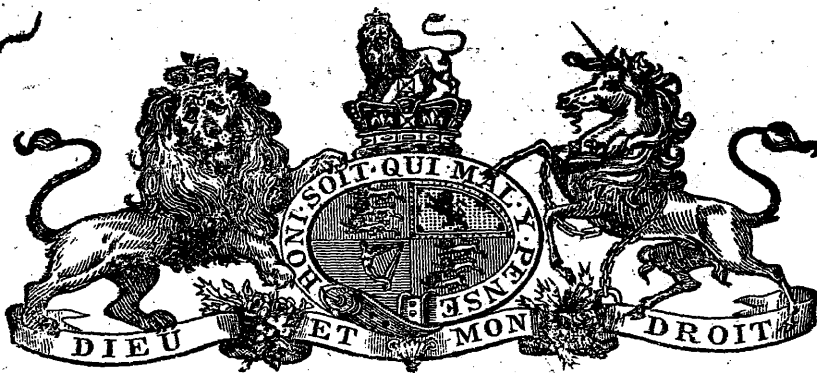


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THURSDAY, 17TH AUGUST.

[1922.

Industrial Peace Acts 1920 (Commonwealth).

ENGINE-DRIVERS' AND FIREMEN'S (COAL INDUSTRY) SPECIAL TRIBUNAL.

In the matter of the *Industrial Peace Acts 1920*, and in the matter of the Industrial Dispute between the Federated Engine-drivers' and Firemen's Association of Australasia (organization of employees) and the Abermain Colliery Company Limited, and Others.

AWARD.

I, CHARLES HIBBLE, Chairman of the Engine-drivers' and Firemen's (Coal Industry) Special Tribunal, for and on behalf of the said Tribunal, do hereby award, order and direct that at and in the coal and shale mines of the Commonwealth of Australia the following rates and conditions shall apply to all members of the Federated Engine-drivers' and Firemen's Association of Australasia who are employed in the coal (black, brown or lignite) and shale industries by any of the respondents specified in the Schedule hereto:—

1. REPEAL.

The award of the Engine-drivers' and Firemen's (Coal Industry) Special Tribunal of the 4th June, 1921, as published in the *Commonwealth of Australia Gazette*, No. 54, of 17th June, 1921, in so far (only) as it binds the respective respondents in the States of New South Wales and Victoria, as enumerated in the Schedule of the said award, is hereby repealed, and the following rates and conditions awarded in lieu thereof:—

2. WAGES.

Class of Employee.	Per Shift. s. d.
Locomotive drivers	20 0
But if railway gauge be not more than 3 feet, 1s. per day less.	
Winding engine-drivers	20 0
Winding engine-drivers, main shaft (day shift only)	22 0
Crane engine-drivers—	
(a) If the crane exceeds 5 tons	20 0
(b) If not	18 9
Traction engine-drivers (steam or oil)	19 4

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Class of Employee.	Per Shift. s. d.
Winch drivers	18 9
But if working underground, they do not raise or lower men	17 7
Other engine-drivers—	
(a) If the engine or engines have steam as the motive power, and have a single cylinder with a bore exceeding 12 inches in diameter, or have singly or together two or more cylinders, the sum of the areas of whose bores exceeds the area of a circle 12 inches in diameter (that is to say) exceeds 113.0976 square inches—	
With condenser	19 4
Without condenser	18 9
(b) In the case of suction gas engines or other internal combustion engines of over 50 h.p.	18 9
(c) In other cases	17 7
But if the engine-driver also attends an elec- tric generator or dynamo (other than a dynamo for merely lighting the works), he shall have an additional payment—	
(a) If cylinders over 24 inches	1 0
(b) If not	0 6
If the engine-driver be also in charge of a plant, he shall have an additional payment of	1 0
Fireman, locomotive	17 7
Firemen—Attending one boiler	16 9
Attending two or more boilers	17 9
(Where two or more firemen are employed on one shift at one time, one fireman shall be recog- nised as a leading hand, and shall receive an additional payment of 6d. per shift.)	
Trimmers	16 6
Greasers or engine cleaners—	
(a) If adults	16 6
(b) If under 16 years of age	7 0
(c) If 16 but under 18	8 7
(d) If 18 but under 19	10 4
(e) If 19 but under 20	12 1
(f) If 20 but under 21	13 10
But if they, sometimes, under the control of of an engine-driver, stop or start the en- gine, an additional	1 0

Class of Employee.	Per Shift.	
	s.	d.
Boiler cleaners—		
(a) If and while at dirty work	2	6
(b) If not	2	0½
Motor attendants or drivers—		
(a) Where the motor or motors to which the employee attends exceed 50 h.p. in all ..	17	1
(b) Where not—		
If the attendant be under 16 years of age ..	7	5
If the attendant be 16 but under 18 ..	9	1
If the attendant be 18 but under 19 ..	10	8
If the attendant be 19 but under 20 ..	12	10
If the attendant be 20 but under 21 ..	14	11
If the attendant be 21 or over ..	17	1
Definition.—Driver of electric motor, or attendant thereof, as used herein shall be taken and construed to mean a worker employed to attend, regulate, or control an electric motor or electric motors.		
Sub-station attendants	18	3

3. WINDING ENGINE-DRIVERS.

Winding engine-drivers shall not be required to do or be responsible for any other work than attending to their engines, if the nature of such other work does preclude them from due supervision of their engines.

4. HOURS, ETC.

Eight hours on Monday, Tuesday, Wednesday, Thursday, and Friday, and 6 hours on Saturdays, Sundays, and holidays, shall constitute a full working shift.

