

(7284.) WANGANUI MUNICIPAL LABOURERS.—INDUSTRIAL AGREEMENT WITH WANGANUI BOROUGH COUNCIL.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 13th day of September, 1922, between the Wanganui Municipal Labourers' Industrial Union of Workers (hereinafter called "the union") of the one part, and the Mayor, Councillors, and Burgesses of the Borough of Wanganui (hereinafter called "the employer") of the other part, whereby it is mutually agreed as follows:—

1. That, as between the parties hereto, the terms, conditions, stipulations, and provisions contained and set out in the schedule hereto shall be binding upon the said parties, and the said terms, conditions, stipulations, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this agreement.

2. That the said parties hereto shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, stipulations, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this agreement or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same.

SCHEDULE.

Hours of Work.

1. (a.) Except where otherwise specified the week's work shall not exceed forty-seven hours, and shall be worked between the hours of 7.30 a.m. and 5 p.m. on five days of the week, and between the hours of 7.30 a.m. and 12 noon on Saturday, but shall not exceed eight

hours and a half on five days of the week and four hours and a half on Saturday.

(b.) When any special emergency arises local bodies may vary the starting-time of their workers.

(c.) In tunnel-work the hours shall not exceed eight hours per shift, with half an hour for crib-time.

(d.) Six hours shall constitute a day's work in tunnel-work when workers are working in wet places or foul air. A "wet place" shall mean a place where workers have to stand in water over the boot-tops or where water is dripping on them.

(e.) Where it is necessary to prepare material for work before the ordinary hour for commencing work, the employer may employ workers to do such necessary work for not more than half an hour before that time at the ordinary rate of pay. This subclause applies to all workers coming under the operation of this agreement.

(f.) In addition to the wages herein prescribed there shall be paid to all workers covered by this agreement a bonus as follows: From the 1st day of June, 1922, the bonus shall be 3 $\frac{3}{4}$ d. per hour, and from the 22nd day of August, 1922, the bonus shall be 2 $\frac{1}{2}$ d. per hour until the Court shall otherwise make a general order as to the rate to be paid by way of increase or decrease of the wages of all workers covered by awards or agreements.

Rates of Wages.

2. General labourers: The following shall be the minimum rate of wages paid respectively to the several classes of workers hereinafter specified:—

(b.) Tunnel-work: Tunnelmen and timbermen, 1s. 10d. per hour. "Tunnel-work" means any underground excavation that is over a chain in length, or that requires timbering overhead.

(c.) Quarry-work: All workers employed in or about any quarry, 1s. 7d. per hour.

(d.) General work: Labourers employed on work not hereinbefore mentioned, 1s. 7d. per hour.

(e.) Workers having to work in wet places shall be paid 1 $\frac{1}{2}$ d. per hour extra on award rates.

(f.) A wet place shall be as decided by the engineer from time to time.

Payment of Wages.

3. (a.) Wages shall be paid weekly, or fortnightly if agreed to, and within fifteen minutes of ceasing work on the regular pay-day.

(b.) On country or suburban work wages may be paid as agreed upon by the employer and workers concerned in such work.

(c.) If any worker is discharged before the end of the week he shall be paid within one hour after such discharge whatever wages may be due to him for the actual time worked.

Overtime and Holidays.

4. General labourers: (a.) All time worked beyond the hours hereinbefore mentioned shall be considered overtime, and shall be paid for at the rate of time and a half for the first three hours, and thereafter at the rate of double time.

(b.) The following shall be the recognized holidays: New Year's Day, Good Friday, Easter Monday, Labour Day, the birthday of the Sovereign, Christmas Day, Boxing Day, and Anzac Day: these shall be paid for as if the worker had worked a full ordinary day.

(c.) Work done on Good Friday, Christmas Day, or on Sunday shall be paid for at the rate of double time. Work done on any of the other holidays shall be paid for at the rate of time and a half.

(d.) The overtime rates to be calculated on the basic wages only.

Suburban Work.

