

WELLINGTON INDUSTRIAL DISTRICT.

(10528.) WELLINGTON PAINTERS AND DECORATORS.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 21st day of September, 1933, between the Wellington Master Painters' Industrial Union of Employers (hereinafter called "the employers") of the one part and the Wellington Amalgamated Society of Painters, Decorators, and Leadlight Workers' Industrial Union of Workers (hereinafter called "the union") of the other part, whereby it is mutually agreed by and between the said parties as set out in the schedule hereto.

SCHEDULE.

Hours of Work.

1. The hours of work for journeymen employed in any branch of the trade shall be not more than eight hours per day on five

working-days of the week, which shall be worked between the hours of 8 a.m. and 5 p.m., and four hours on Saturday, which shall be worked between 8 a.m. and 12 noon. One hour shall be allowed for dinner on each day except Saturday, but an employer may agree with his workers to allow not less than half an hour for dinner.

Wages.

2. (a) The minimum rate of wages for journeymen painters (including time worked by them at calcimining, distempering, and limewashing), paperhangers, glaziers, grainers, signwriters, decorators, and pictorial-sign painters shall be 2s. 3d. per hour.

(b) Nothing in this clause shall be deemed to affect workers in other branches of the building trades whose work has heretofore included calcimining, distempering, and limewashing.

(c) The wages and all payments under this agreement shall be subject to the general order of the Court dated the 29th May, 1931, reducing wages by 10 per cent.

Overtime and Holidays.

3. (a) All work done outside and in excess of the hours mentioned in clause 1 hereof shall count as overtime, and shall be paid for at the rate of time and a half for the first four hours and double time thereafter. The double time rate shall commence at the expiration of four hours from the usual time of ceasing work, whether any work has or has not been done in the meantime, and shall apply to all work done before 6 a.m.

(b) For work done on Sundays, New Year's Day, Good Friday, Easter Monday, Labour Day, Christmas Day, Boxing Day, and the day of the painters' annual picnic, which shall be held on a Saturday, double time shall be paid.

(c) In any locality where any of the above holidays are not generally observed, another holiday may be substituted by mutual arrangement between the employer and his workers.

(d) Employers shall allow meal-money at the rate of 1s. 6d. per meal when workers are called upon to work overtime after 6.30 p.m., provided that such workers cannot get home to their meals.

(e) No worker shall be compelled to work more than five hours without an interval for a meal.

Payment of Wages.

4. (a) All wages shall be paid weekly either at the employer's place of business or other specified place, not later than Friday, and not later than fifteen minutes after the ordinary hour of ceasing work.

(b) In the event of Friday being a holiday, such wages shall be paid on the day preceding the holiday.

(c) When a worker is discharged, or leaves at any time other than on the ordinary pay-day, he shall be paid without unnecessary delay all wages due to him at the time of dismissal or time of leaving, as the case may be.

(d) Men working at distant country places may make special arrangements with their employers for payment to their families or otherwise on their written order, but the employer must produce a written agreement or permit to justify a departure from the provisions of the first paragraph of this clause.

(e) Where men are discharged they shall be allowed time, not exceeding two hours, to get their tools from the job they were working at: Provided that in the event of the worker being notified before he leaves the job no such allowance shall be made.

Suburban Work.

5. (a) Where the shop of the employer is situated within one mile of the central point hereinafter mentioned all work done elsewhere than at such shop or over one mile and a half from the Te Aro Post-office in the City of Wellington shall be considered suburban work, and where the shop of the employer is situated beyond one mile, in the case of other boroughs and towns within the industrial district of Wellington, and over one mile and a half from the Chief or Principal Post-office of such borough or town, it shall be considered to be suburban work. All workers employed thereon shall proceed to and from such work or they shall be conveyed to and from such work at the expense of the employer as the employer shall determine. Time reasonably occupied by the workers in travelling or time occupied in conveying workers to and from such work within the mile and a half before mentioned shall be allowed for and paid for by the employer. No worker residing less than one mile and a half from the place where the work is to be performed shall be entitled to the allowance mentioned in this clause. For the purpose of this clause all distances shall be measured by the nearest convenient mode of access for foot passengers.

(b) If any worker is required to use the ferry for the purpose of going to or returning from any place outside his employer's shop where the work is to be done his fare shall be paid by the employer.

(c) On suburban work where by reason of train, tram, or ferry it is inconvenient to work the hours specified in clause 1 hereof it shall be competent for the workers and the employer, with the consent of the union, to agree that the hours of work be extended: Provided that in no case shall work commence before 7.30 a.m., or exceed nine hours per day or forty-four in any week, at the rates of pay provided in clause 2 hereof, and that this subclause shall not apply to work done after noon on Saturday.

(d) The union shall give notice to the Inspector of Awards within three days after any such agreement shall be made.

Country Work.

6. (a) "Country work" means work performed by a journeyman which necessitates his sleeping away from home.

(b) Any journeyman employed on 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 the work is continuous and the worker is not in the meantime recalled by his employer, or returns in consequence of sickness or accident contracted during the course of his employment.

