
**GREY ELECTRIC POWER BOARD ELECTRICAL WORKERS, LINEMEN, AND
ASSISTANTS—INDUSTRIAL AGREEMENT**

THIS industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 16th day of December 1963, between the Grey Electric Power Board, hereinafter referred to as "the employers" and the New Zealand Engineering, Coachbuilding, Aircraft and Related Trades Industrial Union of Workers, an industrial union registered under the Industrial Conciliation and Arbitration Act 1954, and hereinafter referred to as "the industrial union" (the registered office of which union is situated at 203 Lichfield Street, in the City of Christchurch) of the other part, witnesseth that it is hereby mutually agreed and declared between and by the employers and the industrial union that the terms and conditions hereinafter set forth shall apply to all the classes of workers set out in the Schedule herewith.

SCHEDULE
Interpretation

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

(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) "Service faultmen's" work shall consist of attending to all faults and repairs upon reticulation and distributing systems, consumers' installations and all appliances.

(d) "Linemen'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) "Linemen assistants" work shall mean and include the carrying out of all necessary work in assisting linemen and under their direction. In every gang of less than five men, there shall be one or more linemen other than the chargehand. In every gang of five men or more there shall be at least two linemen other than the chargehand.

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

(g) "Workshop foreman" means a worker who is capable of and employed in maintaining tools, machinery and equipment in good order and able to make up equipment to plans or other instructions and to install same.

(h) "Workshop assistant" means a worker normally employed on mechanical servicing of motor vehicles and assisting in workshop.

(i) "Transformer fitter" shall mean a worker capable of and employed in maintaining and repairing transformers (other than repairs to coil winding) and testing of transformers.

Wages

Clause 2 (a)—

		Per Hour
		s. d.
Inspectors .....	.....	10 3½
Technical assistant .....	.....	9 4½
Line foreman .....	.....	10 3½
Foreman electrician .....	.....	10 3½
Foreman workshop .....	.....	10 3½
Motor vehicle serviceman .....	.....	9 1½
Electricians .....	.....	9 9½
Service faultmen .....	.....	9 9½
Transformer fitter .....	.....	9 8
Charge-hand .....	.....	9 8
Lineman .....	.....	9 1½
Linemans assistant .....	.....	8 9½

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

(c) An assistant lineman on obtaining certification be promoted to lineman.

(d) Any worker engaged on welding and spray painting shall be paid 6d. per hour extra in addition to his ordinary rate whilst so employed. (This shall not include the workshop foreman.)

(e) Faultmen shall receive an annual payment of £18 as standby allowance or proportion thereof.

(f) Workers, other than faultmen, required to service faults after their normal working day is finished, shall receive a minimum of two hours at appropriate rates.

(g) Workers called out by faultmen for assistance after such workers' normal day's work is finished shall receive a minimum of two hours at appropriate rates.

(h) Workers who are required to standby 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. This does not apply to service fault-men.

(i) Any worker who has obtained a certificate of proficiency in first aid shall receive 2s. 6d. per week extra during the current period of the certificate.

(j) Wages shall be paid not later than 4.30 p.m. on the usual Thursday that payment of wages is made. Suitable provisions shall be made for payment of wages where workers are detained through the nature of their employment.

(k) Electricians with advanced trade certificate shall be paid 4d. per hour extra.

Dirty Work

Clause 3. Dirt money at the rate of 2s. 6d. per day or portion of a day shall be paid for all work done by any worker covered by the provisions of this agreement in foundries, tunnels, or repairing damage done by fire where the worker comes in contact with charred materials, or in freezing chambers while freezing is being carried on, or storage battery work involving the handling of acid, or burning off copper or whilst regularly employed on transformer, oil or other work such as dirty installation work or demolition work which may be agreed upon as between the employer and the union as coming under the term of "dirty work".

Hours of Work

Clause 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 within the hours of 8 a.m. and 5 p.m. on five days of the week from Monday to Friday inclusive.

Overtime

Clause 5. (a) All time worked in any one day outside or in excess of the hours prescribed in clause 5 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 32 hours overtime in any four-weekly period.

(c) If any worker is called from his home to work outside ordinary working hours, he shall be paid for time occupied by him in travelling and returning to his home, calculated on the basis of 3 miles per hour, with a minimum of one hour's pay.

(d) The employer shall allow meal money at the rate of 5s. 3d. per meal when workers are required to work after 6 p.m. provided such workers cannot reasonably get home to their meals. Supper and crib time when working overtime shall be paid for.

(e) Any worker who works overtime between the ordinary time for ceasing work and 8 a.m. the next day, shall not be required to work any ordinary time unless double rates are paid or an eight hour break has occurred, where by virtue of the compulsory eight hour break he loses ordinary time on the second day such time shall be paid for at ordinary rates.

