

## WESTLAND INDUSTRIAL DISTRICT.

### (5448.) WESTPORT BOROUGH COUNCIL EMPLOYEES.—AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and the amendments thereof, this 9th day of August, 1919, between the Mayor, Councillors, and Burgesses of the Borough of Westport (hereinafter called "the Corporation") of the one part, and the Westport General Labourers and Mechanics' Industrial Union of Workers (hereinafter called "the union") of the other part, witnesseth that it is agreed by and between the parties herein as follows:—

#### *Schedule covering Hours of Labour, Conditions of Employment, and Rates of Pay.*

1. (a.) The ordinary working-time per week shall not exceed forty-four hours except where otherwise mentioned.

(b.) The hours worked per day for ordinary work shall not exceed eight for the first five days and four on Saturday.

(c.) With the exception of shift-work, cleaning and washing streets, steam-raising, stable-work, abattoir-work, and waterman, the working-hours shall not commence earlier than 7.30 a.m. and cease at 5 p.m.

(d.) Gasworks stokers shall work three shifts of eight hours in each twenty-four on seven days of the week, with the exception of Sundays; then one stoker shall cease work from noon to 4 p.m. and from 8 p.m. to midnight. Stokers to be allowed a reasonable time for crib in each shift.

2. Gasworks stokers: The wages shall be 14s. per day. All statutory holidays to be paid for; stokers to receive £1 8s. for Christmas Day and Good Friday, and £1 1s. per day for all statutory holidays. A shift's work not to be more than twenty retorts in winter, and the number in summer to be at the option of

the gas manager, and no yard-work. Stokers to be allowed two weeks' holiday per annum.

3. Lamp-attendant: Any employee of the borough employed as lamp-attendant, the matches required will be supplied by the borough.

4. Yardman at gasworks: The wages shall be 14s. per day; when relieving gas manager, 15s. per day; when relieving stokers, £1 8s. per day for Sundays, Christmas Day, and Good Friday, and £1 1s. for statutory holidays; two weeks' holiday per annum, and to be classed as a leading hand.

5. Gasworks carter: The wages shall be 13s. 6d. per day; overtime at above rates.

6. Waterman: The wages shall be 13s. per day.

7. Gasfitters, licensed plumbers, and apprentices: The wages of gasfitters and licensed plumbers shall be 15s. per day; apprentices at the same rate as the indentures specify. All statutory holidays to be paid for.

8. Sewerage-pipe layers: The wages shall be 14s. per day; when employed in wet places 1s. per day extra. The Borough Foreman to be the judge when it is a wet place.

9. Labourers: When employed at ordinary work—horse-driving, &c.—the wages shall be 13s. 6d. per day; when employed working in tar, 1s. per day extra; when working in wet places, wet drains, opening up old drains, wages to be 1s. per day extra. All statutory holidays to be paid for. When worked the wages shall be £1 7s. per day for Sundays, Christmas Day, and Good Friday, and all other statutory holidays £1 0s. 3d. per day.

10. Engine-drivers: The wages shall be 15s. per day. Steam-raising to be paid for at ordinary rates. Overtime rates to be paid if employed over eight hours exclusive of the time required to raise steam.

11. Carpenters: The wages shall be 15s. 6d. per day; hours, overtime, &c., to be the same as the others.

12. Butchers: The wages shall be—leading hand, 14s. per day; assistant, 13s. per day. Two weeks' holiday per year on condition that butchers provide a suitable substitute; holidays to be allowed to accumulate for a term not exceeding two years.

13. Turncock: The wages shall be 14s. per day. Two weeks' holiday per year. Overtime same as the others.

14. Tunnelmen: The wages shall be 15s. per day. Overtime rates same as others.

15. Caretaker, Victoria Square: The wages shall be 13s. 6d. per day.

16. Youths: Seventeen years and under, £1 1s. per week; seventeen to eighteen years, £1 10s. per week; eighteen to nineteen years, £2 per week.

17. Men having to enter septic tanks to be paid 2s. 6d. extra irrespective of time employed doing so. Men cleaning blocked sewerage drains shall be paid at the rate of £1 7s. per day.

*General Conditions.*

1. (a.) Where employees contract any complaint or illness directly traceable to their employment full pay to be allowed during illness not exceeding one month on production of doctor's certificate.

(b.) Shift-work in sewer-work or waterworks, if continuous for eight hours, thirty minutes to be allowed for crib, and no longer than six hours to be worked without a meal.

The following clauses shall apply unless otherwise provided for:—

2. (a.) Tools: All tools required shall be supplied by the Corporation, excepting to carpenters, who shall supply their own.

(b.) Preference clause: So long as the rules of the union shall permit any person of good character, upon the payment of an entrance fee not exceeding 2s. 6d. and hereafter a subscription of 6d. per week, without ballot or other election, to become and remain a member thereof, the Corporation shall employ members of the union in preference to non-members, providing that there are members of the union equally qualified to perform the work required to be done, the Corporation shall know of such members, and shall be able to obtain their services without undue delay.

Nothing herein contained shall prevent the continued employment of any workers now in the employment of the Corporation although such workers may not be or become members of the union.

The Corporation shall deduct the amount of the above fees from the wages of the unionists each pay-day, the amount of such deduction to be paid over to the union's treasurer.

(c.) Accommodation for workers: The Borough Council shall provide accommodation to the satisfaction of the Inspector of Factories to enable workers employed at the gasworks to take their meals and change their clothes.

(d.) Under-rate workers: Any worker unable to earn the minimum wage may be employed at such less rate as may be agreed upon in writing by and between the Corporation and the union. Such agreement shall be signed by the Town Clerk on behalf of the Corporation and by the president and secretary on behalf of the union. The secretary of the union shall notify the local Inspector of Factories of every such agreement arrived at.

(e.) Payment of wages: Wages shall be paid fortnightly at the Town Hall for ordinary workers, but in case of gas, water, and sewerage employees payment shall be made upon the job. An allowance of fifteen minutes shall be made on pay-day if required.

This agreement shall remain in force for a period of one year.

In witness thereof the said parties hereto have hereunder caused their respective seals to be affixed the day and the year first written above.

The common seal of the Mayor, Councillors, and Burgesses of the Borough of Westport was, by authority of the Borough Council,

affixed, and this agreement was signed by two members of the said Council on behalf of and by direction of the said Council in the presence of—Arthur Taylor, Town Clerk.

[SEAL.]                      ARTHUR LEAVER, } Two members of the  
                                    JOHN MENZIES, }        said Council.

The seal of the Westport General Labourers and Mechanics' Industrial Union of Workers was, by authority of the said union, affixed, and this agreement signed by the president and secretary of the said union by direction of the said union in the presence of—

[SEAL.]                      WILLIAM P. CALDWELL, Vice-President.  
                                    DANIEL MOLONEY, Secretary.

Witness—Henry William Sherlock, Labourer.

NOTE.—Section 25, subsection (4), of the Industrial Conciliation and Arbitration Act, 1908, provides that, notwithstanding the expiry of the term of the industrial agreement, it shall continue in force until superseded by another industrial agreement or by an award of the Court of Arbitration, except where the registration of an industrial union of workers bound by such agreement has been cancelled.