

AUCKLAND GAS COMPANY'S **CLERICAL AND SHOWROOM
EMPLOYEES.**—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this twelfth day of November, 1937, between the Auckland Gas Co.'s Clerical and Showrooms Employees' Industrial Union of Workers (hereinafter referred to as "the union"), of the one part, and the Auckland Gas Co., Ltd. (hereinafter referred to as "the employers"), of the other part, whereby it is mutually agreed by and between the said parties hereto as follows, that is to say:—

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.

Classes of Workers.

1. (a) This agreement shall apply only to the clerical and showroom staffs of the Auckland Gas Co., Ltd.

(b) "Clerks" shall be employees principally engaged in writing, typing, or in any form of clerical work.

(c) "Cashiers" shall be principally employed in receiving moneys over the counters at the offices of the company.

(d) "Showroom staff" shall be principally employed in the sale, exhibition, and package of goods, and anything incidental thereto.

Hours of Work.

2. (a) The ordinary hours of work for clerical workers shall not exceed forty per week, and for showroom workers forty-four per week.

(b) Any employee required to work up to 9 p.m. at any of the company's showrooms on the late-closing night in the respective districts shall be paid for such extra time worked in excess of forty-four hours at time and a half rates of pay.

Overtime.

3. (a) Any time worked beyond the prescribed number of hours in any one week and not provided for in clause 2 (b) shall be paid for at time and a half rates, but in no case shall such rates be less than 1s. 6d. per hour.

(b) This clause does not apply to persons in receipt of £350 or over per annum.

Wages.

4. The minimum weekly rates of wages for clerks not classified under subsections (c) and (d) hereof shall be—

(a) Males:—

Age at commencing Employment.	First Year.		Second Year.		Third Year.		Fourth Year.	
	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.
Under 16 ..	15/-	20/-	25/-	30/-	35/-	40/-	45/-	52/6
From 16 to 17	20/-	25/-	30/-	35/-	40/-	45/-	52/6	60/-
From 17 to 18	25/-	30/-	35/-	40/-	45/-	52/6	60/-	67/6
From 18 to 19	32/6	37/6	42/6	50/-	57/6	65/-	76/-	76/-
From 19 to 20	40/-	47/6	57/6	67/6	76/-	76/-	80/-	80/-
From 20 to 21	55/-	65/-	76/-	76/-	80/-	80/-	85/-	85/-

Age at commencing Employment.	Fifth Year.		Sixth Year.	Seventh Year.	Eighth Year.	Ninth Year.
	First Half.	Second Half.				
Under 16 ..	60/-	67/6	76/-	85/-	95/-	105/-
From 16 to 17 ..	67/6	76/-	85/-	95/-	105/-	..
From 17 to 18 ..	76/-	76/-	85/-	95/-	105/-	..
From 18 to 19 ..	85/-	85/-	90/-	95/-	105/-	..
From 19 to 20 ..	85/-	85/-	90/-	95/-	105/-	..
From 20 to 21 ..	90/-	90/-	95/-	105/-

Provided that a worker of twenty-one years or upwards shall receive not less than £3 16s. per week.

(b) Females:—

Age at commencing Employment.	First Year.		Second Year.		Third Year.		Fourth Year.	Fifth Year.	Sixth Year.	Seventh Year.
	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.				
Under 17	15/-	19/-	23/-	27/-	31/-	35/-	40/-	45/-	50/-	55/-
17 to 18	18/-	22/-	26/-	30/-	34/-	40/-	45/-	50/-	55/-	..
18 to 19	21/-	25/-	29/-	33/-	37/-	40/-	45/-	50/-	55/-	..
19 to 20	24/-	28/-	32/-	36/-	40/-	43/-	46/-	50/-	55/-	..
20 to 21	27/-	31/-	36/-	40/-	43/-	46/-	50/-	55/-

Provided that a worker of twenty-one years or upwards shall receive not less than £1 16s. per week.

