each year of service.

(d.) Casual employees shall be paid double time for all work done on the holidays mentioned in clause (b) of this paragraph.

(e.) Emergency linesmen shall be paid time and a half for all work done on Sundays, Christmas Day, and Good Friday.

Suburban Work.

7. (a.) "Suburban work" means work performed by a worker outside a distance of two tramway sections from the Corporation lighting-station, Harris Street, Wellington.

(b.) All workers employed on suburban work shall be paid all travelling-expenses and for time occupied in travelling beyond such distance.

(c.) No worker who resides within two tramway sections' distance of such work shall be entitled to such allowance.

(d.) In the event of a worker proceeding to his work on foot he shall travel at the rate of four miles per hour.

Tools.

8. All necessary tools, including one knife each year, shall be provided by the employer, but the employee who receives same shall sign for them and be held responsible for their safety. In the

event of tools being lost they shall be replaced by the employee responsible for their safety.

The Corporation undertakes to supply for each linesman a toolbox with lock attached for storing of tools.

Preference.

9. (a.) If any employer shall hereafter engage any worker coming within the scope of this agreement who shall not be a member of the union, and who shall not become a member thereof within seven 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.) Whenever the employer shall employ a worker who is not a member of the union he shall within three days thereafter give notice in writing of such employment to the secretary of the union.

(c.) 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 agreement 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.

General Provisions.

10. Workers shall be supplied with best-quality rubber gloves obtainable, also life-belts. Emergency linesmen shall be supplied with oilskins.

Term of Agreement.

11. This agreement shall come into force on the 1st day of April, 1918, and shall remain in force until the 31st day of March, 1920.

In witness whereof these presents have been executed by or on behalf of the parties hereto on the day and year above written.

The common seal of the Mayor, Councillors, and Citizens of the City of Wellington was hereto affixed on the 27th day of March, 1918, in the presence of—

[SEAL.]

JOHN P. LUKE, Mayor.
JAMES GODBER, Councillor.
JNO. R. PALMER, Town Clerk.

The common seal of the Wellington Electrical Workers' Industrial Union of Workers was hereto affixed on the 30th day of March, 1918, in the presence of—

[SEAL.]

WM. WELLS, President.
J. MURPHY, Vice-President.
R. C. ROBINSON, Secretary.