

**SOUTH CANTERBURY ELECTRIC-POWER BOARD EMPLOYEES.—
INDUSTRIAL AGREEMENT**

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 16th day of June, 1938, between the Amalgamated Engineering and Allied Trades Industrial Union of Workers (Canterbury), hereinafter called "the union," of the one part, and the South Canterbury Electric-power Board, of the other part.

That, as between the parties hereto, the terms, conditions, stipulations, and provisions contained and set out in the schedule hereto shall be binding upon the said parties, and provisions shall be and are hereby incorporated in and declared to form part of this agreement; that the said parties hereto shall observe and perform every matter and thing by this agreement and by the said terms, conditions, and provisions required to be 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. Any failure to observe the conditions, stipulations, and provisions contained herein shall be deemed to be a breach of this industrial agreement.

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SCHEDULE.

Interpretation.

1. (a) "Area Officer"—that person appointed "officer in charge" of any area by the Board.

(b) "Testing electrician"—that person in charge of all meter-testing; testing and adjusting of all relays and switch-gear, &c.

(c) "Maintenance - men"—servicemen and faultmen, licensed or unlicensed, who are employed on all maintenance and general work.

(d) "Linesmen's work" means and includes the erection of poles, complete installation of overhead electric light and power mains from the supply station to the point of connection of the consumer's premises, the erection and connecting-up of street lamps, and all repair work in connection with overhead mains.

(e) "Labourers' work" means and includes all other work than electrical and line work.

(f) "Workers" means all employees cited in this agreement.

(g) "Apprentices" means boys apprenticed to the electrical trade.

(h) "Storeman" means a worker engaged in charge of all stores who is not covered by the General Storemen's award.

(i) "Electrical workers' work" shall mean and include the manufacturing, constructing, erecting, installing, and repairing of all classes of electrical lighting and power appliances, and any other appliances which require a practical knowledge of electricity, and including all work which comes within the scope of the New Zealand Government Electrical Supply Wiring Regulations.

Permanent Staff.

2. Workers shall be available at all times to attend to faults and other emergency work, but any employee employed in excess of forty hours per week, or on statutory holidays, shall be given time off, such time to be mutually arranged.

Hours of Work.

3. Forty hours shall constitute a week's work; the working-hours shall be between the hours of 8 a.m. and 5 p.m. on the first five days of the week, Monday to Friday inclusive.

Holidays.

4. (a) The following shall be the recognized holidays: Christmas Day, Boxing Day, New Year's Day, 2nd January, Good Friday, Easter Monday, Anzac Day, Sovereign's Birthday, Labour Day, and any special national holidays.

(b) The days mentioned in subclause (a) shall be recognized as holidays for the permanent staff, and no work, other than urgent maintenance-work, shall be done on these days.

(c) All construction and overhaul work carried out by the permanent staff on Sundays and other holidays mentioned in subclause (a) shall be paid for at double time rates.

(d) All overtime work by the permanent staff on new construction work shall be paid for at overtime rates of time and a half for the first three hours and double time thereafter.

(e) The permanent staff shall receive two weeks' annual leave on full pay, to be taken at the discretion of the Engineer.

Wages.

5. (a) The minimum weekly rates of wages for the permanent staff, shall be as follows:—

	Per Week.
	£ s. d.
Area Officers, Timaru, Temuka, Waimate	7 0 0
Testing electricians	6 10 0
Inspector, Maintenance-man	6 5 0
Maintenance-men, all districts	6 0 0
Storemen, Levels district	5 10 0
Area Officer, Fairlie	6 15 0
Senior maintenance-men, Geraldine	6 10 0
Electricians	2s. 9d. per hour.

(b) All wages shall be paid half-monthly in the Board's time.

(c) Fifteen days' notice on either side shall be given in the case of the permanent staff of employees before terminating employment.

(d) The Board shall have the right to engage employees without reference to the union, but all employees shall become and remain members of the union.

Telephones.

6. Those married maintenance-men who do not reside in the Board's cottages shall have telephones installed by the Board should the Board consider it necessary.

Tools and General.

7. All necessary tools, including pliers and knives, also overcoats, sou'westers, rubber gloves, and gum boots, shall be provided by the employer, but the employee who receives such tools, &c., shall sign for them and shall be responsible for their safety. In the event of tools being lost, they shall be replaced by the employee responsible for their safety.

Accidents.

8. A suitable first-aid outfit will be supplied by the Board to each employee; it shall be kept in his car. The Board will keep these outfits up to date, but the employees concerned are responsible for requisitioning any deficiencies.

Casual Employees.

9. (a) Casual employees' wages shall be as follows:—

	Per Hour.	
	s.	d.
Linesmen on live overhead work	.. 2	9
Linesmen 2	8
Linesmen's assistants 2	6
Labourers 2	5
Charge hands 2	10

(b) All wages shall be paid half-monthly in the Board's time.

Hours of Work.

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

(b) All work done in excess or outside of the hours mentioned in subclause (a) hereof shall count as overtime, and shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(c) Casual employees may work 120 hours in any three-weekly period in order to make up lost time due to wet weather, if agreeable to the Board.

(d) If at any time a worker is called out after having ceased work at the ordinary time of ceasing work, then the time so worked shall be paid for at ordinary rates of overtime, to be computed from the time of his leaving home to the time of his return.

Holidays.

11. (a) The following shall be the recognized holidays: New Year's Day, 2nd January, Good Friday, Easter Monday,

Anzac Day, Sovereign's Birthday, Labour Day, Christmas Day, Boxing Day, and any special national holiday, and no deduction in pay shall be made in respect of such holidays.

(b) For all work done on Christmas Day, Good Friday, Anzac Day, and Sundays double time shall be paid. For all work done on any of the other days mentioned in sub-clause (a) hereof time and a half rates shall be paid for the first three hours, after which double time.

(c) One week's holiday on full pay shall be granted to all workers coming within the scope of this agreement after twelve months' service. All workers shall receive proportionate holiday allowances if and when their employment is determined.

Country Work.

12. When a worker is employed at such work that he is unable to return to his home at night, 15s. per week shall be allowed such worker.

Use of Preservatives.

13. (a) Workers required to erect cross-arms wet with preservatives, or to apply preservatives to cross-arms, shall be paid 2d. per hour extra.

(b) Preservatives for the purpose of this agreement shall be peterlinium or tar oil, or other preparations injurious to the clothes or flesh of the worker.

Matters not provided for.

14. Any dispute in connection with any matter not provided for in this agreement shall be settled between the employers' representative and the secretary or president of the union, and in default of any agreement being arrived at, then the dispute shall be referred to the Conciliation Commissioner for the district, who may either decide same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner, may appeal against the decision to the Court of Arbitration, and give notice of such appeal to the other party within seven days after such decision shall have been communicated to the party desiring to appeal.

Tools.

15. The necessary tools, pliers, and pocket-knives, and gum boots shall be provided by the employer, but the employee who receives such tools, &c., shall sign for them and be responsible for their safety. In the event of tools being lost they shall be replaced by the employee responsible for their safety.

Scope of Agreement.

16. This award shall apply only to the parties named herein.

Term of Agreement.

17. This agreement, in so far as it relates to the wages of the permanent and casual staff, engaged prior to 31st March, 1938, shall be deemed to operate as from the 1st April, 1938, and in other respects to the day of the date hereof, and shall continue in force until 1st April, 1939.

Signed on behalf of the union—

[L.S.]

F. M. HARMAN, President.
G. T. THURSTON, Secretary.

Signed on behalf of the Board—

[L.S.]

GEO. DASH, Chairman.
W. A. FODEN, Secretary.