

## OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

**(11328.) DUNEDIN CITY CORPORATION LINESMEN AND LINESMEN'S ASSISTANTS.—INDUSTRIAL AGREEMENT.**

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 30th day of November, 1936, between the Dunedin City Corporation (hereinafter called "the employer"), of the one part, and the Dunedin and Suburban General Electrical Workers' Industrial Union of Workers (hereinafter called "the union"), of the other part, witnesseth that it is hereby mutually agreed between the employer and the union as follows:—

*Interpretation.*

1. (a) "Linesmen's work" shall mean and include the complete installation of overhead and underground electric light and power mains from the supply station to the consumer's premises, and the erection and connecting-up of transformers and street lamps and all repair and maintenance work in connection with overhead mains; also the patrolling of Half-way Bush - Waipori lines.

(b) "Linesmen's assistants' work" shall mean and include the carrying-out of all necessary work in assisting linesmen and under their direction. Any gang composed of five men or more shall contain two linesmen, irrespective of the ganger.

*Wages.*

2. (a) The minimum rate of wages for linesmen shall be 2s. 6d. per hour.

(b) The minimum rate of wages for linesmen's assistants shall be 2s. 3d. per hour.

(c) The minimum rate of wages for helpers in power-stations shall be 2s. 3d. per hour.

(d) High-tension linesmen shall receive not less than 1½d. per hour in addition to above rates.

(e) If linesmen's assistants are temporarily employed as linesmen they shall receive linesmen's rate of pay for such time as they are so employed: Provided that if they are engaged for any period they shall be paid not less than two hours at the linesmen's rate of pay.

(f) Any man employed temporarily as a ganger shall receive ganger's wages—viz., at the rate of 1s. 9d. per day in addition to the prescribed wages for linesmen for the time

actually so engaged as a ganger, but in no case less than two hours. A man placed in charge of two or more men shall be deemed to be a ganger.

#### *Employment of Youths.*

3. Youths may be employed at ground work only in the proportion of one youth to each gang of not less than four men, at the following rates of wages:—

	Per Week.		
	£	s.	d.
Sixteen to seventeen years of age ..	1	15	0
Seventeen to eighteen years of age ..	2	3	0
Eighteen to nineteen years of age ..	2	13	0
Nineteen to twenty years of age ..	3	3	0

and thereafter at the rates prescribed in this agreement for linesmen's assistants.

#### *Dirty Work.*

4. Dirt-money at the rate of 1s. 6d. per day or portion thereof shall be paid for all work done by any worker coming within the scope of this agreement in cleaning out diesel crank-cases, cleaning transformers or oil tanks, stripping wire by the distillate method, or at work which, owing to its dirty nature, is more than ordinarily injurious to clothes, or on such other work as may be mutually agreed upon as coming within the definition of dirty work.

#### *Hours of Work.*

5. (a) Forty hours shall constitute a week's work. The working-hours shall be between the hours of 8 a.m. and 4.30 p.m. on five days of the week, from Monday to Friday inclusive.

(b) All workers coming within the scope of this agreement shall be guaranteed a minimum of forty hours work each week, exclusive of overtime.

#### *Overtime.*

6. (a) All time worked in any one day outside or in excess of the hours prescribed in clause 5 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.

(b) If a worker is called from his home to work outside the ordinary working-hours he shall be paid for the time occupied by him in travelling from and returning to his home, calculated on the basis of three miles an hour, with a minimum

of two hours pay: Provided that where a conveyance is provided or a public conveyance is available the worker shall be entitled to be paid only for the time actually occupied in travelling.

(c) Any worker required to work outside the hours prescribed in clause 5 hereof shall be paid in respect of such work an additional sum equal to 10 per cent. of the wages earned by him, but he shall not receive overtime rates unless and until the daily number of hours (whether partly or wholly worked outside the prescribed hours) is exceeded.

(d) The employer shall allow meal-money at the rate of 1s. 6d. per meal when workers are required to work after 6 p.m., provided that workers cannot reasonably get home to their meals. No worker shall be required to work more than five hours without a meal.

(e) Any worker having performed his ordinary day's work and having worked overtime at rates as provided herein until the ordinary time for commencing work next day, and being then required to continue working, shall be paid double-time rates so long as he works continuously thereafter.

