

WELLINGTON INDUSTRIAL DISTRICT.

(6554.) WANGANUI GASWORKS' EMPLOYEES (OTHER THAN HORIZONTAL AND VERTICAL RETORT WORKERS AND ENGINE-DRIVERS).—INDUSTRIAL AGREEMENT.

In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial agreement between the Mayor, Councillors, and Burgesses of the Borough of Wanganui and the Wanganui Gasworks Employees' Industrial Union of Workers.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 31st day of January, 1921, between the Mayor, Councillors, and Burgesses of the Borough of Wanganui (hereinafter called "the Council") of the one part, and the Wanganui Gasworks Employees' Industrial Union of Workers (hereinafter called "the union") of the other part, whereby it is mutually agreed by and between the Council and the union as follows.

SCHEDULE.

Hours of Work.

1. (a.) Except where otherwise specified a week's work shall not exceed forty-six and three-quarter hours, which shall be worked

between the hours of 7.45 a.m. to 12 noon and 12.45 p.m. to 5 p.m. on five days of the week, and between the hours of 7.45 a.m. and 12 noon on Saturdays.

(b.) All bunker-men for vertical retorts shall work a shift of eight hours only. Seven shifts per week.

(c.) All fire and furnace men, eight hours per shift of seven shifts per week.

(d.) Lamplighters: Working-hours of lamplighters shall be as follows: Six hours per day for sixteen days in each month; four days of eight hours each to be worked in cleaning lamps; three hours each Sunday at lighting lamps only, and six days per month of not more than eight hours in any one day to be worked as required by the Council.

Wages.

2. (a.) Bunker-men for vertical retorts and coal-trimming shall be paid 16s. 8d. per shift.

(b.) All labourers employed by the Gas Department shall be paid 1s. 7½d. per hour and a cost-of-living bonus of 3¼d. per hour. Labourers employed in assisting firemen or furnace-men to be paid 1½d. per hour extra, with a minimum of 6d. per day. Labourers engaged at cleaning tar from choked mains or filling tar-barrels or drums to be paid 1s. extra per day or any part of a day while so engaged.

(c.) Firemen or furnace-men shall be paid 16s. 8d. per shift.

(d.) All gas-main and service layers to be paid not less than 2s. 1d. per hour.

(e.) All blacksmiths to be paid not less than 2s. 3d. per hour.

(f.) All men employed on the coal-conveyor or on the Coal Wharf while handling coal to be paid 2s. 1d. per hour, and if called back after 5 p.m. and required to wait shall receive a minimum of one hour's pay.

(g.) All lamplighters and maintenance men to be paid 2s. per hour, and the week's work shall not exceed forty-four hours.

Holidays.

3. (a.) All fire or furnace men, and bunker-men, shall receive fourteen days' holiday per year on full pay, such holiday to be taken in the months of December, January, February, or March as the Council shall determine; but should the Council require the men to take their holidays in periods of not more than seven days and the worker being agreeable, then the fourteen days may be given in periods of seven days during the months hereinbefore mentioned. Lamplighters to receive twelve days' holiday per year on full pay, such holidays to be taken between the months of November and March. The periods are to be consecutive if required by the worker.

(b.) In the event of any employee leaving the services of the Council or being discharged therefrom he shall be paid for such

proportion of his holidays as have accrued due up to the time of his leaving or being discharged. No worker is entitled to these holidays until he has worked three months in the employment of the Council. This proviso shall not apply to those workers employed on the 1st day of September, 1920.

(c.) All other workers not mentioned in this clause and required to work on Sundays, Good Friday, or Christmas Day shall be paid double time, and for work done on New Year's Day, Easter Monday, Labour Day, Boxing Day, Anniversary Day, or the birthday of the reigning Sovereign time and half rates shall be paid, unless otherwise expressed in this agreement.

Overtime.

4. (a.) All time worked outside of or in excess of the hours mentioned in clause 1 hereof shall count as overtime, and shall be paid for at the rate of time and half for the first three hours and double time thereafter.

General Conditions.

5. (a.) All workers required by the Council to use bicycles shall be paid an annual allowance of £7 per year, except in the case of the lamplighters employed in the Wanganui East District, when the allowance shall be £5. Failing an allowance in either case the Council shall provide a bicycle free of cost to be used in the work of the Council only.

(b.) Labourers engaged in cleaning tar from choked mains, or filling tar barrels or drums, and discharging purifiers to be provided with one set of overalls each six months if required. Lamplighters to be provided with slip-on overalls which are to be used in wet weather.

(c.) All labourers who have been employed in the gasworks for a period of more than one week and called upon to go on shift in the retort-house on any paid holiday to be paid for such holiday in addition to the shift wages.

(d.) If any worker under the stokers' agreement fails to attend work at 2 p.m., and should any worker under this agreement be called upon to fill his place in the retort-house, then such worker shall be paid overtime rates for the work already done that day.

(e.) Labourers engaged in discharging purifiers to be paid time and quarter.

Preference.

6. (a.) If the Council shall hereafter engage any worker coming within the scope of this award who shall not be a member of the union, and who within fourteen days after his engagement shall not become a member of the union and remain a member, the Council shall dismiss such worker from its services 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, who is ready and willing to undertake the same.

(b.) Provided further that if a worker is engaged as a casual hand and is a member of the Wanganui Labourers' Industrial Union of Workers, or any other industrial union of workers, it shall not be obligatory upon such worker to become a member of the union.

(c.) The provisions of the foregoing clauses shall operate only if and so long as the rules of the union shall permit any such person of good character and sober habits to become a member thereof upon payment of an entrance fee not exceeding 5s., upon a written or verbal application, without ballot or other election, and to continue a member upon payment of subsequent subscriptions not exceeding 6d. per week.

Scope of Agreement.

7. This agreement shall have reference to all workers employed in or about the gasworks who are not subject to the provisions of an award or industrial agreement at present existing.

Terms of Agreement.

8. This agreement shall come into force as from the 1st day of September, 1920, and shall continue in force until the 1st day of September, 1922.

The common seal of the Mayor, Councillors, and Burgesses of the Borough of Wanganui was hereto affixed by order of the Council by and in the presence of—

[SEAL.]

T. BOSWALL WILLIAMS, Mayor.
G. MURCH, Town Clerk.

Signed and sealed on behalf of the Wanganui Gas Stokers, Cokers, and Trimmers' Industrial Union of Workers—

[SEAL.]

CHAS. HOWARD, President.
JOSEPH HAMLEY SLOGGETT, Secretary.

This agreement embodies a complete settlement between the parties.

E. GOHNS,
Chairman of Conference.

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.