

WANGANUI HARBOUR BOARD **SHIFT ENGINEERS.**—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 5th day of September, 1938, between the New Zealand Harbour Boards' Employees' Industrial Union of Workers (hereinafter referred to as "the union"), of the one part, and the Wanganui Harbour Board (hereinafter referred to as "the employers"), of the other part, whereby it is mutually agreed by and between the 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.

Branch of Work covered.

1. Shift engineers shall be the branch of workers covered by this agreement.

Interpretation.

2. A "shift engineer" shall mean a worker who has served an apprenticeship of at least five years as a mechanical engineer in a workshop where engines are built or repaired, and who during his shift is required to be in charge of machinery.

Duties.

3. The duties of a shift engineer shall be to operate the machinery in the employer's cool stores during his shift and to effect such repairs as may be reasonably necessary for the safety of the machinery running.

He may also be called upon to do overhaul and repair work in connection with the cool-stores machinery or any other of the employer's mechanical plant or machinery, and also the erection of any new plant or machinery, it being the intention that the shift engineers may be interchangeable from the cool-stores department to any other part of the employer's undertaking should it become necessary.

In the event of a breakdown in the machinery which would interfere with the running of the works the chief engineer or other officer in charge, as the case may be, may recall any shift engineer to work in order to effect repairs or meet the emergency.

When it is not necessary through seasonal or other conditions to employ a shift engineer in the cool-stores engine-room he may be transferred to any other engineering or fitting work without reduction of pay, when he shall become a day-worker and be subject to the provisions of the New Zealand Harbour Boards' Employees' award.

Hours of Work.

4. During the months of October to April, both months inclusive, the weekly hours of work shall not exceed forty-four, and during the months of May to September, both months inclusive, the weekly hours of work shall not exceed forty-two.

Shifts.

5. Shifts shall not exceed eight hours, and all work done in excess of eight hours in any one shift shall be classed as overtime and paid for at the rate of time and one-half for the first four hours and double time thereafter.

The hours of work and meal-hours shall be arranged mutually between the shift engineers and the employers, one shift, however, being worked between the hours of 10 p.m. and 6 a.m.

Wherever possible a minimum break of twelve hours shall be allowed men when changing shifts.

Wages.

6. The rate of wages payable to workers coming within the scope of this agreement shall be as follows:—

			Per Week.		
			£	s.	d.
First shift engineer	..	..	6	17	6
Second shift engineer	..	..	6	15	0
Third shift engineer	..	..	6	12	6

Sunday and Holiday Work.

7. Should the exigencies of the business render it necessary for work to be performed on a Sunday or holiday, the rates of wages prescribed in clause 6 hereof are to cover such work, it being understood that Sunday and holiday work will be avoided wherever possible and it is to be reduced to a minimum.

Termination of Employment.

8. Two weeks' notice of termination of employment shall be given by either side.

Holidays.

9. Shift engineers after one year's service shall be entitled to two weeks' leave on full pay, and should they be required to work on Sundays or holidays at less than overtime rates, then they shall be entitled to an additional week's leave on full pay.

Should a shift engineer be discharged (other than for misdemeanour) or leave the employer's service before his annual holiday becomes due, he shall be entitled to a holiday payment on a *pro rata* basis of the service rendered in that year.

The annual holiday shall, as far as practicable, be arranged to be taken between the 1st May and 30th September.

Disputes.

10. Clause 15 of the New Zealand Harbour Boards' Employees' award shall apply to this agreement.

Term of Agreement.

11. This agreement shall be deemed to have come into force on the 1st day of August, 1938, and shall continue in force until the 31st day of January, 1939.

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

New Zealand Harbour Boards' Employees' Industrial Union of Workers—

[L.S.]

C. ADAMS, President.
JAS. ROBERTS, Secretary.

Wanganui Harbour Board—

[L.S.]

W. MORRISON, Deputy Chairman.
N. J. GARDNER, Secretary.