(f) Should a worker receive notification of his being called out prior to his ceasing his ordinary work, he shall in such case only be entitled to overtime rates for the time he has actually worked.

#### *Holidays.*

7. (a) For all time worked on Sundays double-time rates shall be paid from the time the worker leaves his home until he returns thereto.

(b) The following shall be the recognized holidays: New Year's Day, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Anniversary Day, Christmas Day, Boxing Day, and Anzac Day, and such other additional holidays as may from time to time be authorized by the employing body. For all work performed on any of the aforementioned days double-time rates shall be paid. Double-time rates for such work shall mean the ordinary rate for time worked in addition to the ordinary day's pay.

(c) All employees who have been employed for a period of four months or more shall be entitled to ordinary wages in respect of the holidays mentioned in subclause (b) hereof.

(d) All employees coming within the scope of this agreement with twelve months' service shall be granted an annual leave of ten working-days on full pay. Any employee with six months' service but less than twelve months' service shall be granted a proportionate annual holiday on full pay.

*Suburban Work.*

8. (a) "Suburban work" means work performed by a worker at a distance of over a mile and a half from the E. P. and L. store in Cumberland Street (or some central place to be agreed upon); but which does not come within the definition of country work.

(b) Workers employed on suburban work shall be at the mile and a half boundary by a reasonable mode of access for trucks at the hour appointed for the commencement of work, and they shall be returned to the said boundary at the hour appointed for the cessation of work.

*Country Work.*

9. (a) "Country work" means work performed by a worker which necessitates his lodging elsewhere than at his usual place of residence.

(b) A worker 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 employers.

(c) The employer shall provide every worker employed on country work with suitable accommodation while so employed at the rate of 7s. per day, with a maximum of £1 15s. per week.

(d) Time occupied in travelling shall be paid for at ordinary rates, but no worker shall be paid more than an ordinary day's pay for any day occupied by him in travelling, even though the hours occupied may exceed eight hours, unless he is on the same day occupied in working for his employer.

(e) Notwithstanding anything contained in clause 5 hereof, the employer may agree with a worker employed on country work that such worker shall work at ordinary rates in excess of the hours mentioned in clause 5 hereof on any day except Saturday and/or Sunday.

*Workers to be Members of Union.*

10. Court's new clause.

*Under-rate Workers.*

11. As in present agreement.

*General Provisions.*

12. All necessary tools, including one knife each year, shall be provided by the employer. No fewer than two men shall be

appointed to a ladder. Ladders shall not have metal conductors attached to them. Overcoats shall be supplied to workers free of charge for use while at work only. Sick pay shall be granted to workers in accordance with the recent provisions of the Dunedin City Council, pending the introduction of a contributory scheme.

*Disputes.*

13. The essence of this agreement being that the work of the employer shall not on any account be impeded, but shall at all times proceed as if no dispute had arisen between the parties as to any matter whatsoever arising out of or connected therewith, and not specifically dealt with herein, every such dispute or difference shall be referred to a Committee to be composed of two representatives of each side, together with an independent chairman to be mutually agreed upon, or, in default of agreement, to be appointed by the Conciliation Commissioner. The decision of the majority of the Committee shall be binding, and if no decision is arrived at, either party may appeal to the Court of Arbitration upon giving notice of such appeal to the other party within fourteen days after the failure of the Disputes Committee to arrive at a decision, or the Disputes Committee itself may refer the matter to the Court of Arbitration for decision.

*Scope of Agreement.*

14. The application of this agreement shall be restricted to workers in the employ of the Electrical Department of the Dunedin City Council.

*Term of Agreement.*

15. This agreement shall be deemed to have come into force as from the 10th day of November, 1936, and shall continue in force until the 10th day of May, 1937.

Signed on behalf of the Dunedin City Corporation, this 30th day of November, 1936.

[L.S.]

E. T. COX, Mayor.  
A. F. ALLEN, Councillor.

Signed on behalf of the union and seal affixed this 30th day of November, 1936.

[L.S.]

A. WHEELER.  
G. ARMSTRONG.  
J. ROBINSON.