

KAIKOURA COUNTY COUNCIL **POWER-HOUSE EMPLOYEES.**—  
INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 30th day of August, 1939, between the New Zealand (except Northern) Amalgamated Engineering and Related Trades' Industrial Union of Workers (hereinafter called "the union"), of the one part, and the Kaikoura County Council, 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 the said terms, conditions, stipulations, 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.

## SCHEDULE.

*Definitions.*

1. For the purpose of this agreement, "power-house employee" means a shift-worker capable of taking charge of the Council's Diesel-engine plant, the maintenance of overhead electric lines, and maintenance and installation of electrical equipment, including house wiring.

*Hours of Work.*

2. (a) A fortnight's work shall consist of eighty-eight hours, averaged over the shift-roster.

(b) Shifts shall be arranged and shall revolve according to the requirements of the work.

(c) In the event of any breakdown in the plant, the Engineer may recall any shift-worker to work, in order to effect repairs, and time so worked shall be paid for at time and a half rates for the first four hours and thereafter double time.

(d) Both routine work and work in connection with annual overhaul to be carried out as at present, provided that the week's work averaged over the shift-roster shall not exceed forty-four hours.

(e) For all work done in excess of the hours mentioned in subclause (d) hereof shall count as overtime, and shall be paid for at the rates of time and a half for the first four hours and double time thereafter.

*Wages.*

3. The minimum rates of wages shall be:—	Per Week.
	£ s. d.
(a) Worker's with wireman's license,	5 15 0
(b) Workers without wireman's license .. .. .	5 5 0

*Annual Leave.*

4. Two weeks' annual leave on full pay shall be granted during each year of service, and should any worker leave the service of the Council, or his services are dispensed with, he shall be entitled to the proportion of holiday pay then accrued.

*Termination of Employment.*

5. Seven days' notice shall be given on either side.

*Conveniences for Washing and Dressing.*

6. Reasonable provision shall be made for washing and dressing, with separate lockers and facilities for obtaining boiling water.

*Accidents.*

7. A modern first-aid emergency case, fully equipped, shall be kept in a convenient and accessible place in or near the engine-room.

*Dirty Work.*

8. When shift-engineers are on dirty work, overalls shall be provided for such work. "Dirty work" means work done at the back end of boilers or in combustion-chambers.

*Matters not provided for.*

9. Any dispute in connection with any matter not provided for in this agreement shall be settled between the particular employer concerned and the secretary or president of the union, and in default of any agreement being arrived at, then such dispute shall be referred to the local Conciliation Commissioner, 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 other party within seven days after such decision shall have been communicated to the party desiring to appeal.

*Preference.*

10. In engaging workers, preference shall be given to members of the union, 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 9d.

*Scope of Agreement.*

11. This agreement shall apply to the parties named herein.

*Term of Agreement.*

12. Twelve months from 28th August, 1939.

Signed on behalf of the New Zealand (except Northern) Amalgamated Engineering and Related Trades' Industrial Union of Workers—

[L.S.]

H. GUNNS, President.  
G. T. THURSTON, Secretary.

Signed on behalf of the Kaikoura County Council, Kaikoura—

[L.S.]

F. MONK, Chairman.  
P. BURGoyNE, County Clerk.