

**GREY ELECTRIC-POWER BOARD ELECTRICAL WORKERS,
LINESMEN, AND ASSISTANTS.—INDUSTRIAL AGREEMENT.**

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 20th day of October, 1941, between the New Zealand (except Northern Industrial District) Amalgamated Engineering and Related Trades' Industrial Union of Workers (hereinafter referred to as "the union"), of the one part, and the Grey Electric-power Board (hereinafter referred to as "the employers"), 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, 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.

Interpretation.

1. (a) "Inspectors' work" means and includes the inspecting and testing of consumers' installations, installing meters and other instruments and installing and maintaining such of the electrical plant as comes within the scope of the Electrical Supply and Wiring Regulations 1935.

(b) "Technical assistant" means a worker who investigates sources of trouble on the system and installs instruments and equipment necessary in such investigations, carries out maintenance on instruments and plant where superior technical knowledge is required.

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

(d) "Linesmen's work" shall mean and include the complete installation of overhead and underground electric-power mains from the supply-station to the point of connection to the consumer, and the erection and connecting-up of transformers and street lamps.

(e) "Linesmen's assistants' work" shall mean and include the carrying-out of all necessary work in assisting linesmen and under their direction. In every gang of less than five men, including the ganger, there shall be one or more linesmen other than the ganger. In every gang of five men or more, excluding the ganger, there shall be at least two linesmen other than the ganger.

(f) "Ganger" shall mean and include any man placed in charge of two or more men.

Wages.

2. (a) Inspectors shall be paid not less than £312 per annum.

(b) Technical assistants shall be paid not less than £312 per annum.

(c) Servicemen shall be paid not less than £6 10s. per week.

(d) Linesmen shall be paid not less than 2s. 9½d. per hour.

(e) Linesmen's assistants shall be paid not less than 2s. 7½d. per hour.

(f) Gangers shall receive 1s. 6d. per day in excess of the rate prescribed in subclause (e) hereof for linesmen.

(g) Any man temporarily employed as a ganger shall receive ganger's wages for that day and for subsequent days during which he is so employed.

(h) Linesmen's assistants who are temporarily employed as linesmen shall receive linesmen's rate of pay for such time as they are so employed.

(i) Workers who are instructed to stand by between the hours of 5 p.m. and 8 a.m. shall be paid one hour's pay at ordinary rates if not called out. If called out, overtime rates as set out in clause 5, subclause (a), shall be paid.

(j) Wages shall be paid not later than 5 p.m. on the usual day that payment of wages is made. Suitable provision shall be made for the payment of wages where workers are detained through the nature of their employment.

(k) All rates of remuneration, including wages, overtime, and other special payments provided for in this award, shall be subject to the provisions of the general order dated 9th August, 1940, under the Rates of Wages Emergency Regulations 1940, increasing rates of remuneration by an amount equal to 5 per cent. thereof.

Dirty Work.

3. Dirt-money at the rate of 1s. 6d. per day or part thereof shall be paid for all work done by any worker coming within the scope of this agreement in storage-battery work, or on such other work as may be mutually agreed upon as coming within the definition of "dirty work."

Hours of Work.

4. Forty hours shall constitute an ordinary week's work and eight hours shall constitute an ordinary day's work. Save as hereinafter provided, the working-hours shall be between the hours of 8 a.m. and 5 p.m. on five days of the week, from Monday to Friday inclusive.

Overtime.

5. (a) All time worked in any one day outside or in excess of the hours prescribed in clause 4 hereof shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

(b) Save in exceptional circumstances, of which the Board's Engineer shall be the sole judge, no man shall work more than thirty-two hours overtime in any four-weekly period.

(c) If a worker is called from his home to work outside ordinary working-hours he shall be paid for time occupied by him in travelling from and returning to his home, calculated on the basis of three miles per hour, with a minimum of one hour's pay.

(d) The employer shall allow meal-money at the rate of 1s. 6d. per meal when workers are required to work after 6 p.m., provided that such workers cannot reasonably get home to their meals. Supper and crib time when working overtime shall be paid for.

(e) Any worker having performed his ordinary day's work and having worked overtime at rates as provided herein until the ordinary time for commencing work next day, and being then required to continue working, shall be paid double time rates so long as he works continuously thereafter.

