

(10462.) KAITANGATA ENGINE-DRIVERS AND FIREMEN.—  
INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 1st day of May, 1933, between the Kaitangata Coal Co., Ltd. (hereinafter called "the company"), of the one part, and the Otago Engine-drivers', Firemen's, and Greasers' Industrial Union of Workers (hereinafter called "the union") of the other part, whereby it is mutually agreed

by and between the parties hereto as follows, that is to say : That the terms, conditions, stipulations, and provisions 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. (a) A working-day shall consist of eight hours.

(b) In cases where two or more shifts are worked daily the men employed shall change shifts weekly or fortnightly, provided that such change of shift shall not involve the payment of overtime.

##### *Overtime.*

2. (a) Any time worked in any one day in excess of the hours prescribed in clause 1 hereof shall be paid for at the rate of time and a quarter for the first three hours, and time and a half for any excess beyond three hours.

(b) When a worker is required to work overtime to repair any breakdown of machinery necessarily causing a stoppage of the works, he shall be paid at the rate of time and a quarter in respect of such work.

##### *Holidays and Sundays.*

3. (a) Work done on New Year's Day, the 2nd January, Good Friday, Easter Monday, picnic day, the Birthday of the Reigning Sovereign, Labour Day, Christmas Day, and Boxing Day shall be paid for at double time rates.

(b) All work done on Sundays shall be paid for at time and a half rates.

##### *Wages.*

4. The following shall be the minimum rates of wages to be paid to engine-drivers who are in charge of any boiler within the meaning of the Inspection of Machinery Act, 1908, and its amendments :—

(a) Where the work that the engine-driver is employed to do requires that he shall hold a first-class certificate as a stationary engine-driver, and he is the holder of such a certificate, 17s. 3d. per day.

(b) Where the work he is employed to do requires that he shall hold a second-class certificate as a stationary engine-driver, and he is the holder of such a certificate, 16s. 3d. per day.

(c) Winding-engine drivers holding the required certificate, 17s. 3d. per day.

(d) Firemen, 15s. 3d. per day.

(e) When workers are required to enter flues for the purpose of cleaning them, or to chip and/or clean the interior of boilers while such boilers are laid off for inspection or overhaul, they shall be paid 1s. 6d. extra for each day or part of a day they are so employed. This extra payment to apply to work done only on week days.

*Relieving Drivers and Firemen.*

5. Relieving drivers and firemen shall be included in this agreement. A member or members of the union to be given preference to relieve, if such members be available, capable, and willing to do the work required.

*Coal supplied.*

6. The price of coal supplied to all the company's employees (for their own use) coming within the scope of this agreement shall not be raised above the price at present charged during the period of this agreement.

7. If at any time a youth is required to assist engine-drivers or firemen, such youths shall be paid the same rate of wages as is prescribed in the Miners' award for youths employed on the surface.

*Preference.*

8. If the company 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 fourteen days after his engagement, and remain such member, the company shall dismiss such worker from their 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.

8A. It is hereby agreed that rates and wages as specified in this award and already reduced 10 per cent. by general order, are to be further reduced by 5 per cent. as from the 1st May, 1933.

*Term of Agreement.*

9. This agreement shall operate and have effect as from the 1st day of May, 1933, and shall continue in operation until the 1st day of May, 1935.

10. The agreement between the parties hereto, dated the 5th day of August, 1924, is hereby cancelled, and shall cease to have effect as from the date of the coming into operation of this agreement.

Signed on behalf of the Kaitangata Coal Co., Ltd.—

[SEAL.]

F. CARSON, Manager.

Witness—J. H. Hay.

Signed for and on behalf of the Otago Engine-drivers', Firemen's, and Greasers' Industrial Union of Workers—

[SEAL.]

R. W. BRYANT, President.

J. HAYMES, Secretary.

Witness—M. E. Haymes.