

TURNERS AND GROWERS, LTD., AUCKLAND, **SHIFT**
ENGINEERS.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 27th day of April, 1940, between Messrs. Turners and Growers, Auckland, of the one part, and the Northern Industrial District Engineering and Related Trades' Industrial Union of Workers, Trades Hall, Auckland, C.1 (hereinafter referred to as "the union"), of the other, witnesseth that it is hereby agreed by and between the parties hereto as follows:—

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, but this agreement shall not apply in any way to the chief engineer.

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, who has a knowledge of the theory and practice of refrigeration, and of the various types of prime mover—*i.e.*, steam engines and boilers, electric motors, internal-combustion engines—and who during his shift is required to be in charge of such machinery.

Hours of Work.

3. Ninety-six hours shall constitute a fortnight's work and shall be arranged to suit the exigencies of the works by mutual arrangement between the shift engineers and the employer.

Duties.

4. The duties of a shift engineer shall be to operate the machinery 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 and also erect new machinery in the establishment in which he is employed. In the event of a breakdown in the machinery which would interfere with the running of the works, the chief engineer may recall any shift engineer to work in order to effect repairs or meet the emergency.

Salary.

5. The rate of salary for workers coming within the scope of this agreement shall be £425 per annum, such sum to be inclusive of payments in terms of sections 14 and 15 of

the Factories Amendment Act, 1936. The daily rate of pay shall be computed by dividing the annual salary by fifty-two into weekly amounts, and daily payments arrived at on the basis of six watches per week.

Overtime.

6. All time worked in excess of ninety-six hours a fortnight shall be given as time off within one month in the ratio of one and a half hours for every hour worked. If such time off is not given within one month, the annual leave of absence of the engineer shall be increased by the amount of time worked in excess of the above-mentioned hours.

Termination of Employment.

7. One month's notice of termination of employment shall be given by either side.

Holidays.

8. Every engineer covered by this agreement shall be entitled in each year to leave of absence on full pay for a continuous period of sixteen days. The holiday shall be deemed to be accruing through each year of service, so that if after six months' continuous service an engineer is discharged for any cause (other than misconduct) or leaves of his own accord, he shall be paid at ordinary rates for such proportion of his holiday as shall then have accrued. The time at which such holiday is taken shall be at the discretion of the chief engineer, and if possible shall be given during the months of September, October, or November.

Settlement of Disputes.

9. In the event of a dispute arising upon any matter, whether referred to in this agreement or not, affecting engineers covered by this agreement, the point in dispute shall be referred to a representative of the employers and a representative of the employees for settlement. Should these fail to agree, the matter shall then be referred to the arbitration of an umpire mutually agreed upon by the said representatives, and the decision of the umpire shall be final.

Preference.

10. Preference of employment shall at all times be given to members of the Northern Industrial District Engineering and Related Trades' Industrial Union of Workers.

Carrying-out of Agreement.

11. This agreement shall be honourably carried out in its entirety by both parties, notwithstanding any differences which may arise on matters not already provided for in this agreement.

Term of Agreement.

12. This agreement shall come into force on the 27th day of April, 1940, and shall continue in force until the 27th day of April, 1941, and thereafter until superseded by a fresh agreement or terminated by one month's notice given by either party of their wish so to do.

Signed on behalf of the Northern Industrial District Engineering and Related Trades' Industrial Union of Workers—

[L.S.]

S. GLADING, President.
J. NEALE, General Secretary.

Signed on behalf of Messrs. Turners and Growers, Ltd.—

E. C. TURNER, Director.
H. TURNER, Director.

Witness to signatures—E. O. Houison.