

GREY ELECTRIC-POWER BOARD'S **LINESMEN.**—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 25th day of March, 1938, between the Amalgamated Engineering and Allied Trades' Industrial Union of Workers (Westland Branch) (hereinafter referred to as "the union"), of the one part, and the Grey Electric-power Board (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.

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SCHEDULE.

*Interpretation.*

1. (a) "Linesmen's work" shall mean and include the complete installation of overhead and underground electric-power mains from the supply station to the point of connection to the consumer, and the erection and connecting up of transformers and street lamps.

(b) "Linesmen's assistants' work" shall mean and include the carrying-out of all necessary work in assisting linesmen and under their direction. In every gang of less than five men, including the ganger, there shall be one or more linesmen other than the ganger. In every gang of five men or more, excluding the ganger, there shall be at least two linesmen other than the ganger.

*Wages.*

2. (a) The minimum rate of wages for linesmen shall be 2s. 8d. per hour.

(b) The minimum rate of wages for linesmen's assistants shall be 2s. 5d. per hour.

(c) Any man placed in charge of three or more men shall be deemed to be a ganger. A ganger shall receive 1s. 6d. per day in excess of the rate prescribed in subclause (a) hereof for linesmen.

(d) Any man temporarily employed as a ganger shall receive ganger's wages for that day and for subsequent days during which he is so employed.

(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.

#### *Dirty Work.*

3. Dirt-money at the rate of 1s. 6d. per day or part thereof shall be paid for all work done by any worker coming within the scope of this award in storage-battery work, or on such other work as may be mutually agreed upon as coming within the definition of "dirty work."

#### *Hours of Work.*

4. (a) Forty hours shall constitute an ordinary week's work, and eight hours shall constitute an ordinary day's work. Save as hereinafter provided, the working-hours shall be between the hours of 8 a.m. and 5 p.m. on five days of the week, from Monday to Friday inclusive.

(b) The ordinary hours of work for troublemen and faultmen covered by this agreement shall be such as the exigencies of the employment may reasonably require, but shall not exceed 120 hours in each three weeks, to be worked on not more than twenty-two days in each four-weekly period.

#### *Overtime.*

5. (a) All time worked in any one day outside or in excess of the hours prescribed in clause 4 hereof shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

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

(c) 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 such workers cannot reasonably get home to their meals.

(d) 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.

#### *Holidays.*

6. (a) The following shall be the recognized holidays: New Year's Day, Good Friday, Easter Monday, the birthday of the reigning Sovereign, Labour Day, Christmas Day, Boxing Day, and one other day to be mutually arranged between parties, always provided that should any of above fall on a Saturday or Sunday the holiday or holidays shall be observed on the following day or days.

(b) All workers who have been employed for a period of four months or more shall be entitled to ordinary wages in respect of the holidays mentioned: Provided any of these holidays do not fall on a Saturday or Sunday.

(c) For all time worked on any of the above holidays time and a half rates shall be paid in addition to the day's pay.

(d) For work performed on Sundays double time rates shall be paid.

(e) All employees coming within the scope of this award on completion of twelve months' service shall be allowed annual leave of ten consecutive working-days on full pay.

#### *Country Work.*

7. (a) "Country work" means work done by a worker in such a locality as to necessitate his lodging elsewhere than at his genuine place of residence in New Zealand and involving extra cost to such worker.

(b) The provisions herein contained relative to country work shall apply whether or not the worker prior to his accepting such country work is already in the service of the employer or whether the worker is engaged at the place where the work is to be done or elsewhere, and irrespective of the employer's place of business: Provided that these conditions shall not apply in the case of a permanent shift.

(c) Time occupied in travelling during ordinary working-hours, once each way, shall be paid for at ordinary rates; but no worker shall be paid more than an ordinary day's wages for any day occupied by him in travelling, although the hours may exceed eight, unless he is on the same day occupied in working for his employer, in which case overtime rates shall be paid for travelling outside working-hours: Provided that every worker required to travel more than four hours on Saturday or other holiday shall be paid for eight hours.

(d) The employer shall convey the worker free of charge, or pay his fare, to and from country work, but once only during the continuance of the work, and once each week. If, however, the worker is withdrawn from such work by the employer, or if he returns therefrom requiring medical attention in consequence of accident or sickness arising out of and in the course of the employment, and is, in either case, again required on the work, the employer shall again convey him or pay his fare to and from such work.

(e) Workers employed on country work shall be provided by the employer with suitable board and lodging free of charge, or the employer shall pay 5s. per day in lieu thereof, but not exceeding 30s. per week: Provided that where, through circumstances within the control of the employer, a worker is employed upon country work for less than six consecutive days the employer shall provide such board and lodging and may not elect to make such payment in lieu thereof.

#### *General Provisions.*

8. (a) All necessary tools, including one knife each year, shall be provided by the employer.

(b) Two men shall be appointed to a ladder where men are working on live conductors.

(c) Ladders shall not have metal conductors attached to them.

(d) Overcoats, canvas leggings, and gum boots shall be supplied where necessary once each year to workers free of charge for use at work only, except when damaged in course of employment, and then at Engineer's discretion.

(e) Workers required to service faults after their day's work has been completed shall receive a minimum of one hour at overtime rates.

(f) When a worker coming within the scope of this agreement is required to drive a van, car, or truck in the performance of his work he shall be provided with a driver's license.

(g) A St. John first-aid outfit shall be supplied to each gang, and a similar outfit shall be kept in a central place.

#### *Under-rate Workers.*

9. (a) Any worker who considers himself incapable of earning the minimum wage fixed by this agreement 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 worker 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 wage 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 Awards of every agreement made with a worker pursuant hereto.

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

#### *Preference.*

10. Workers to be members of the Amalgamated Engineering and Allied Trades Industrial Union of Workers, provided such members are available, and provided membership of the union is open to all workers of good character and sober habits for an entrance fee not exceeding 5s. and a subsequent weekly payment not exceeding ninepence.

#### *Matters not Provided for.*

11. Any dispute in connection with any matter not provided for in this agreement shall be settled between the particular employer concerned and the authorized officer of the union, and in default of any agreement being reached, then such dispute shall be referred to the Conciliation Commissioner for the district, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner, may appeal to the Court upon giving written notice to the other party within fourteen days after such decision shall have been communicated to the party desiring to appeal.

*Term of Agreement.*

12. This industrial agreement shall operate from the 17th day of February, 1938, to the 31st day of March, 1939.

Signed for and on behalf of the union—

JOHN SCORGIE, Secretary.

Signed for and on behalf of the employers—

GREY ELECTRIC-POWER BOARD:

JOHN DENFORD, Secretary.

Witness to the above signatures—

S. RITCHIE, Conciliation Commissioner.

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