

(10769.) OTAGO HARBOUR BOARD MOLE QUARRYMEN AND LABOURERS.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 13th day of March, 1935, between the Otago Harbour Board, Dunedin (hereinafter called "the Board") of the one part, and the Otago and Southland General Labourers', Builders' Labourers, Quarrymen, and Coalyard Employees' Industrial Union of Workers (hereinafter called "the union") of the other part, witnesseth that it is hereby mutually agreed between the Board and the union as follows:—

This agreement shall apply only to quarrymen and labourers employed at the Mole Works.

SCHEDULE.

Hours of Work.

1. (a) A week's work shall not exceed forty-seven hours. The working-hours shall not exceed eight and a half on each of five days of the week, and shall not exceed four and a half hours on Saturday.

(b) Work shall commence not earlier than 7.30 a.m. and cease not later than 5 p.m., and one hour shall be allowed for dinner on each day except Saturday, when work shall cease at noon. Notwithstanding this provision, the Board may work shifts at ordinary rates at other than the hours specified herein, provided that the Board and the union may agree to vary the hours for commencing and ceasing work, and may also agree to a reduction of the time allowed for dinner.

(c) Employees called upon to work shifts shall receive twenty-four hours' notice at least of same, or otherwise shall be paid overtime rates.

(d) In tunnel work the hours shall not exceed eight hours per day, with half an hour for crib time. A tunnel must be 10 ft. or more in length between shafts.

(e) Six hours shall constitute a day's work in tunnel work where workers are working in wet places or foul air, and shall be paid for as if the workers had worked eight hours. For the purpose of this clause a "wet place" shall be deemed to mean a place where the workers are standing in water 3 in. or over in depth, or where water is dripping on them.

(f) All shifts shall cease not later than 8 p.m. on Saturday. This clause shall not apply to watchmen.

(g) Where it is necessary to prepare material for work before the ordinary hours of commencing work, the Board may employ workers to do such necessary work at the ordinary rate of pay for not more than half an hour before the ordinary time for commencing work.

(h) When men are required to work in sewers or "wet places" where water is dripping on them, or where they are standing in water 3 in. or over in depth, the Board shall provide them with gum boots, and in the case of dripping water with oilskins and sou'-westers.

In order to make up time lost in travelling to and from the Mole Works at week-ends, working-hours may be increased to 8½ hours per day on not more than four days in the week.

Rates of Wages.

2. The following shall be the minimum wages to be paid to the several classes of workers hereinafter specified, but shall be subject to a general reduction of 10 per cent. (10%) in each instance:—

(a) Labourers employed in tunnels as defined in clause 1 hereof, or in shafts or trenches of a depth of 6 ft., or over, or in timbering trenches, 2s. 1d. per hour.

(b) Labourers, employed in concrete work, pick and shovel work, and sewer work, and other general labour work, 1s. 11d. per hour.

(c) Labourers employed in or around any of the Board's quarries shall not be paid less than 1s. 11½d. per hour.

(d) Labourers employed as tar workers (sprayer and broom) 2s. per hour.

(e) Labourers employed on hammer and machine drill work to be paid not less than 2s. per hour.

Men possessing a license and employed using explosives, to be paid a minimum of 2s. 1d. per hour. Such men when employed in tunnels, or in shafts, or in trenches of a depth of 6 ft. or over, or in timbering trenches, to be paid not less than 2s. 2d. per hour.

(f) Crane-drivers and blacksmith at the mole 2s. 3d. per hour.

(g) Wet time: Men engaged in wet work shall receive 1½d. per hour extra. What constitutes wet work shall be decided by the Board's Engineer.

Payment of Wages.

3. Wages shall be paid weekly or fortnightly, as may be agreed. If any worker is required to go to the Board's office to receive his wages, he shall do so in the Board's time. If a worker is dismissed or leaves he shall be paid his wages within a reasonable time after ceasing work, but in no case shall the time exceed twenty-four hours.

Overtime.

4. All work done in excess of the hours mentioned in clause 1 hereof shall count as overtime, and shall be paid for at rate of

time and a quarter for the first three hours and thereafter time and a half until the ordinary time for commencing work next morning, if worked continuously. For work done on Sundays, double time shall be paid.

Holidays.

5. (a) The following shall be recognized, and no deduction from the wages shall be made in respect of such holidays in case of any worker who has been continuously employed by the Board for not less than four months: New Year's Day, Anzac Day, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Christmas Day, Boxing Day, and Harbour Board picnic day if picnic be held. Any work done on any of these days shall be paid for at the ordinary rates in case of those workers from whom no deduction is made for such holidays, and time and a half rates in the case of all other workers.

(b) If any of these holidays shall be generally observed on any other day, the provisions of this award shall apply to such other day.

(c) Any worker entitled to payment for holidays, and who is called upon to work on the above stated days shall in addition to holiday pay receive payment at ordinary rates for the hours worked. Workers not entitled to holidays shall be paid at time and a half rates for work done on such days.

(d) Should any of the above holidays fall on a Saturday, payment will be made only for the hours usually worked on that day.

Accommodation.

6. The Board shall provide, where reasonably necessary, accommodation to the satisfaction of the Inspector of Factories, to enable the labourers to change their clothes and have their meals, and shall also provide proper sanitary accommodation for them.

The Otago Harbour Board, in connection with work on the Mole at the entrance of the harbour, shall supply a cook, utensils, coal, and soap for cookhouse only, and sleeping-quarters equipped with bunk, mattress, and pillow, but no bedding.

Cleaning up Yard and Lavatories.

7. Lavatories to be maintained in a state of cleanliness and satisfactory to the Government Health Officer. Men employed in attending lavatories to be paid the ordinary rate of wages.

Leading Hands.

8. Men appointed by the quarry foreman to act as leading hands to be paid 1s. 6d. per day in addition to the schedule rates.

Starting and Finishing Work.

9. The place where the men are working to be the recognized place for starting and finishing work.

Termination of Employment.

10. Except in respect of "weekly hands," one hour's notice shall be given of the intended termination of a worker's employment.

Preference.

11. (a) If the Board shall hereinafter 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 seven days after his engagement and remain such member, the Board 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 6d. per week.

Under-rate Workers.

12. (a) Any worker who considers himself incapable of earning the minimum wage fixed by this award 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 person 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 wages 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 Factories of every agreement made with a worker pursuant hereto.

(e) It shall be the duty of the Board, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

Tools.

13. All tools shall be provided by the Board.

Scope of Award.

14. The operation of this award is limited to the labourers and other workers mentioned in this agreement and employed at the Mole Works.

Term of Award.

15. This agreement shall come into force as from the 21st day of February, 1935, and shall remain in force for one year.

The common seal of the Otago Harbour Board was hereunto affixed on the 21st day of March, 1935, in the presence of—

[SEAL.]

H. C. CAMPBELL, Chairman.

T. SCOLLAY, Member.

J. RENTON, Secretary.

Signed on behalf of the union, and seal affixed, this 13th day of March, 1935, in the presence of—

[SEAL.]

RALPH HARRISON, Secretary.

WILLIAM A. WALKER, President.