

(10371.) WELLINGTON ENGINEERS, MOULDERS, BOILERMAKERS, IRON SHIP AND BRIDGE BUILDERS, AND METAL WORKERS' ASSISTANTS.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 20th day of December, 1932, between the Wellington Branch of the Amalgamated Engineering and Allied Trades' Industrial Association of Workers, Trades Hall, Wellington, the Wellington United Boilermakers, Iron and Steel Ship and Bridge Builders' Industrial Union of Workers, Trades Hall, Wellington, the Wellington Iron and Brass Moulders' Industrial Union of Workers, Trades Hall, Wellington, and the Wellington Metal Workers' Assistants' Industrial Union of Workers, Trades Hall, Wellington, jointly and severally of the one part (hereinafter referred to as the "unions"), and William Cable and Co., Ltd., Wellington, Luke Bros, Ltd., Wellington, and the Wellington Patent Slip Co., Ltd., Wellington, of the other part (hereinafter referred to as the "employers"). Whereas it is hereby mutually agreed by and between the parties hereto as follows, that is to say, 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.

SCHEDULE.

Hours of Work.

1. Forty-four hours shall constitute a week's work, of which eight hours shall be worked on five days of the week, and four hours on Saturday—to be worked between the hours of 7 a.m. and 5 p.m. on five days of the week, and between the hours of 7 a.m. and noon on Saturdays.

Holidays.

2. (a) For all hours worked on Sundays, Christmas Day, New Year's Day, Good Friday, and Labour Day double time shall be paid.

(b) For all hours worked on the 2nd January, Anniversary Day, Easter Saturday, Easter Monday, King's Birthday, and Boxing Day, time and a half shall be paid.

(c) If any of the prescribed holidays is not generally observed in any locality an employer may substitute any other day generally observed as a holiday in that locality.

(d) Notice of closing down for Christmas holidays shall be posted in a conspicuous place at least three days before the holidays.

Overtime.

3. (a) Overtime shall be worked as required by the employer. For all work done in excess of the hours mentioned in clause 1 hereof payment shall be made at the rate of time and a half.

(b) Any worker required to commence work after the cessation of public wheeled traffic or before the ordinary time of starting of such traffic, and any worker who may work continuously until after the cessation of public wheeled traffic and cease work before the ordinary time of starting of such traffic, shall be paid for time occupied in travelling from or to his home, computed on three miles per hour, at ordinary rates of pay.

If a conveyance is provided for the worker by his employer he shall not be entitled to payment for travelling time.

For the purpose of this clause "public wheeled traffic" shall mean trams, buses, trains, or ferries ordinarily used by workers travelling to and from their work.

(c) No worker shall be required to work more than five hours continuously without a meal.

(d) Any worker having worked all day and night and being required to continue working on into the next day shall be paid time and a half rates for all such time worked on the second day.

(e) Any worker having worked all day and having continued to work till after midnight shall be given eight hours off or be paid time and a half rates for all time worked on the second day.

(f) A worker brought back from his home at night shall be guaranteed a minimum of two hours at time and a half.

(g) Meal-money: The employer shall allow meal-money at the rate of 1s. 3d. per meal when workers are called upon to work overtime after 6 p.m. Mondays to Fridays inclusive, or after 1 p.m. on Saturdays, provided that such workers cannot reasonably get home to their meals.

(h) Supper and crib time when working overtime shall be paid for.

Night Shifts.

4. (a) A "night shift" shall mean a shift of eight hours worked between the ordinary time of leaving off work in the evening and starting of work in the morning. One day and one night shift only shall be worked during each twenty-four hours. A worker required to work at night for less than three consecutive nights shall not be deemed to be a night-shift worker, but shall be paid for such work at overtime rates.

(b) Workers engaged on night shift shall be paid 2s. 9d. per shift extra if working on three or more consecutive nights.

(c) Any worker having worked all night and day and being required to continue working on into the next night shall be paid time and a half for all such time worked on the second night.

(d) A night-shift worker required to work in excess of eight hours shall be paid time and a half for such excess time.

Branches of Trade.

5. Workers covered by this agreement shall be—

(1) Patternmakers, fitters, turners, turret lathe turners, blacksmiths, coppersmiths, toolmakers, universal grinders, die-sinkers, brass-finishers, polishers, oxy-acetylene and electric welders, milling-machinists, millwrights, planers, slotters, shapers, and borers.

(2) Iron and brass moulders.

(3) Boilermakers, iron ship and bridge builders.