(c) When the work is situated less than fifty miles from the employer's place of business the worker shall be refunded his return railway fare to and from the place of engagement once every four weeks during the continuance of the work.

(d) When the work is situated over fifty miles from the employer's place of business the refund shall be made once in each three months.

(e) Time occupied in travelling shall be paid for once each way at ordinary rates, but no journeyman 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: Provided that any journeyman who is called upon to travel more than four hours on a Saturday shall be paid for eight.

(f) Journeymen employed upon country work shall be paid an additional sum of 5s. per day, but the employer may in lieu thereof provide them at his own expense with suitable board and lodging. "Suitable board and lodging" shall mean and include the providing of either mattresses or stretchers.

(g) Notwithstanding anything contained herein, 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 agreement wages herein prescribed for country work shall be paid: Provided that for work done on Sunday or any day specified in the holidays clause hereof double time shall be paid.

Preference.

7. (a) If any employer shall since the 11th day of October, 1926, have engaged or shall hereafter engage any worker coming within the scope of this agreement who shall not be a member of the appropriate 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 1s. per week, and such fines as may be lawfully imposed upon him for non-attendance without reasonable excuse at a specially called meeting of the union, of which written notice has been given 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.

Under-rate Workers.

8. (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 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 in 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 the employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

Brushware.

9. Employers shall provide all burning-off tools, and all brushware except paperhangers' laying-on brushes.

Provisions as to Ship-work.

10. (a) "Skilled painters' work" in connection with ships means painting passenger accommodation and crew's quarters, flattening, enamelling, graining, gilding, or writing names, also painting in oil in connection with any of the foregoing.

(b) The provisions of this agreement shall not apply to the said work, and in lieu thereof the following special provisions shall apply:—

(1) The hours of work shall be from 8 a.m. to 5 p.m. on five days of the week, and from 8 a.m. to noon on Saturdays, one hour to be allowed each day for dinner (Saturdays excepted), but the employer may agree with his workers to allow not less than half an hour for dinner.

(2) All journeymen working at any branch of the trade shall be paid not less than 2s. 3d. per hour.

(3) All time worked beyond the hours mentioned in subclause (1) hereof shall be paid for at the rate of time and a half for the first four hours, and double time thereafter until 6 a.m. the following day. Employers shall allow meal-money at the rate of 1s. 6d. per meal when workers are called upon to work after 6.30 p.m., provided such workers cannot reasonably get home for their meals. Work done during meal-hours shall be paid for at the rate of time and a half for the time actually worked, except in cases where half an hour for a meal has been agreed, as provided in subclause (1) hereof.

(4) All work done on Sunday, Christmas Day, or Good Friday shall be paid for at the rate of double time.

(5) All work done on New Year's Day, Easter Monday, Labour Day, Boxing Day, and the day of the painters' annual picnic, which shall be held on a Saturday, shall be paid for at the rate of double time.

(6) Workers called upon to fumigate with cyanide shall be paid an additional sum of 6d. per hour whilst so employed.

(7) The provisions of the preference clause shall apply to ship-work, except fumigating.

(8) All wages shall be paid weekly either at the employer's place of business or other specified place not later than Friday, and not later than fifteen minutes after the ordinary hour of ceasing work. In the event of Friday being a holiday, such wages shall be paid on the day preceding the holiday. When a worker is discharged, or leaves at any time other than the ordinary pay-day, he shall be paid without unnecessary delay all wages due to him at the time of his dismissal or time of leaving, as the case may be.

Bicycle Allowance.

11. Any worker who uses his bicycle on the employer's business and at his request shall be paid 1d. per mile as bicycle allowance.

Swing-stage and Bosun-chair Work.

12. Any worker required to do work on a swing-stage or bosun-chair shall be paid 1s. per day extra whilst so employed.

Paint-spraying Machines.

13. If in the opinion of either party to this agreement the use of paint-spraying machines has become general, application may be made to the Court to insert provisions in respect to the use of the same.

Dirty Work.

14. Men applying tar, or black paint with tar base, on roofs shall be paid 1d. per hour extra.

Men in Charge of Work.

15. A worker appointed by the employer to take charge of jobs where four or more additional men are employed shall be paid not less than 1s. per day above the rate set out in this agreement for the time he is so in charge.

Term of Agreement.

16. This agreement shall come into force on the 21st day of September, 1933, and shall continue in force until the 20th day of October, 1933.

In witness whereof the said parties have executed these presents pursuant to section 28 of the Industrial Conciliation and Arbitration Act, 1925.

Signed on behalf of the Wellington Master Painters' Industrial Union of Employers—

[SEAL.]

R. V. TAYLOR.
THOS. A. WELLS.
H. E. GUISE.

Signed on behalf of the Wellington Amalgamated Society of Painters, Decorators, and Leadlight Workers' Industrial Union of Workers—

[SEAL.]

J. M. GAINSBY.
WM. J. SHANNON.
F. CORNWELL.