5. Workers shall be at the place where the work is to be performed at the time appointed for the commencement of the work, but should such place be beyond two miles from the chief post-office of any of the towns covered by this award, and not coming under the heading of "country work," the workers shall be paid for the time reasonably occupied by them in walking to and from such work beyond the two miles, or they shall be conveyed to and from such work at the cost of their employers; but no worker residing less than two miles by a convenient mode of access for foot-passengers from the place where the work is to be performed shall be entitled to the allowance mentioned in this clause. All time walked shall be allowed for at the rate of three miles per hour.

Country Work.

6. (a) "Country work" means work at which a worker is required to sleep away from home.

(b.) Any worker employed upon country work shall be conveyed by his employer to and from such work free of charge, or his travelling-expenses going to and returning from such work shall be paid by his employer, but once only during the continuance of the work if such work is continuous and the worker is not in the meantime recalled by his employer.

(c.) Time occupied in travelling shall be paid for at the ordinary rates, but no worker shall be paid more than an ordinary day's wage for any day occupied by him in travelling, although the hours may exceed eight, unless he is on the same day occupied in working for his employer.

(d.) Workers employed upon country work shall be paid an additional sum of 3s. 4d. per day, but the employer may in lieu thereof provide them at his own expense with suitable board and lodging.

(e.) Notwithstanding anything herein contained any employer may agree with any worker that in respect of any specified country work the hours of work shall be other than those hereinbefore prescribed without payment of overtime, but so that not less than the rate of wages herein prescribed for country work be paid.

Accommodation.

7. Each employer shall provide accommodation to the satisfaction of the Inspector of Factories to enable labourers to change their clothes and have their meals, and he shall also provide proper sanitary accommodation for labourers.

Tools.

8. All tools shall be supplied by the employer.

Employment of Youths.

9. (a.) Youths may be employed at not less than the following rates of wages: Up to seventeen years of age, £1 7s. per week; up to eighteen years of age, £1 13s. per week; up to nineteen years of age, £1 19s. per week; up to twenty years of age, £2 5s. per week; but no person under twenty-one years who shall be married shall be paid less than the rates provided in clause 2.

(b.) The proportion of youths shall not be more than one to every five or fraction of the first five men fully employed. Nothing herein contained shall be deemed to affect the employment of any youth duly apprenticed under the provisions of any award of this Court in respect of any work to be done in assisting any journeyman in the trade to which he has been apprenticed.

Wet Places.

10. Gum boots shall be supplied by the employers at the request of the workers when the latter are working in water over their boot-tops.

Under-rate Workers.

11. (a.) Any worker who considers himself incapable of earning the minimum wage fixed may be paid such lower wage as may from time to time be fixed, on the application of the worker after due notice to the union, by the local Inspector of Awards or such other person as the Court may from time to time appoint for that purpose; and such Inspector or other person in so fixing such wage shall have regard to the worker's capabilities, his past earnings, and such other circumstances as such Inspector or other person shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b.) Such permit shall be for such period, not exceeding six months, as such Inspector or other person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been given to such worker by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause, provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability it may be fixed for such longer period as such Inspector or other person shall think fit.

(c.) Notwithstanding the foregoing it shall be competent for a worker to agree in writing with the president or secretary of the union upon such wage without having the same so fixed.

(d.) It shall be the duty of the union to give notice of every agreement made with a worker pursuant hereto to the Inspector of Factories.

(e.) It shall be the duty of an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

Preference.

12. (a.) If any employer shall hereafter engage any worker coming within the scope of this award or 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 an 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.

13. Should the Council decide at any future time to employ a permanent staff this agreement shall not apply to same.

Scope of Agreement.

14. This agreement shall cover all and any work to be done by general labourers employed in the Borough Engineer's Department of the Wanganui Borough Council, in the Wellington Industrial District.

Term of Agreement.

15. This agreement shall come into force on the 1st day of June, 1922, and shall remain in force until the 31st day of May, 1924.

Signed and sealed on behalf of the Wanganui Municipal Labourers' Industrial Union of Workers—

[SEAL.]

B. R. PITT, President.

THOS. G. BUTLER, Secretary.

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

[SEAL.]

T. BOSWALL WILLIAMS, Mayor.

G. MURCH, Town Clerk.

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.