

OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

(5335.) DUNEDIN TRAMWAY EMPLOYEES.—AGREEMENT WITH DUNEDIN CITY CORPORATION *RE* MORNINGTON TRAMWAY SERVICE, UNDER THE LABOUR DISPUTES INVESTIGATION ACT, 1913.

THIS agreement, made in pursuance of the Labour Disputes Investigation Act, 1913, this 10th day of February, 1919, 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:—

SCHEDULE.

1. <i>Rates of Wages.</i>	Per Hour.		
	£	s.	d.
Conductors, first, second, and third years of service ...	0	1	4
Conductors, over three years of service ...	0	1	4½
Motormen and gripmen, first year of service ...	0	1	4½
Motormen and gripmen, second year of service ...	0	1	5
Motormen and gripmen, third year and over ...	0	1	5½
Car-repairers (foremen excepted) ...	0	1	5
Linesmen and greasers ...	0	1	4
Ropeman, weekly wages of ...	3	10	0

Hours of Work.

2. (a.) The hours of work of gripmen, motormen, and conductors shall average eight hours per day, and they shall be guaranteed ninety-six hours per fortnight of twelve week-days. All time worked in excess of eight hours in any one day shall be paid at the rate of time and a quarter for the first hour and time and a half thereafter. All other classes of workers shall work eight hours daily on six days of the week, or eight and three-quarter hours on five days and four and a half hours on one day. All time worked in excess of these hours to be paid for at time-and-a-half rates. Any worker called back for repair work shall receive a minimum of two hours at overtime rates. This clause shall not apply in the case of a breakdown of the plant.

(b.) 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. Workers called back for Sunday work shall receive a minimum of three hours' work.

(c.) 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. (a.) 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; seven years' (and over) service, twelve consecutive days.

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

(c.) Holidays shall not be allowed to accumulate.

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

Broken Shifts.

4. (a.) All broken shifts shall be completed in twelve hours every day except Saturday—to be not more than two parts. 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.

(b.) Any conductor not being relieved of his bag at the termination of his shift shall be allowed an hour for paying in the next day; a spread of thirteen hours is allowed on Saturdays.

Seats, &c., for Motormen and Gripmen.

5. A seat shall be provided for motormen and gripmen for use on each car if practicable. The 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 employer, and the inquiry shall be commenced within forty-eight hours after the employee is notified.

(b.) All departmental reports shall be in the hands of the 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 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 an employer when instructed to do so, or during any time of his suspension, shall be paid for at full ordinary rates of pay.

(c.) In computing time in respect of the foregoing clauses Sundays and holidays shall 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's representative may be present at all inquiries to watch proceedings, and shall have the right to engage a shorthand-writer at his own expense to take a shorthand note of the proceedings, which shall be signed by the employee and the manager as being 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 shall be taken into consideration.

Preference.

9. From and after the coming into operation of this award all persons joining the service shall within one month after their so joining become members of the union, it being agreed that the entrance fee shall not exceed 2s. 6d. and subscription 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 said 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 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 required to wear uniforms shall be supplied by the employers with same free of cost. Ordinary uniforms to be supplied once a year; overcoats once every second year.

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 to come into operation from the 1st day of January, 1919, and to continue in operation for a period of two years.

Signed on behalf of the union and seal affixed this 10th day of February, 1919, in the presence of—

[SEAL.]

HARRY B. MURROW, President.
J. HAYMES, Secretary.

The common seal of the Corporation of the Mayor, Councillors, and Citizens of the City of Dunedin was hereunto affixed in the presence of—

[SEAL.]

J. J. CLARK, Mayor.
JAMES S. DOUGLAS, Councillor.

NOTE.—This agreement, made under the Labour Disputes Investigation Act, 1913, was filed with the Clerk of Awards at Dunedin, pursuant to section 8 (1) of the said Act, on the 10th day of February, 1919.