"Boilermakers" shall mean those who have served five years to the boilermaking trade and are engaged in any of the following branches of the trade, viz: Iron and steel ship work; steam and watertight boiler work; riveting, caulking, or chipping by hand or machine; punching or shearing; plating or furnace work; cutting out rivets and dismantling; bridge and girder work; tank-work; iron-roof work; flanging and angle-iron smithing; and the making or riveting and repairing of iron and steel plate or piping exceeding $\frac{1}{8}$ in. in thickness.

All riveting $\frac{3}{8}$ in. diameter or over shall be double-handed work.

Bridge-building: Employees in the boilermaking trade shall have the right to do the following constructional iron and steel work in the industry of bridge-building, viz: Punching and shearing, cutting and dismantling, or erecting in position, and of riveting, whether done by hand or machine, on the following work and materials: Top and bottom bars, cross-girders, fore-and-aft girders, vertical girders, channel-bars, H-bars, T-bars, and angle-bars, whether of wrought iron or of steel; bridge-cylinders when made of wrought iron or of steel plates, brace girders on the cylinder, and all the bracing on the top and bottom booms.

Girder-building: Employees in the boilermaking trade shall have the right to do the following constructional iron and steel work in the industry of composite-girder building, viz: Punching and shearing, cutting out and dismantling, erecting in position when bolting or riveting is required, and all riveting:

Provided that in bridge-building and girder-building the actual work of dismantling or of erecting in position may be done by workers other than boilermakers.

Wages.

6. (a) The minimum rates of wages to be paid to workers under this agreement (when they are not provided for under other awards or industrial agreements) shall be: Patternmakers, fitters, turners, blacksmiths, coppersmiths, toolmakers, universal grinders, die-sinkers, brass-finishers, brass-polishers, universal milling-machinists, millwrights, iron and brass moulders, boilermakers, iron ship and bridge builders, 1s. 11d. per hour.

(b) Coremakers who have served five years apprenticeship, 1s. 11d. per hour; machine moulding, 1s. 10d. per hour.

(c) Metal-workers' assistants, 1s. 9d. per hour.

(d) Workers employed at oxy-acetylene or electric welding (other than assisting) for less than four hours in a day shall be paid 1s. extra per day; for more than four hours in a day 1s. 3d. extra per day.

(e) *Chargemen*: Where a worker has been specially directed by his employer to take charge of any job, and has under his control not less than six tradesmen, such worker shall be paid 1s. 9d. per day extra, provided that the job shall extend for one day or more.

(f) All wages shall be paid weekly and on Friday, and within ten minutes of knocking off work. In the event of a holiday falling on a Friday, wages shall be paid on the Thursday.

(g) All wages shall be paid on dismissal of a worker or when the worker leaves of his own accord.

Boys and Youths.

7. Boys and youths may be employed at the following rates of pay:—

	Per Week.		
	£	s.	d.
Sixteen to seventeen years of age ..	0	15	0
Seventeen to eighteen years of age ..	1	2	6
Eighteen to nineteen years of age ..	1	10	0
Nineteen to twenty years of age ..	1	17	6
Twenty to twenty-one years of age ..	2	5	0
And thereafter the minimum rates.			

Outside Work.

8. (a) For outside work the employer shall pay the fare of the worker both ways. When the worker is employed at such work that he is unable to return to his home at night, suitable board and residence shall be provided at the employer's expense.

(b) Travelling-time shall be paid for at ordinary rates, but not to a greater amount than eight hours in the day.

(c) Where a worker is employed at country work at such a distance that he is unable to return to his home at night, he shall be paid at overtime rates for all work done in excess of the hours prescribed in clause 1 hereof.

(d) When a worker is required to travel by coastal steamer first-saloon fares shall be provided: when travelling by train second-class fares shall be provided.

(e) Workers required to travel by boat or train shall have meals provided by the employer in all cases where meals are not included in the fare.

(f) Workers required to travel in the ferry-steamer between Wellington and Lyttelton for the purpose of effecting repairs on such steamer shall be paid four hours travelling-time at ordinary rates for each night at sea.

(g) The foregoing provisions of this clause shall not apply to the Wellington Patent Slip Co., Ltd., for work in the port of Wellington, and in lieu thereof the following shall apply: Workers required to work at the Jubilee Dock, Wellington, or at Miramar shall be paid 9d. each way to cover travelling-time and fares, or, in lieu thereof, the employer may provide free conveyance.

Heat and Cold.

9. (a) Any worker required to work in any compartment or confined space where the heat exceeds 110 degrees Fahrenheit shall be paid, in addition to the rate of wages to which he is entitled for the time at which the work is performed, a special heat rate computed at ordinary time rates for the time he is so employed.