Holidays.

6. (a) The following shall be the recognized holidays, and no deductions from wages shall be made in respect to such holidays. New Year's Day, Good Friday, Easter Monday, Anzac Day, birthday of the reigning Sovereign, Labour Day, Christmas Day, Boxing Day, and one other day, of which at least three days' notice shall be given, to be mutually arranged between parties, always provided that should any of the above fall on a Saturday or Sunday the holiday or holidays shall be observed on the following day or days.

(b) All workers who have been employed for a period of three months or more shall be entitled to ordinary wages in respect of the holidays mentioned: Provided any of these holidays do not fall on a Saturday or Sunday.

(c) For all time worked on all recognized holidays time and a half shall be paid in addition to the day's pay. For work performed on Sundays, double time shall be paid.

(d) All employees coming within the scope of this agreement on completion of twelve months' service shall be allowed leave of ten consecutive working-days on full pay.

Country Work.

7. (a) "Country work" means work done by a worker in such a locality as to necessitate his lodging elsewhere than at his genuine place of residence in New Zealand and involving extra cost to such worker.

(b) The provisions herein contained relative to country work shall apply whether or not the worker prior to his accepting such country work is already in the service of the employer or whether the worker is engaged at the place where the work is to be done or elsewhere, and irrespective of the employer's place of business: Provided that these conditions shall not apply in the case of a permanent shift.

(c) Time occupied in travelling during ordinary working-hours, once each way, shall be paid for at ordinary rates; but no worker shall be paid more than an ordinary day's wages for any day occupied by him in travelling, although the hours may exceed eight, unless he is on the same day

occupied in working for his employer, in which case overtime rates shall be paid for travelling outside working-hours: Provided that every worker required to travel more than four hours on Saturday or other holiday shall be paid for eight hours.

(d) The employer shall convey the worker free of charge, or pay his fare, to and from country work, but once only during the continuance of the work, and once each week. If, however, the worker is withdrawn from such work by the employer, or if he returns therefrom requiring medical attention in consequence of accident or sickness arising out of and in the course of the employment, and is, in either case, again required on the work, the employer shall again convey him or pay his fare to and from such work.

(e) Workers employed on country work shall be provided by the employer with suitable board and lodging free of charge, or the employer shall pay 5s. per day in lieu thereof, but not exceeding 30s. per week: Provided that where, through circumstances within the control of the employer, a worker is employed upon country work for less than six consecutive days the employer shall provide such board and lodging and may not elect to make such payment in lieu thereof.

General Provisions.

8. (a) All necessary tools, including one knife each year, shall be provided by the employer.

(b) Two men shall be appointed to a ladder where men are working on live conductors.

(c) Ladders shall not have metal conductors attached to them.

(d) Overcoats, canvas leggings, and gum boots shall be supplied where necessary once each year to workers free of charge for use at work only, except when damaged in course of employment, and then at Engineer's discretion.

(e) Workers required to service faults after their day's work has been completed shall receive a minimum of one hour at overtime rates.

(f) When a worker coming within the scope of this agreement is required to drive a van, car, or truck in the performance of his work he shall be provided with a driver's license.

(g) A St. John first-aid outfit shall be supplied to each gang, and a similar outfit shall be kept in a central place.

Under-rate Workers.

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

Preference.

10. Workers to be members of the New Zealand (except Northern Industrial District) Amalgamated Engineering and Related Trades' Industrial Union of Workers, 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.

Matters not provided for.

11. Any dispute in connection with any matter not provided for in this agreement shall be settled between the particular employer concerned and the authorized officer of

the union, and in default of any agreement being reached, 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 Commissioner, may appeal to the Court upon giving written notice to the other party within fourteen days after such decision shall have been communicated to the party desiring to appeal.

Terms of Agreement.

12. This industrial agreement shall operate from the 20th day of October, 1941, to the 20th day of October, 1942.

Signed for and on behalf of the union—

[L.S.]

H. GUNNS, President.

G. T. THURSTON, Secretary.

Signed for and on behalf of the employers—

Grey Electric-power Board:

W. S. McClymont, Secretary.