(c) Female posting-machine operators:—	Per Week.		
	£	s.	d.
First year	2	0	0
Second year	2	12	6
Senior	2	17	6

(d) The minimum rates of pay for the following male employees of twenty-two years of age and upwards shall be as follows:—

	Per Week.		
	£	s.	d.
Control clerks	5	10	0
Cashiers and ledger-keepers with more than three years' service with the company	5	5	0
Cashiers and ledger-keepers with less than three years' service with the company	4	19	0
Meter-readers	4	18	0
Meter inspectors attached to accountant's department—			
First year	5	0	0
Thereafter	5	5	0
Clerk, addressograph department	4	10	0
Chief clerk, application department	5	0	0
Other clerks, application department	4	10	0
Checking-clerks, Wyndham Street	4	10	0
Collectors	4	10	0
Chief stove salesman, Wyndham Street	5	0	0
Assistant stove clerks, Wyndham Street	4	10	0
Canvassers with more than one year's experience	4	15	0

	Per Week.		
	£	s.	d.
Salesmen with more than one year's experience	4	15	0
Canvassers and salesmen with less than one year's experience	4	5	0
Telephone and complaints clerk, Wyndham Street	4	5	0
District showroom and office clerks	4	10	0
Packer, Wyndham Street	4	10	0
Assistant packers, Wyndham Street	4	5	0
Cleaners, Wyndham and Pitt Streets, for forty hours' work, and give the Court rate	4	3	0
Assistant residuals and cartage clerks, Beaumont Street.. .. .	5	0	0
Assistant gasfitters' costing clerks, Beaumont Street	4	10	0
Workshop clerk (stoves and meters), Beaumont Street	4	10	0
Telephone and complaints clerks, gas-fitting department, Beaumont Street	4	5	0

Payment of Salaries and Wages.

5. All salaries and wages shall be paid weekly and in the employer's time, except by mutual agreement.

Holidays.

6. (a) The following shall be observed as full holidays—viz., Christmas Day, Boxing Day, New Year's Day, the day following New Year's Day, Good Friday, Easter Monday, Labour Day, Anniversary Day, and the birthday of the reigning Sovereign.

(b) One holiday on full pay of two weeks, exclusive of the days specified in subclause (a) hereof, shall be granted to each employee on completion of each year of service, and at a time to be mutually arranged.

(c) Any employee having completed three months' service, but less than one year, shall be granted the proportion of holidays due to him.

(d) Subclause (c) of this clause shall not apply to any employee dismissed for misconduct.

Tea-money.

7. Employees when required to work overtime shall be allowed 1s. 6d. tea-money.

Under-rate Workers.

8. Court's usual clause.

Preference.

9. Court's usual clause.

Reference.

10. Each employee on leaving or being discharged from his or her employment shall, on request, be given within twenty-four hours' notice thereafter a reference in writing stating the position held and length of service.

Access to Premises.

11. Every employer bound by this agreement shall permit the secretary or any other authorized officer of the union of workers to enter at all reasonable times—to be mutually arranged between the employer and the union—upon the premises or works, and there interview any workers, but not so as to interfere unreasonably with the employer's business.

Disputes.

12. The essence of this agreement being that the work of the employers shall not on any account whatsoever be impeded, but shall always proceed as if no dispute had arisen, it is provided that if any dispute or difference shall arise between the parties bound by this agreement or any of them, as to any matter whatsoever arising out of or connected therewith, and not dealt with in this agreement, 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 for the district. Either side shall have the right to appeal to the Court against a decision of any such committee upon giving to the other side written notice of such appeal within fourteen days after such decision has been made known to the party desirous of appealing.

Scope of Agreement.

13. This agreement shall not apply to executive officers in receipt of £350 or more per-annum, nor to branch managers.

Term of Agreement.

14. This agreement shall come into force on the 15th day of November, 1937, and shall continue in force until the 14th day of November, 1939.

In witness whereof the parties hereto have executed these presents on the day and year first above written.

Signed on behalf of the Auckland Gas Co., Ltd.—

J. LOWE, General Manager.

E. D. ASHTON, Secretary.

Witness to above signatures—J. Hollis.

Signed on behalf of the Auckland Gas Co.'s Clerical and Showrooms Employees' Industrial Union of Workers—

J. PURTELL.

T. L. LANGHAM.

J. R. BRUCE.

F. LANGLEY.

Witness to above signatures—J. N. Woollams.