(b) No worker shall be compelled to work in any space where the temperature has been raised to above 150 degrees.

(c) Workers engaged in freezing-chambers where the temperature is below 30 degrees shall be paid 3d. extra per hour while so engaged.

(d) The person in charge of the job and a representative of the workers shall determine and certify to the temperature of any place for the purpose of this clause of the agreement.

(e) No worker shall be required to enter any furnace or chamber while the boiler is under steam-pressure, nor shall any worker be required to enter any boiler connected by steam-pipe to another boiler if such second boiler is under steam-pressure, unless the communicating valve between the two boilers is securely closed and locked.

Dirty Work.

(I) ENGINEERS.

10. (a) Any worker employed at the following work shall be paid 1s. 3d. per day extra dirt-money: Under lower platform in engine-rooms and stokeholds; in confined spaces about ships' boilers, or between ships' side or bunker bulkhead and boilers, or between top of boiler and deck, repairing smokebox doors, uptakes, and inside funnels; working inside furnaces, back-ends, and through manholes; all repairs inside bunkers, all repairs inside ballast-tanks and (unless steamed out) oil-tanks; sheathing patches under ship's bottom when jointed with red-lead and canvas; overhauling winches and traction engines.

(b) Workers not regularly employed at manure-works shall receive 1s. 9d. per day extra when employed in repairing manure plants at manure-works.

(c) "Day" shall mean any portion of the twenty-four hours during which a worker is employed at work coming within the meaning of this clause.

(II) BOILERMAKERS AND METAL WORKERS' ASSISTANTS.

(a) Any worker employed at the following work shall be paid 1s. 3d. per day extra as dirt-money: Under lower platform of engine-room or

stokeholds ; in confined spaces about marine and land boilers, or between ship's side or bunker bulkhead and boilers, or between bulkhead and back end of single-ended boilers, or between top of boiler and deck ; repairing smokebox doors, uptakes, and inside funnel ; all repairs inside bunkers ; working inside furnaces, back-ends, and through manholes of boilers ; all repairs inside ballast-tanks and (unless steamed out) oil-tanks, and all work of a similar nature ; sheathing patches under ship's bottom when jointed with red-lead and canvas.

(b) Workers not regularly employed at manure-works shall receive 1s. 9d. per day extra when employed in repairing manure plants at manure-works.

Salvage Work.

11. (a) Each salvage job shall be considered on its merits by representatives of employers and employees, and the rate of pay awarded accordingly.

(b) In case of a disagreement arising as to any matter under this clause it shall be the duty of employers and employees to take all necessary steps to effect a settlement without delay, and pending such settlement there shall be no delay in commencing salvage operations.

(c) Failing a settlement as provided in subclause (b) hereof, the dispute shall be referred to a committee consisting of three representatives of the union and three representatives of the employers, and if they fail to reach an agreement they shall appoint an independent chairman, who shall have a casting-vote.

Sanitary and other Conveniences.

12. (a) It shall be the duty of the employer to provide suitable lockers wherein the employees may keep their clothes ; good ventilation, and proper sanitary arrangements, also a sufficient supply of boiling water at meal-hours and for washing at knock-off times. "Suitable lockers" means lockers in which clothes may be hung up.

(b) An employer shall provide reasonable facilities for supplying warmth for men working in the workshops in cold weather.

(c) Employers, in workshops where electroplating, buffing, polishing, and grinding work in connection therewith are performed, shall install suitable suction plants and fans.

(d) It shall be the duty of the shop foreman to keep all passages clear at casting-time.

Light and Shelter, &c.

13. (a) In all cases where artificial light is required, electric light shall be supplied where available and proper staging shall be erected.

(b) Flares may be used with the consent of the workers.

(c) Proper shelter shall be provided to protect workers from cold winds or wet weather.

(d) All skylights in moulding-shops shall be protected by wire netting underneath.

(e) The light in every foundry shall be sufficient to provide safe entrance and exit for employees and to carry on work safely during working-hours.

(f) Where natural light is insufficient to properly light the foundry, artificial light of sufficient power shall be provided.

(g) The continuous use of hand-torches or other lamps that emit injurious smoke or gases is prohibited.

(h) Machinery, ladles, &c. : Machinery, cranes, &c., shall be examined once every six months, and all ladles of 15 cwt. and over shall be fitted with safety worm gear. Whenever possible all ladles, after daubing, shall be dried outside of the moulding-shop.

(i) Crucible furnaces : All brass furnaces shall be built not more than 15 in. above the level of the floor, and a proper flue shall be provided to carry off fumes.

