

TIMARU BOROUGH COUNCIL **ELECTRICIANS AND LINESMEN.**—
AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925; and in the matter of an industrial dispute between the Timaru Branch of the Amalgamated Engineering and Allied Trades' Industrial Union of Workers (hereinafter called "the union") and the undermentioned Council (hereinafter called "the employers") :—

The Timaru Borough Council, Timaru.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of

the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives duly appointed, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, doth hereby order and award:—

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that a penalty as by law provided shall be payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect as hereinafter provided and shall continue in force until the 25th day of July, 1939, and thereafter as provided by subsection (1) (d) of section 89 of the Industrial Conciliation and Arbitration Act, 1925.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand, this 25th day of July, 1938.

[L.S.]

W. J. HUNTER, Judge.

SCHEDULE.

Application of Award.

1. This award shall apply to electricians, servicemen, and linesmen in the employ of the Timaru Borough Council.

Interpretation.

2. (a) "Electrical workers' work" shall mean and include the constructing, erecting, installing, and repairing of all classes of electric lighting and power appliances, and of 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 and Wiring Regulations.

(b) "Linesmen's work" means and includes the complete installation of overhead electric light and power mains from the supply station to the point of connection to the consumer's premises, the erection and connecting up of street lamps, and all repair and maintenance work in connection with overhead mains, and including all work which comes within the scope of the New Zealand Government Electrical Supply Regulations.

(c) "Servicemen's work" shall consist of attending to all faults and repairs upon reticulation and distributing systems, consumers' installations, and all appliances.

(d) "Charge hand" shall mean a linesman in charge of three or more additional linesmen employed on any linesmen's work and in charge of the job.

Wages.

3. (a) The following shall be the minimum rates of wages:—

		Per Hour.	
		s.	d.
Electricians and servicemen	2 9
Linesmen	2 8
Linesmen's assistants	2 5

(b) Charge hands shall be paid 3d. per hour extra while in charge of three or more linesmen or electricians.

(c) All wages shall be paid in accordance with the practice existing at the date of the coming into operation of this award.

(d) Workers coming within the scope of this award shall not have their wages reduced in any case where a higher rate is being paid at the date of its coming into operation.

(e) No linesman shall be permitted to work in connection with live high or extra high pressure electric wires unless accompanied by an assistant.

Hours of Work.

4. (a) Forty hours shall constitute an ordinary week's work.

(b) The ordinary working-hours shall be eight per day on the first five days of the week, and shall be worked between the hours of 7.30 a.m. and 5 p.m.

(c) If, after having commenced work, it is necessary to cease owing to wet weather, the workers shall in each case be paid for a period of not less than four hours.

(d) Every endeavour shall be made to find work for regular hands during wet weather.

(e) Notwithstanding anything in the foregoing subclauses, servicemen may be worked 160 hours in a period of four weeks, providing that such hours shall not be worked on more than twenty-two days in each consecutive four-weekly period.

Overtime.

5. (a) All time worked in excess of or outside the hours mentioned in clause 4 hereof as applying to linesmen or electrical workers in subclauses (a) to (d), or servicemen in subclause (e), shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b) If at any time a worker other than a serviceman is called out after having ceased work, then the time so worked shall be paid for at ordinary overtime rates to be computed from the time of leaving his home to the time of his return, provided that except in the case of renewal of service fuses, when this proviso shall not apply, a minimum payment of two hours at ordinary overtime rates shall be paid.

(c) Except in the case of servicemen, no worker shall be required to work more than four and a half hours continuously without an interval for a meal.

(d) Supper and crib time when working overtime shall be paid for.

(e) Meal-money: In the case of workers who cannot reasonably journey to and from their homes for meals being required to work overtime after 6 p.m. on any day, the worker shall be paid 1s. 6d. for tea-money.

Holidays.

6. (a) The following holidays shall be allowed without deduction from wages: New Year's Day, 2nd January, Good Friday, Easter Monday, Anzac Day, Sovereign's Birthday (or any day observed in lieu thereof), Labour Day, Christmas Day, and Boxing Day.

(b) Except in the case of servicemen, time worked on Sundays or any of the above-mentioned holidays shall be paid for as follows: Christmas Day and Good Friday, double time in addition to ordinary wages; any of the other above-mentioned holidays, time and a half in addition to ordinary wages; Sundays, ordinary rate in addition to ordinary wages.

