

COOK HOSPITAL BOARD **ENGINE-DRIVERS.**—INDUSTRIAL
AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 21st day of October, 1937, between the Cook Hospital Board, Gisborne, of the one part, and the Auckland Engine-drivers, River Engineers, Marine-engine Drivers and their Assistants' Industrial Union of Workers (hereinafter referred to as "the union"), of the other part, witnesseth that it is hereby agreed by and between the parties hereto as follows:—

1. 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.

2. The said parties hereto shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, stipulations, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this agreement or of the said terms, conditions, stipulations, and provisions, but shall in all respects abide by and perform the same.

SCHEDULE.

Hours of Work.

1. (a) The ordinary hours of work shall not exceed forty hours in any one period of seven days.

(b) The weekly hours shall consist of five shifts not exceeding eight hours each shift.

(c) The shifts of eight hours may be worked during any period of each twenty-four hours, day or night, or on Saturdays, Sundays, or on any statutory holiday.

Wages.

2. (a) The minimum wages to be paid to any engine-driver in charge of any boiler shall be £1 0s. 2½d. per daily shift of eight consecutive hours, equivalent to the rate of £5 1s. (five pounds one shilling) per five shifts, or per forty hours, in any one period of seven days.

(b) Notwithstanding anything contained herein, the above minimum wages shall be subject to any increase of the minimum wages obtained under the provisions of the Northern Industrial District Engine-drivers' award.

Overtime.

3. Any time worked in excess of eight consecutive hours in any one day of twenty-four hours shall be paid for at the rate of time and a half for the first two hours and double time thereafter, except when overtime is worked for the purpose of changing shifts, when ordinary rates of pay shall be paid.

Holidays.

4. (a) Ten working-days holiday per annum on full pay shall be granted to workers who have been in the employer's service for a period of one year. The ordinary days off per week (unpaid) shall run consecutively with the above period of ten days, giving a total absence from duty of not less than fourteen consecutive days. Relieving firemen shall receive holidays as above, calculated on a *pro rata* basis in accordance with the period of relief duty.

(b) When any employee is discharged or leaves of his own accord before having served his employer for a full year (either after previous year or for the first year) he shall receive payment for holidays to which he is entitled on a *pro rata* basis.

(c) Any employee entitled to holidays shall receive payment for same prior to commencing the holidays.

Sick-leave.

5. (a) Every employee shall be entitled, on production after three days of medical evidence, to sick-leave with pay up to ten working-days in any one year. This allowance to be made cumulative to meet the contingency of prolonged and serious illness.

(b) When an employee is sick from an infectious disease contracted through fulfilment of duty, and when there is no contributory negligence, he shall receive full pay and free treatment throughout, and the period off duty shall not be counted as sick-leave. When there is a doubt as to the cause of the illness the Board shall decide in each case.

Medical or Surgical Treatment.

6. All employees may be received into the wards for treatment at the discretion of the Medical Superintendent. Where an employee is admitted purely to meet the convenience of the institution or for treatment of a disability contracted in the Board's service, no fees shall be charged for treatment. In all other cases a reduction may be made to such extent as may be determined by the Board.

Notice of Leaving or Dismissal.

7. In case of dismissal of any employee, or any employee leaving of his own accord, not less than one week's notice shall be given on either side.

Preference.

8. The Cook Hospital Board shall employ and continue to employ members of the union.

Terms of Agreement.

9. This agreement shall come into force on the 21st day of October, 1937, and shall continue in force until the 30th day of June, 1938.

In witness whereof the parties hereto have hereunto set their hands the day and the year hereinbefore written.

Signed on behalf of the Cook Hospital Board—

[SEAL.]

M. T. TRAFFORD.
H. KENWAY.

Signed on behalf of the Auckland Engine-drivers', River Engineers', Marine-engine Drivers' and their Assistants' Industrial Union of Workers, 314 Pacific Buildings, Wellesley Street East, Auckland, C. 1.

[SEAL.]

J. STEPHENS, President.
J. CLARK, Secretary.