(j) Dressing castings, &c. : When no special accommodation is provided all castings shall be cleaned and dressed outside of the moulding-shop and all casting-rumblers shall be placed outside the moulding-shop. Any moulding-boxes requiring chipping shall be done outside the moulding-shop.

Accidents.

14. (a) A St. John Ambulance (or similar) first-aid compressed kit shall be kept in a convenient and accessible place in every works, also conveniences for a supply of hot water at short notice.

(b) A suitable ambulance first-aid outfit shall be available for any worker when employed on outside work.

Improvers.

15. If in the opinion of the Apprenticeship Committee appointed in connection with this industry any apprentice who has completed his term of apprenticeship is not sufficiently competent to earn the minimum rate of wages prescribed in this agreement, then and in such case such apprentice shall be rated as an improver, for such period as the committee shall determine, in order that he may qualify as an efficient tradesman. The committee shall determine the rates that shall be paid during the term of improvership. If the employer or the worker is dissatisfied with a decision of the committee he may appeal to the Court within fourteen days after such decision has been communicated to him. In localities where no Apprenticeship Committee is functioning the period of improvership shall be not more than twelve months and the minimum rate of wages shall be 1s. 9½d. per hour.

Access to Workshops, and Shop-stewards.

16. With the consent of the employer first obtained, the union secretary or any person duly appointed shall be allowed access to any works at any time for the purpose of interviewing any worker coming

within the scope of this agreement upon business connected therewith, or the employer shall give recognition to any worker who is appointed shop-steward for the particular department in which he is employed.

Engineering Students.

17. Any student of any recognized University Engineering College in the Dominion who engages himself to any employer party to this agreement for the purpose of obtaining practical experience to supplement his theoretical training during the vacation period shall be exempt from the provisions of this agreement: Provided that this shall not entitle an employer to dismiss a worker in order to make room for a student.

Under-rate Workers.

18. (a) Any worker who considers himself incapable of earning the minimum wage fixed by this agreement 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 capability, 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 to the Inspector of Awards of every agreement made with a worker pursuant hereto.

(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.

19. (a) If any employer shall since the 5th day of November, 1926, have engaged or shall hereafter engage any worker coming within the scope of this 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) 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 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 9d. per week, and such fines as may be lawfully imposed on him for non-attendance without reasonable excuse at a specially called meeting of the union, of which written notice has been given to him or sent to him by post at his last address as notified by him to the union, or for misconduct at a meeting of the union, or for being more than three months in arrear, without reasonable excuse, in his contributions to the union: Provided that the maximum fine shall not exceed 2s. 6d. for non-attendance at a meeting of the union or for being in arrear with his contributions, and £1 for misconduct at a meeting of the union.

(c) 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.

(d) On request by the secretary of the union an employer shall supply a list of names of workers employed under the provisions of the agreement, but not oftener than once every three months.

(e) Nothing herein contained shall prevent any employer from employing any person who is a member of the Marine Engineers' Institute on engineering-work on the ship on the articles of which he was serving immediately previous to her being laid up, or on any ship to which he is to be appointed on her going into commission. This provision shall apply also to engineering-work done in the workshop for such ship.

Matters not provided for.

20. If a dispute shall arise between the parties to this agreement upon any matters arising out of or in connection with the agreement and not specifically dealt with therein, it shall be referred to a committee comprised of three representatives of the union and three representatives of the employers, with an independent chairman, for decision. The decision of a majority of this committee shall be binding. If no decision can be arrived at either party may refer the matter to the Court.

Scope of Agreement.

21. This agreement shall apply only to the parties named herein for work within the Wellington Industrial District.

Term of Agreement.

22. This agreement shall come into force from the day of the date hereof and shall continue in force until the 31st day of December, 1933.

Signed on behalf of the—

Wellington Branch of the Amalgamated Engineering and Allied Trades Industrial Union of Workers—

E. S. ANDREWS, President.

A. BLACK, Secretary.

Wellington United Boilermakers, Iron and Steel Ship and Bridge Builders' Industrial Union of Workers—

J. MCGUINNESS, President.

P. E. WARNER, Secretary.

Signed on behalf of the—

Wellington Iron and Brass Moulders' Industrial Union of Workers—

L. ROBERTS, President.

A. BLACK, Secretary.

Wellington Metal Workers' Assistants' Industrial Union of Workers—

P. A. JOHNSON, President.

A. MURRAY, Secretary.

Signed on behalf of—

William Cable and Co., Ltd.—

W. URQUHART, Secretary.

Luke Bros., Ltd.—

FRANK W. LUKE, Secretary.

Wellington Patent Slip Co., Ltd.—

C. T. JARVIS, Secretary.