Holidays

Clause 6. (a) The following shall be recognised holidays and no deductions from wages shall be made in respect to such holidays: New Year's Day, 2 January, Good Friday, Easter Monday, birthday of the reigning Sovereign, Labour Day, Christmas Day, Boxing Day, Anzac Day as prescribed in the Anzac Day Observance Act. Anniversary Day to be observed on the day which is usually observed in that borough such as Greymouth observes Westland's Anniversary and Reefton, Nelson Province's Anniversary. And one other day of which at least three days' notice shall be given, to be mutually arranged between the parties, always provided that should any of the above, except Anzac Day, fall on the Saturday or Sunday the holiday or holidays shall be observed on the following day or days.

(b) All workers coming within the scope of this agreement on completion of 12 months' service shall be allowed leave of 10 consecutive working days on full pay. On the completion of 10 years' service 15 consecutive days shall be paid.

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

Country Work

Clause 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 employers' place of business: Provided that these conditions shall not apply in the case of permanent shift.

(c) Time occupied in travelling during working hours, once each way shall be paid for at ordinary rates; but no worker shall be paid more than ordinary day's wages for any day occupied by him 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 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 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 with suitable board and lodging, free of charge, or the equivalent if staying privately.

General Provisions

Clause 8. (a) All necessary tools, including one pocket 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, sou'westers, canvas leggings, two sets of overalls and one pair of gum boots shall be supplied where necessary once a year free of charge for use at work only. When damaged in the course of employment, they shall be replaced during the year only at the discretion of the engineer. One set of overalls per week to be laundered at the employers' expense.

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

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

(g) Regular instructions in resuscitation and safety measures shall be carried out at suitable periods.

(h) Except for the replacing of fuses no worker shall be allowed to work on LIVE high tension work on a pole unless accompanied by at least one man.

(i) No live-line work shall be done in wet weather, excepting on essential faults, unless recognised safety equipment is provided.

(j) Where reasonably necessary the employer shall provide accommodation in which the worker may keep his clothing. Hot and cold water, soap and towels shall be provided at the depot.

Under-rate Workers

Clause 9. (a) Any worker who considers himself incapable of earning the minimum wage fixed by this agreement may be paid such lower wage as 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 persons 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 14 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 the employer before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

Unqualified Preference

Clause 10. (a) Any adult person engaged or employed in any position or employment subject to this agreement by any employer bound by this agreement shall, if he is not already a member of a union of workers bound by this agreement, become a member of such union within 14 days after his engagement, or after this clause comes into force, as the case may require.

(b) Subject to subclause (a) hereof, every adult person so engaged or employed shall remain a member of a union of workers bound by this agreement so long as he continues in any position or employment subject to this agreement.

(c) Every worker obliged under subclause (a) hereof to become a member of a union who fails to become a member, as required by that subclause, after being requested to do so by an officer or authorised representative of the union, and every worker who fails to remain a member of a union in accordance with subclause (b) hereof commits a breach of this agreement.

(d) Every employer bound by this agreement commits a breach of this agreement if he continues to employ any worker to whom subclauses (a) and (b) apply, after having been notified by any officer or authorised representative of the union that the worker has been requested to become a member of the union and has failed to do so, or that the worker having become a member of the union has failed to remain a member.

(e) For the purposes of this clause "adult person" means a person of the age of 18 years or upwards, or a person who for the time being is in receipt of not less than the minimum rate of wages prescribed for adult workers by this agreement.

(NOTE—Attention is drawn to section 174H of the Industrial Conciliation and Arbitration Act 1954 which gives to workers the right to join the union.)

Notification

Clause 11. Within one month after the date of coming into operation of this agreement each employer shall if requested by the secretary of the union, either supply him with a list of all those workers in his employ covered by this agreement, or provide facilities for the secretary to obtain this list. Thereafter, but not more frequently than once every three months, each employer shall, if required by the secretary of the union, supply a list of employees engaged since the last list was supplied.

Matters Not Provided For

Clause 12. Any dispute in connection with any matter not provided for in this agreement shall be settled between the particular employer concerned and the authorised officer of the union, and in default of an agreement being reached, then such dispute shall be referred to the Conciliation Commissioner for the district who may appeal to the Court upon giving written notice to the other party within 14 days after such decision shall have been communicated to the party desiring to appeal.

Term of Award

Clause 13. This agreement insofar as it relates to wages shall be deemed to operate from the 12th day of October 1963 and other conditions from the day of the date hereof, and shall continue in force until the 11th day of October 1965.

In witness thereof the parties have executed these presents.

The common seal of the Grey Electric Power Board was affixed hereto in the presence of:

[L.S.]

J. E. STOKES, Chairman.

W. S. McCLYMONT, Secretary Manager.

The common seal of the New Zealand Engineering, Coachbuilding, Aircraft and Related Trades Industrial Union of Workers, was affixed hereto in the presence of:

[L.S.]

P. GARDINER, President.

G. W. SCOTT, Secretary.