

WAIKATO COAL-MINES **UNDERGROUND OFFICIALS.**—  
INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 31st day of March, 1939, between the—

Taupiri Coal-mines, Ltd., Auckland  
Pukemiro Collieries, Ltd., Auckland  
Glen Afton Collieries, Ltd., Auckland  
Renown Collieries, Ltd., Auckland  
Wilton Collieries, Ltd., Auckland

(hereinafter referred to as “the employers”), of the one part, and the

Waikato and District Coal-mines Underground Officials’  
Industrial Union of Workers (D. Hall, secretary),  
Renown, via Huntly

(hereinafter referred to as "the union"), 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, and stipulations and provisions contained and set out in the schedule hereto marked "A" 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 "A," 1938-40.

##### *Wages.*

1. The wages for deputies shall be £7 7s. per week. Back and night shifts shall be £7 11s. per week for permanent work.

##### *Hours of Work.*

2. (a) The ordinary hours of work for deputies shall be forty per week: Provided that there shall be no restriction of work on Saturdays or Sundays which is required to be performed on those days (1) for mine examination, (2) in connection with pumping or control of fires, or (3) in connection with any maintenance, repair, or development work which can be carried out only when the mine is idle: Provided, further, that any deputy who is required to work in excess of forty hours in any week shall be given equivalent time off at such time as the manager shall decide, but within one month after the extra time has been worked. In the event of any question arising as to the interpretation of item (3) above mentioned, the matter in dispute shall be referred to the management and the deputies' representatives for settlement.

(b) Any deputy called upon to do regular Sunday work shall be paid up to four hours, a full shift; any time worked in excess of four hours, double time: Provided that a day off

in lieu of Sunday may be allowed instead of payment if mutually arranged between the deputies and the manager at any colliery.

*Sick-pay.*

3. (a) A deputy absent from work through sickness shall produce a medical certificate if so required by the company, and the company shall have the right to nominate a medical practitioner from whom such certificate shall be obtained.

(b) A deputy shall be entitled to payment of wages during sickness, but not for any period exceeding four weeks in any one year.

*Tools.*

4. The company to provide one lamp per annum and necessary tools for officials, and such will be supplied from the company's store-room on the written order of the manager, and persons to whom such tools are supplied shall be responsible for proper care of such. When lost or broken through improper use, the person responsible may be required to replace same at his own cost.

*Membership of Union.*

5. As soon as any man with a certificate goes on deputy work other than in a relieving capacity, he shall be informed by the manager that he must join the deputies' union.

*Reduction of Staff.*

6. In the event of it being necessary to reduce the staff of deputies, those retired shall be found suitable employment.

*Holidays.*

7. Holidays to be the same as under the miners' award. Five additional days to be granted to be mutually agreed upon, providing no time has been lost through sickness.

*Notice of Dismissal or Retirement.*

8. Fourteen days' notice to terminate the employment shall be given by the worker to the employer, or by the employer to the worker for other cause than disobedience or misconduct.

*Disputes.*

9. In the event of any dispute arising at any colliery which cannot be adjusted by the manager of such colliery and the

local members of the union, then such dispute shall be referred to the union officials and the committee of the managers of the collieries concerned in this agreement.

*Term.*

10. This agreement shall be deemed to have come into force on the 1st day of November, 1938, and shall continue in force until the 1st day of November, 1940.

In witness whereof the parties have hereunto set their hands on the day and date hereinbefore stated.

For and on behalf of the Waikato and District Coal-mines Underground Officials' Industrial Union of Workers—

ANDREW MCCALLUM, President.

DAVID HALL, Secretary.

For and on behalf of the Taupiri Coal-mines, Ltd., Auckland—

J. L. SOUTER, Secretary.

Witness to signature—N. E. Tuckey.

For and on behalf of the Pukemiro Collieries, Ltd., Auckland—

J. ALLISON, Secretary.

Witness to signature—D. Wyatt.

For and on behalf of the Glen Afton Collieries, Ltd., Auckland—

C. M. RICHWHITE.

P. DELLOW, Secretary.

Witness to signatures—J. Knight.

For and on behalf of the Renown Collieries, Ltd., Auckland—

N. R. NEWMAN, Secretary.

Witness to signature—D. M. Callow.

For and on behalf of the Wilton Collieries, Ltd., Auckland—

A. ROBERTSHAW, Secretary.

Witness to signature—B. Cullen.