Annual Leave.

7. (a) A week's holiday on full pay shall be granted to all electrical workers and linesmen on completion of each continuous year of service. Servicemen shall be granted two weeks' holiday on full pay on completion of each continuous year of service.

(b) In the event of a worker leaving his situation before the completion of a year's service, he shall receive remuneration in proportion to his service in lieu of the above holiday.

(c) Annual leave shall be given at a period suitable to the employer, and, where possible, during the summer months.

Dirt-money.

8. Dirt-money at the rate of 1s. 6d. per day or portion of a day shall be paid for all work done by any worker covered by the provisions of this award in cement-works, chemical-works, soap-works, foundries, tunnels, or repairing damage done by fire where the worker comes in contact with charred materials, or in freezing chambers while freezing is being carried on, or storage-battery work. Other work, such as dirty installation work or dirty demolition work, which may be agreed upon as coming under the term "dirty work" shall be paid for at the same rate.

General Provisions.

9. (a) Employers shall provide their licensed wiremen with metal pots, conduit-fitting tools, vice, files, blow-lamps, hacksaw blades, drills, and keyhole-saw blades. All necessary linesmen's tools, including one knife each year, shall be provided by the employer. The employee who receives such tools shall sign for them and be held responsible for their safety. In the event of tools being lost they shall be replaced by the employees responsible for their safety.

(b) During the period of his employment a worker shall not use any of the tools or materials of his employer for work other than that assigned him by his employer.

(c) Workers shall be supplied with best-quality rubber gloves and lifebelts. They shall also be supplied with gum boots, oilskins, and sou'westers where necessary for use in wet weather on outside work.

Matters not provided for.

10. Any dispute in connection with any matter not provided for in this award shall be settled between the employers' representatives and the secretary or the president of the union, and in default of any agreement being arrived at, 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 Conciliation Commissioner, may appeal to the Court upon giving written notice of such appeal to the other party within seven days after such decision shall have been communicated to the party desiring to appeal.

Bicycle Allowance.

11. Workers using their own bicycles in connection with the employer's business, and with his consent, shall be paid 1s. 6d. per week bicycle allowance.

Use of Preservatives.

12. Workers required to erect cross-arms wet with preservatives or to apply preservatives to cross-arms in position shall be paid 3d. per hour extra. Preservatives for the purpose of this award shall be peterlinium or tar-oil, or other preparations injurious to the clothes or flesh of the worker.

Accidents.

13. A suitable ambulance first-aid outfit shall be supplied to each gang.

Workers to be Members of Union.

14. (a) It shall not be lawful for any employer bound by this award to employ or to continue to employ in any position or employment subject to this award any adult person who is not for the time being a member of an industrial union of workers bound by this award or who is not for the time being a member of a trade-union which was registered as such before the 1st day of May, 1936, and which is bound by this award: Provided, however, that any non-unionist may be continued in any position or employment by an employer bound by this award during any time while there is no member of a union bound by this award who is available to perform the particular work required to be done and is ready and willing to undertake it.

(b) For the purposes of subclause (a) of this clause a person of the age of eighteen years or upwards, and every other person who for the time being is in receipt of not less than the minimum rate of wages prescribed by this award for workers of the age of twenty-one years and upwards, shall be deemed to be an adult.

(NOTE.—Attention is drawn to subsection (4) of section 18 of the Industrial Conciliation and Arbitration Amendment Act, 1936, which gives to workers the right to join the union.)

Under-rate Workers.

15. (a) Any worker who considers himself incapable of earning the minimum wage fixed by this award 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.

Scope of Award.

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

Term of Award.

17. This award, in so far as it relates to wages, shall be deemed to have come into force on the 25th day of February, 1938, and so far as all the other conditions of this award are concerned it shall come into force on the day of the date hereof; and this award shall continue in force until the 25th day of July, 1939.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 25th day of July, 1938.

[L.S.]

W. J. HUNTER, Judge.

MEMORANDUM.

The only matter referred to the Court related to under-rate workers. In other respects the award embodies the recommendations arrived at by the assessors in Conciliation Council.

W. J. HUNTER, Judge.