

10050.) WAIKATO COAL-MINES UNDERGROUND OFFICIALS.—  
INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 20th day of March, 1931, between the Taupiri Coal-mines, Ltd., Auckland; Pukemiro Collieries, Ltd., Auckland; Glen Afton Collieries, Ltd., Auckland; and Renown Collieries, Ltd., Auckland (hereinafter referred to as "the employers"), of the one part, and the Waikato and District Coal-mines Underground Officials Union (J. Boyd, secretary, Rotorua, via Huntly) (hereinafter referred to as "the union"), of the other part, whereby it is mutually agreed by and between the said parties hereto as follows, that is to say:—

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

2. 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, stipulations, and provisions, but shall in all respects abide by and perform the same.

## SCHEDULE (1930).

*Wages.*

1. The wages for deputies shall be £7 per week. Back and night shifts shall be £7 4s. per week for permanent work.

*Hours of Work.*

2. (a) So far as may be reasonably practicable, the management shall endeavour to avoid overtime for deputies, but when required to do so deputies shall work overtime.

(b) The working-hours shall be eight hours, bank to bank, on five days of the week; on back Saturday, six and a half hours; and on pay Saturday, six hours, bank to bank.

(c) Any deputy called upon to do regular Sunday work shall be paid, up to four hours, half a shift; over four hours, a full shift, at ordinary time rates.

*Sick-pay.*

3. (a) A deputy absent from work through sickness shall produce a medical certificate if so required by the company, and the company shall have the right to nominate a medical practitioner from whom such certificate shall be obtained.

(b) A deputy shall be entitled to payment of wages during sickness, but not for any period exceeding four weeks in any one year.

*Tools.*

4. The company to provide one lamp per annum and necessary tools for officials, and such will be supplied from the company's store-room on the written order of the manager; and persons to whom such tools are supplied shall be responsible for proper care of such. When lost or broken through improper use, the person responsible may be required to replace same at his own cost.

*Membership of Union.*

5. As soon as any man with a certificate goes on deputy work he shall be informed by the manager that he must join the deputies' union, and he must forthwith leave the miners' union.

*Reduction of Staff.*

6. In the event of it being necessary to reduce the staff of deputies, those retired shall be found suitable employment.

*Holidays.*

7. Holidays to be the same as under the miners' award. Five additional days to be granted, to be mutually agreed upon, providing no time has been lost through sickness.

*Notice of Dismissal or Retirement.*

8. Fourteen days' notice to terminate the employment shall be given by the worker to the employer, or by the employer to the worker, for other cause than disobedience or misconduct.

*Disputes.*

9. In the event of any dispute arising at any colliery which cannot be adjusted by the manager of such colliery and the local members of the union, then such dispute shall be referred to the union officials and the committee of the managers of the collieries concerned in this agreement.

*Term.*

10. This agreement shall be deemed to have come into force on the 20th day of November, 1930, and shall continue in force until the 20th day of November, 1932.

In witness whereof the parties have hereunto set their hands the day and year first above written.

TAUPIRI COAL-MINES, LTD. :

J. FOTHERINGHAM, Secretary.

Witness—J. L. Souter, Accountant, Auckland.

PUKEMIRO COLLIERIES, LTD. :

G. POLLOCK, Secretary.

Witness—B. B. Stuart, Accountant, Auckland.

GLEN AFTON COLLIERIES, LTD. :

C. M. RICHWHITE, Secretary.

Witness—D. M. Whitson, Typist, Auckland.

RENOWN COLLIERIES, LTD. :

NORMAN R. CHAPMAN, Secretary.

Witness—H. R. Newman, Accountant, Auckland.

WAIKATO AND DISTRICT COAL-MINES

UNDERGROUND OFFICIALS' UNION :

ANDREW MCCALLUM, Chairman.

JAMES BOYD, Secretary.

Witness—William McCallum.