

(8356.) SOUTH AUCKLAND ENGINE-DRIVERS, WINDERS, MOTOR-  
MEN, AND FIREMEN (IN GOLD-MINES.)—AWARD.

In the Court of Arbitration of New Zealand, Northern Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the South Auckland Engine-drivers, Winders, Motormen, and Firemen's Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Waihi Gold-mining Company (Limited), Waihi.

Waihi Grand Junction Gold-mining Company (Limited), Waihi.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives duly appointed, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, doth hereby order and award :—

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provi-

sions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that a penalty as by law provided shall be payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect as hereinafter provided and shall continue in force until the 4th day of October, 1926, and thereafter as provided by subsection (1) (d) of section 90 of the Industrial Conciliation and Arbitration Act, 1908.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand this 16th day of October, 1925.

[L.S.]

F. V. FRAZER, Judge.

#### SCHEDULE.

##### *Hours of Work.*

1. (a.) Forty-four hours shall constitute a week's work.
- (b.) The hours of work for electric-motor-driven sinking or suspended pump attendants shall be six hours per shift in wet places, with 8d. per shift allowance for oiler-money.

##### *Wages.*

2. (a.) The following shall be the minimum rate of wages which shall be paid by the employers to the persons employed in the following capacities:—

	Per Shift.	
	s.	d.
Winders (except as referred to in subclause (a), work done during crib-time to be paid extra)	17	4
Winchmen, on surface .. .. .	15	0
Winchmen, underground .. .. .	16	0
First-class stationary-engine drivers .. .. .	16	0
Second-class stationary-engine drivers .. .. .	15	3
Firemen .. .. .	13	9
Leading firemen (where more than one fireman is employed) .. .. .	14	6
Locomotive-drivers .. .. .	16	0
Locomotive firemen .. .. .	14	6
Engine-cleaners .. .. .	13	8
Engine-greasers .. .. .	13	9
(b.) Gas-engine drivers .. .. .	15	6
(c.) Gas-producer men, where ticket is required .. .. .	15	3
Gas-producer men, otherwise .. .. .	14	9
Gas-producer cleaners .. .. .	14	0

(d.) Employees on electric motors .. ..	14	3
Electric-motor-driven sinking or suspended pump attendants, with 8d. per shift oiler- money as in clause 1 (b) .. ..	15	6
Switchboard attendants at Junction Mine—		
First six months .. ..	12	6
Thereafter .. ..	13	0
(Employees who can show satisfactory references of previous switchboard experience when started at the Waihi Grand Junction Mine shall be paid at the higher rate of wages)		
(e.) Winders at No. 5 shaft, Waihi Mine .. ..	16	10
Transformer-house attendants .. ..	14	9
(f.) The wages of winchmen are not to be reduced when brought to the surface during temporary breakdowns not exceeding three days.		

#### *Dirty Work.*

3. One shilling and sixpence per shift shall be paid as dirt-money in connection with boiler-cleaning.

#### *Definitions.*

4. Definition of a motorman: The term "driver" of an electric motor, or attendant thereof, as used herein shall be considered to mean a worker employed to attend, regulate, or control an electric motor or electric motors, but not a worker who, in addition to his ordinary or other employment not controlled by this award, incidentally to such employment switches on or off the electric power to a motor or motors.

#### *Holidays.*

5. (a.) For time worked by six-shift men on Sundays, New Year's Day, Good Friday, Easter Monday, the Sovereign's Birthday, Labour Day, Christmas Day, Boxing Day, and Anzac Day double the ordinary time (computed on the hourly basis over the forty-four hours) shall be paid.

(b.) Seven-shift men working an eight-hour shift on Sundays and any of the above holidays shall be paid as for two ordinary shifts—that is, for seven-shift men working full time the total earnings for a week should be equivalent of eight and a half ordinary shifts.

(c.) In the event of one of the above-mentioned holidays falling on a Saturday, seven-shift men working full time for the week shall receive the equivalent of nine and a half ordinary shifts.

(d.) Any time worked in excess of the eight-hour shift on any of the above days shall be paid for at the rate of double time computed on the hourly basis over the forty-four hours.

*Overtime.*

6. For six-shift men overtime shall be paid at the rate of time and a half for the first three hours, and thereafter double time. For seven-shift men any time worked in excess of the eight hours per day shall be paid for at the rate of time and a half for the first three hours, and thereafter double time, computed on the hourly basis over the forty-four hours.

*Payment of Wages.*

7. The companies shall pay wages-men fortnightly on Fridays, five working-days after the dates to which the pay-rolls are made up.

*Funerals.*

8. In the case of any funeral the union shall not call out the workers for twenty-four hours, but any men who give the management not less than eight hours' notice that they wish to attend the funeral shall be free to leave their work.

*Disputes.*

9. Should any matter arising out of this award be in dispute during the term of this award and not herein provided for, every such matter shall be referred to the manager of the mine and the president of the union with a view to coming to terms; in case an agreement cannot be arrived at the matter shall be referred to the Conciliation Commissioner for the district, whose decision shall be final.

*Lost Time.*

10. (a.) Any worker not previously notified not to come to work attending and willing to work at the usual time for starting, and there being no suitable work which he is allowed to perform, shall be paid for two hours.

(b.) In the event of any worker commencing work and being knocked off through no fault of his own by his employer he shall be paid the full-shift rate.

*Night Shifts.*

11. (a.) Two shillings extra shall be paid to a man who, having worked his ordinary shift, is called out to go on another shift (other than his normal shift) and to which overtime rates are not applicable. This shall not apply to the cases which occur by reason of the change of shifts. Each day stands by itself and commences at midnight.

(b.) Where a man is required to work more than one week's night shift continuously, he shall receive 2s. extra for each shift worked after the first week. This does not apply to men who ask for continuous night-shift work.

*Preference.*

12. (a.) If any employer shall hereafter engage any worker coming within the scope of this award 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.) The provisions of this clause shall operate only if and so long as the rules of the union shall permit any worker coming within the scope of this award 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 9d. per week.

(c.) The union shall keep a book called the "employment-book" wherein shall be entered the names and exact addresses of all members of the union for the time being out of employment and desirous of obtaining employment, with a description of the branch of employment in which each person seeking employment claims to be proficient, and upon such member obtaining employment a note thereof shall be entered in such book.

*Scope of Award.*

13. This award shall apply only to the parties named herein.

*Term of Award.*

14. This award in so far as it relates to wages shall be deemed to have come into force on the 5th day of October, 1925, and so far as all the other conditions of this award are concerned it shall come into force on the day of the date hereof; and this award shall continue in force until the 4th day of October, 1926.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 16th day of October, 1925.

[L.S.]

F. V. FRAZER, Judge.

**MEMORANDUM.**

This award embodies, without alteration, the recommendations of of the Conciliation Council, which the parties agreed to accept.

F. V. FRAZER, Judge.