

(8174.) AUCKLAND ELECTRIC POWER BOARD'S ELECTRICAL WORKERS.—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 Auckland 'Electrical Trades' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

The Auckland Electric Power Board, Quay Street, Auckland.

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 provisions 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 from the 11th day of May, 1925, and shall continue in force until the 11th day of May, 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 27th day of April, 1925.

[L.S.]

F. V. FRAZER, Judge.

#### SCHEDULE.

##### *Interpretation.*

1. (a.) "Linesmen's work" means and includes the complete installation of overhead electric light and power mains from the supply station to the point of connection to the consumer's premises, the erection and connecting-up of street-lamps, and all repair and maintenance work in connection with overhead mains.

(b.) "Linesmen's assistants' work" means and includes pick-and-shovel work, bar-and-moyle work, pole-erecting, rigging, and all other work performed in assisting linesmen and working under their directions.

(c.) "Cable-jointers' assistants' work" means and includes assisting the cable-jointer and working under his direction.

(d.) "Cable-layers' assistants' work" means and includes all work generally performed in connection with the laying of cable-mains and carried on under the directions of the foreman cable-layer.

##### *Hours of Work.*

2. (a.) Forty-four hours shall constitute one week's work; the working-hours shall be eight hours per day on the first five days of the week, and four hours on Saturday, and shall be worked between the hours of 8 a.m. and 5 p.m. on the first five days, and 8 a.m. and 12 noon on Saturdays.

(b.) Where any worker turns out on a wet day and at the request of the foreman stands by for more than half an hour and does not subsequently work on that day he shall receive one hour's pay.

*Wages.*

3. The following shall be the minimum rates of wages :—

	Per Hour.	
	s.	d.
Foreman (overhead or underground) .. .. .	2	3½
Cable-jointers .. .. .	2	2
Linesmen .. .. .	2	1½
Linesmen's assistants .. .. .	1	11
Cable-jointers' assistants .. .. .	1	11
Cable-layers' assistants .. .. .	1	10½

*Overtime.*

4. (a.) All time worked in excess of the hours mentioned in clause 2 hereof shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

(b.) If at any time a worker is called out after having ceased work, then the time so worked shall be paid for at the ordinary overtime rates, to be computed from the time of leaving home to the time of return.

(c.) Should the worker receive notification of his being called out prior to his ceasing his ordinary work, he shall in such case only be entitled to overtime rates for the time he has actually worked.

*Holidays.*

5. (a.) For all time worked on Sundays and holidays, as provided hereafter, or authorized from time to time by the Auckland Power Board, double time shall be paid.

(b.) The following shall be the recognized holidays: New Year's Day, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Anniversary Day, Anzac Day, Christmas Day, and Boxing Day.

(c.) All workers who have been in the employ of the Board for a period of three months or more shall be entitled to ordinary wages in respect of the holidays mentioned.

(d.) Double time for such workers shall mean the ordinary rate for time worked in addition to the day's pay.

*Suburban Work.*

6. (a.) "Suburban work" shall mean work performed at a distance of two miles or over from the junction of Khyber Pass and Symonds Street.

(b.) Workers shall be at the place where the work is to be performed at the hour appointed for commencing work, but if such place is distant two miles or more from the junction aforementioned, workers who are so employed shall be allowed and paid at ordinary rates for time reasonably occupied by them in travelling to and from such work beyond the two miles aforementioned, or they shall be conveyed to and from such work at the cost of the employer.

(c.) No worker who resides 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.

(d.) All tram fares incurred by workers proceeding and returning from work for distances over two sections from the General Post Office shall be paid for by the employer.

#### *Tools.*

7. All necessary tools shall be provided by the employer. Employees shall sign for any tools served out to them if requested by the employer, and shall return such tools in good order, subject to fair wear-and-tear, or pay for them.

#### *Accident Provisions.*

8. A suitable ambulance first-aid outfit shall be supplied to each cart.

#### *Accommodation.*

9. The employer shall provide where reasonably necessary accommodation to the satisfaction of the Inspector of Awards to enable workers to change and dry their clothes and have their meals. Such accommodation shall be for the use of all workers on the job. No lime, cement, or tools shall be stored in the change-house. The employer shall also provide proper sanitary accommodation, and make provision for boiling water for meals. The change-house shall be thoroughly cleaned and disinfected at least once a week.

#### *Preference.*

10. (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 fourteen 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 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 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.

#### *General Provisions.*

11. Workers shall when necessary be supplied with best-quality gloves and lifebelts when on live overhead work, and best-quality gloves and mats when on live underground work.

*Workers' Representative.*

12. The workers' representative shall have the right of entry outside working-hours to all jobs to which the employer can lawfully give such right, after due notice to the employer or his representative has been given.

*Stone-work.*

13. (a.) Workers employed on machine drills or as shot-firers shall be paid 2d. per hour extra.

(b.) Men employed at hammer-and-drill work shall be paid 1d. per hour extra.

*Higher-grade Workers.*

14. Any worker put to do work of a higher grade shall receive the wages of such grade while so employed.

*Matters not provided for.*

15. Any dispute in connection with any matter not provided for in this award shall be settled between the employer's representative and the secretary or president of the union, and in default of any agreement being arrived at, then such dispute shall be referred to the Conciliation Commissioner for the district, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Conciliation Commissioner, may appeal to the Court upon giving written notice of such appeal to the other party within seven days after such decision shall have been communicated to the party desiring to appeal.

*Scope of Award.*

16. This award shall apply only to the parties mentioned herein—viz., the Auckland Electrical Trades Industrial Union of Workers and the Auckland Electric Power Board.

*Term of Award.*

17. This award shall come into force on the 11th day of May, 1925, and shall continue in force until the 11th day of May, 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 27th day of April, 1925.

[L.S.]

F. V. FRAZER, Judge.

## MEMORANDUM.

The Court has settled the clauses relating to hours and wages. On the matter of the rate for cable-layers' assistants the Court was divided in opinion, and the rate fixed (1s 10½d.) represents the decision of a majority of the members.

[L.S.]

F. V. FRAZER, Judge.

## (8270.) AUCKLAND ELECTRIC POWER BOARD'S ELECTRICAL WORKERS.—ADDING PARTY TO 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 the Auckland Electric Power Board's Electrical Workers' award, dated the 27th day of April, 1925, and recorded in Book of Awards, Vol. XXVA, p. 354.

Monday, the 6th day of July, 1925.

UPON reading the application of the union party to the Auckland Electric Power Board's Electrical Workers' award, dated the 27th day of April, 1925, and recorded in Book of Awards, Vol. XXVA, p. 354, which application was filed herein on the 11th day of June, 1925, and upon hearing the duly appointed representatives of the said union and the undermentioned Council, this Court doth order that the undermentioned Council be and it is hereby added as a party to the said award as from the day of the date hereof:—

Devonport Borough Council, Devonport.

[L.S.]

F. V. FRAZER, Judge.