

DUNEDIN CITY COUNCIL **SHIFT ENGINEERS** (WAIPORI FALLS  
POWER-STATION, CONVERTER STATION, AND HALF-WAY  
BUSH SUBSTATION).—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 18th day of December, 1941, between the Corporation of the Mayor, Councillors, and Citizens of the City of Dunedin (hereinafter referred to as "the employer"), of the one part, and the New Zealand (except Northern) Amalgamated Engineering and Related Trades' Industrial Union of Workers

(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, 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. That the said parties hereto shall respectively do, observe, and perform every matter and thing by this agreement and by the 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.

##### *Industry to which Agreement applies.*

1. This agreement shall apply only to shift engineers employed in the Waipori Falls Power-station and Converter Station, and Half-way Bush Substation, and Steam-plant.

##### *Hours of Work.*

2. (a) Forty hours shall constitute an average week's work.

(b) Length of shifts to be mutually agreed in each station between the shift engineers and the engineer in charge of the station. Not less than 1 (one) shift off shall separate two working shifts.

(c) Shifts shall revolve weekly.

##### *Number of Engineers.*

3. (a) For Waipori Falls No. 2 Power-station and Converter Station two engineers shall be engaged on each shift exclusive of the engineer in charge, and these engineers shall be rated first, second, third, fourth, fifth, sixth, seventh, eighth, and relieving shift engineers. Of these, the first, second, third, fourth shall be rated senior engineers, and the fifth, sixth, seventh, eighth, and relieving engineer shall be rated junior engineers.

(b) For Halfway Bush Substation four engineers and a relieving engineer shall be employed exclusive of the engineer in charge. At No. 1 Station, Waipori, and the steam-plant one

or more engineers shall be employed, depending upon the circumstances under which it may be found necessary to operate these plants.

(c) **Relieving Engineer:** The relieving engineer called upon to work in any station shall be paid the wages due to such position, but in no case shall his wages be reduced below his usual rate of wages.

#### *Promotion.*

4. Promotion according to length of service where ability is equal: Provided that the City Electrical Engineer shall be the sole judge of the qualifications of any member of the staff for promotion.

#### *Annual Leave.*

5. (a) Annual leave of eighteen working-days based on five days in seven consecutive days shall be granted on full pay to each shift engineer after twelve months' service, meaning that annual leave of twenty-five consecutive days shall be granted on full pay to each shift engineer after twelve months' service.

(b) In the event of a shift engineer leaving his situation before the completion of a year's service he shall receive fully paid holidays on a *pro rata* basis.

#### *Temporary Positions.*

6. (a) Any engineer called upon to take up temporarily a senior position for more than one week shall receive wages due to such position. This shall apply to the holiday period only.

(b) During the remaining period of the year if the fifth or sixth engineer is called upon to take up temporarily a senior position for more than one week at a time, he shall receive the wages due to such senior position.

#### *Conveniences.*

7. The existing conveniences shall be continued.

#### *Changing Shifts.*

8. Any two senior engineers or any two junior engineers who are mutually agreeable to change shifts shall be permitted to do so with the sanction of the engineer in charge.

*Wages.*

9. The minimum rate for Waipori No. 2 and Converter Station shall be:—

	From 12th May, 1940, to 31st March, 1941.	From 1st April, 1941.
	£ s. d.	£ s. d.
First shift engineer ..	7 12 6	7 15 0
Second shift engineer ..	7 7 6	7 10 0
Third shift engineer ..	7 2 6	7 5 0
Fourth shift engineer ..	7 2 6	7 5 0
Fifth shift engineer ..	6 10 0	6 12 6
Sixth shift engineer ..	6 0 0	6 5 0
Seventh shift engineer ..	5 17 6	6 2 6
Eighth shift engineer ..	5 17 6	6 2 6
Relieving shift engineer ..	5 17 6	6 2 6

The rate for Waipori No. 1 Station and Steam-plant shall be the engineers' usual rate of pay, but in no case less than the following rate:—

	£ s. d.
From 12th May, 1940, to 31st March, 1941 ..	7 2 6
From 1st April, 1941 .. .. .	7 5 0

Minimum rates of wages for Half-way Bush Station shall be:—

	From 12th May, 1940, to 31st March, 1941.	From 1st April, 1941.
	£ s. d.	£ s. d.
First shift engineer ..	6 17 6	7 2 6
Second shift engineer ..	6 15 0	7 0 0
Third shift engineer ..	6 12 6	6 17 6
Fourth shift engineer ..	6 12 6	6 17 6
Relieving shift engineer ..	6 12 6	6 17 6

The provisions of the Factories Amendment Act, 1936, shall apply to work done between noon Saturday and 12 midnight Sunday and the following holidays: New Year's Day, Good Friday, Easter Monday, Anniversary Day, King's Birthday, Anzac Day, Labour Day, Christmas Day, and Boxing Day.

All rates of remuneration, including time and piece wages and overtime and other special payments provided for in this agreement, 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.

The employer may employ an engineer who is substantially engaged as a shift engineer at work outside his ordinary duties for the purpose of filling in time, but in such case he shall be paid not less than the rate herein provided or the ruling rate for such work: **Provided that for all time in any week that he shall be doing shift engineer's work he shall be paid the proportionate amount at the shift engineer's rate of pay, and if in any week he shall be doing shift engineer's work for more than 50 per cent. of his time he shall be paid the shift engineer's rate for the whole of that week.**

*Day-work.*

10. If a shift engineer is called upon to carry out "day-work" in any station he shall be covered by this agreement and his hours of duty shall be forty per week. A day-worker's pay shall be his usual wage as a shift engineer, but during the period he is on "day-work" he shall not be deemed a shift engineer.

*Accidents.*

11. A modern first-aid emergency case, fully equipped, shall be kept in a convenient place in or near the station.

*Preference.*

12. It is a condition of employment that any person whose work comes under the provisions of this agreement shall on his being engaged agree to become a member of the Amalgamated Engineering Union within seven days of his engagement, and shall join the union within the time stated and continue his membership as long as he continues in his present employment. All employees under this agreement shall remain financial members of the said union, it being agreed that the entrance fee shall not exceed 5s. and that the subscriptions shall not exceed 1s. per week. Employees being four weeks in arrears shall be deemed to be unfinancial.

*Matters not provided for.*

13. If a dispute shall arise between the parties to this agreement upon any matters arising out of or in connection with the agreement and not specifically dealt with therein, it shall be referred to a committee comprised of three representatives of the union and three representatives of the employers, who shall appoint an independent chairman for decision. The decision of a majority of this committee shall

be binding, except that any party adversely affected thereby shall have the right, within fourteen days after the decision is given, to appeal against the decision to the Court of Arbitration, which may amend the decision in any way as, after hearing the parties, it may consider necessary or desirable.

*Term of Agreement.*

14. The term of this agreement shall be from the date of making hereof to the 31st day of March, 1943.

In witness whereof the common seal of the Corporation of the Mayor, Councillors, and Citizens of the City of Dunedin, as employer, was hereunto affixed in the presence of—

[L.S.]

A. H. ALLEN, Mayor.

JOHN WILSON, Councillor.

In witness whereof the common seal of the Amalgamated Engineering and Related Trades' Industrial Union of Workers was hereunto affixed in the presence of—

[L.S.]

H. GUNNS, President.

G. T. THURSTON, Secretary.