

## OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

(10946.) UNION STEAM SHIP CO. (DUNEDIN AND PORT CHALMERS)  
PLUMBERS.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 30th day of November, 1935, between the Dunedin United Plumbers' and Gasfitters' Industrial Union of Workers, Dunedin (hereinafter called "the union"), of the one part, and Union Steam Ship Co. of New Zealand, Ltd., Dunedin and Port Chalmers (Marine Repair Works), (hereinafter called "the employers"), of the other part, whereby it is mutually agreed by and between the 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.

*Hours of Work.*

1. Forty-four hours shall constitute a week's work, of which eight hours shall be worked on five days of the week, and four hours on Saturday—to be worked between the hours of 7.30 a.m. and 5 p.m. on five days of the week, and between the hours of 7.30 a.m. and noon on Saturdays.

*Holidays.*

2. (a) For all hours worked on Sundays, Christmas Day, New Year's Day, Good Friday, and Labour Day, double time shall be paid.

(b) For all hours worked on 2nd January, Anniversary Day, Easter Saturday, Easter Monday, King's Birthday, and Boxing Day, time and a half shall be paid.

*Overtime.*

3. (a) Overtime shall be worked as required by the employer. For all work done outside the daily hours mentioned in clause 1 hereof, payment shall be made at the rate of time and a half.

(b) No worker shall be required to work more than five hours continuously without a meal.

(c) Any worker having worked all day and night until the ordinary time of starting work next day and being required to continue working on into the next day shall be paid time and a half rates for all such time worked on the second day.

(d) Any worker having worked all day and having continued to work till after midnight shall be given eight hours off or be paid time and a half rates for all time worked on the second day.

(e) *Meal-money.*—The employer shall allow meal-money at the rate of 1s. 3d. per meal when workers are called upon to work overtime after 6.30 p.m. Mondays to Fridays inclusive, or after 1.30 p.m. on Saturdays, provided that such workers cannot reasonably get home to their meals.

(f) Any worker required to commence work after the cessation of public wheeled traffic or before the ordinary time of starting of such traffic, and any worker who may work continuously until after the cessation of public wheeled traffic, and cease work before the ordinary time of starting of such traffic, shall be paid for time occupied in travelling from or to his home, computed on three miles per hour, at ordinary rates of pay, except that if a conveyance is provided for the worker by his employer he shall not be entitled to payment for this travelling-time.

For the purpose of this clause "public wheeled traffic" shall mean trams, buses, trains, or ferries ordinarily used by workers travelling to and from their work.

*Wages.*

4. (a) The minimum rate of wages to be paid to workers shall be—for plumbers, 2s. 1d. per hour.

(b) All wages shall be paid weekly and on Fridays, and within fifteen minutes of knocking off work. In the event of a holiday falling on a Friday, wages shall be paid on the Thursday.

(c) All wages shall be paid on dismissal of a worker, or if the worker leaves of his own accord, within twenty-four hours of leaving.

*Travelling-time.*

5. (a) Journeymen shall be paid travelling-time between the hours of 7.30 a.m. and 5 p.m. on all days occupied in travelling when sent away in a vessel, unless they are at the same time employed at work thereon, and in returning home from such vessel, such travelling-time to be paid for at ordinary rates, but not to a greater amount than eight hours in the day. All passage-money shall be paid by the employer and meals provided in all cases where meals are not included in the fare.

(b) When a worker is required to travel by coastal steamer or by train, second-class fares shall be provided.

(c) Workers travelling between Port Chalmers and Dunedin, or *vice versa*, shall be paid 5s. per day (or part of a day), such payment to cover travelling-time, railway fares, and meals.

*Heat and Cold.*

6. (a) Any worker required to work in any compartment or confined space where the heat exceeds 110 degrees Fahrenheit shall be paid half the ordinary rate in addition to the rate otherwise payable.

(b) No worker shall be compelled to work in any space where the temperature has been raised to above 150 degrees.

(c) Workers engaged in freezing-chambers where the temperature is below 30 degrees shall be paid 3d. extra per hour while so engaged.

(d) The person in charge of the job shall determine and certify to the temperature of any place for the purpose of this clause.

*Dirty Work.*

7. (a) Any worker employed at the following work shall be paid 1s. 3d. per day extra as dirt-money: Under lower platform in engine-rooms and stokeholds and in hoppers, bunkers, cleaning bilges and oil-tanks (unless steamed out), cleaning or repairing choked scupper-pipes and W.C. pipes.

(b) Any journeyman working with pumice, charcoal, or silicate, or other insulating material in connection with insulation work in confined or unventilated spaces, or where the air is impregnated with the dust of any of those materials, shall be paid 3d. extra per hour.

(c) "Day" shall mean any portion of the twenty-four hours during which a worker is employed at work coming within the meaning of this clause.

*Notice of Leaving or Dismissal.*

8. In case of dismissal, except for misconduct, or of any worker leaving of his own accord, not less than two hours' notice shall be given on either side. All moneys due at such time shall be paid without unnecessary delay.

*Tools.*

9. Employers shall provide journeymen with soldering-bolts, pipe-fitting tools, metal pots, springs, hack-saw blades, mandrels, and files. Journeymen shall find all other tools required for their work, including pipe-fitting tongs up to 1 in. pipes. All tools shall be returned in good condition, reasonable wear-and-tear excepted, or they shall be paid for by the employees. Lamps shall be kept in good repair by the employer.

*Preference.*

10. (a) If and so long as the rules of the union shall permit any person coming within the scope of this agreement of good character and sober habits to become a member of the union on payment of an entrance fee not exceeding 5s. upon his written or verbal application to the secretary, without ballot or other election, and to continue such member upon payment of subsequent contributions not exceeding 1s. per week, then and in such case the employer shall employ members of the union in preference to non-members, provided that there are members of the union available equally qualified with non-members to perform the particular work required to be done and ready and willing to undertake it.

(b) Where any work covered by this agreement is also included in the award or agreement (industrial or other) of any other union, the employer may employ members of either union to do such work.

*Ships' Plumbers.*

11. This agreement shall not apply to any plumber who is employed from time to time on board any ship belonging to or controlled by the said employers, so long as such plumber is on the articles of any ship, or is standing by the ship on sea-going wages during repair or overhaul.

*Scope of Agreement.*

12. This agreement shall apply only to the parties named herein.

*Term of Agreement.*

13. This agreement shall come into force from the day of the date hereof, and shall continue in force until the 24th day of May, 1937.

In witness whereof the parties hereto have executed these presents the day and year first before written:—

The Dunedin United Plumbers' and Gasfitters' Industrial Union of Workers, Dunedin—

[SEAL.]                      J. W. C. BOLTON, President.  
    H. V. FREEMAN, Secretary.

Witness to above signatures—A. S. Cookson.

Union Steam Ship Co. of New Zealand, Ltd., Dunedin and Port Chalmers—

W. B. CUNNINGHAM, Branch Manager.  
 R. A. WARD, Works Manager.

Witness to above signatures—A. Walker.

---