5. CONTINUOUS PROCESS.

In the case of a continuous process, and as to all employees engaged in that process, all time of duty in excess of the hours above stated shall be deemed overtime, except so far as the excess is owing to—

- Arrangement between the employees themselves;
- Is necessary for effecting periodical rotation of shifts; or
- Is owing to the relieving man not coming on duty at the appointed time.

6. OVERTIME, ETC.

For all overtime except as hereinafter provided payment shall be made at the rate of time and a half. For all time of duty on Sundays and holidays except as hereinafter provided payment shall be made at the rate of time and a half.

Exceptions are—

- Where a continuous process is necessary;
- Where pumping or bailing, or repairs to or renewals of engines, boilers or other machinery is necessary.

In these excepted cases payment shall be made at the rate of time and a quarter.

7. AFTERNOON AND NIGHT SHIFTS.

For all time worked by the afternoon and night shifts, 7½ per cent. shall be added to the day rates.

8. RECKONING TIME OF DUTY.

In all cases in reckoning the time of duty, any time necessarily occupied in raising steam, in starting up or closing down engines, or in banking fires, shall be included.

9. MIXED FUNCTIONS.

Where the employment of work involves functions of a mixed character, the minimum wage to be paid to the employee shall be calculated as if he performed such only of the said functions as involve the highest rate of wages under this award.

10. CUSTOMS, ETC.

All existing rates, customs, and conditions not expressly altered by this award or not in conflict with this award are to remain in force.

11. INTERPRETATION.

An engine-driver is "in charge of plant"—

- When two or more drivers of the same class are employed at the plant at one time and he is the driver invested with the superintendence and responsibility;
- Where the driver, being the only person of his class employed on the plant, does the general repair work of the plant in addition to the work of engine-driving.

"Holidays" in the State of New South Wales mean:—Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, Eight Hours' Day (or "Labour Day"), or such other days, not less than six, as the employer may prescribe for the employees, or any of them, with the consent of the claimant.

"Holidays" in the State of Victoria mean:—New Year's Day, Foundation Day, Good Friday, Easter Monday, Eight Hours' Day, King's Birthday, and Boxing Day.

"Dirty Work" means all work done in person inside a boiler, including scraping and cleaning any internal part of the boiler, flues, or tubes.

"Continuous process" means a process in which men are employed seven days every week for not less than eight hours per day for an unbroken period of not less than one calendar month.

12. MOTIVE POWER.

The provisions of this award apply, except where the contrary intention appears, to persons engaged in the several occupations referred to, whether the motive power be steam, electricity, coal gas, suction gas, pressure gas, air, oil, or any other motive power other than hand power or animal power.

13. SCOPE OF AWARD.

This award shall bind the respondents set out in the Schedule hereto.

14. COMMENCEMENT AND DURATION.

This award shall operate on and from the 10th day of June, 1922, and shall remain in force until the 6th day of June, 1923.

CHARLES HIBBLE, Chairman,

For and on behalf of the Engine-drivers' and Firemen's (Coal Industry) Special Tribunal.

Dated at Sydney, in the State of New South Wales, this 10th day of June, 1922.

SCHEDULE.

NEW SOUTH WALES.

- Abermain Colliery Co. Ltd., 4 O'Connell-street, Sydney.
 Ashford Coal Company Ltd., Otho-street, Inverell, N.S.W.
 Australian Agricultural Company, Newcastle, N.S.W.
 Australian Coal Supply Company Limited, The Crescent, Annandale, Sydney.
 Avondale Coal Syndicate, Challis House, Sydney, N.S.W.
 Balgownie Colliery Company Ltd., 4 O'Connell-street, Sydney.
 Bellambi Coal Co. Ltd., 16 Spring-street, Sydney.
 Brown, J. & A., 4 O'Connell-street, Sydney.
 Bulli Colliery, 38 Pitt-street, Sydney.
 Bulli Colliery and Coal Works Ltd., 253 Pitt-street, Sydney.
 Burwood Extended, 60A Pitt-street, Sydney.
 Caledonian Collieries Ltd. (Howard Smith, Agents), 350 George-street, Sydney.
 Commonwealth Oil Corporation Limited, 375 George-street, Sydney.
 Carlo's Gap Collieries, 60 Castlereagh-street, Sydney.
 Coal Cliff Collieries Limited, 82 Pitt-street, Sydney.
 Coal Limited, 14 Martin-place, Sydney.
 Co-operative Colliery (Wallsend), 7 O'Connell-street, Sydney.
 Corrimall, Balgownie Collieries Ltd., 6 Bridge-street, Sydney.
 Curlewis Coal Co., Curlewis, N.S.W.
 Dudley Coal Co. Ltd., Watt-street, Newcastle.
 Dudley Land and Coal Co. Ltd., Scott-street, Newcastle, N.S.W.
 East Greta Coal Mining Co. Ltd., Bond-street, Newcastle.
 Excelsior Colliery Limited, 63 Pitt-street, Sydney.
 Fell, John & Co., 119 George-street, Sydney.
 Great Western Coal Mining Co. Ltd., Post Office Chambers, Pitt-street, Sydney.
 Gloucester Coal Mining Company Limited, Gloucester, N.S.W.
 Gunnedah Colliery Company Limited, Gunnedah, N.S.W.
 Hepburn Ltd., 261 George-street, Sydney.
 Hetton Coal Company Limited, 56 Pitt-street, Sydney.
 Hoskins, G. & C. Limited, Equitable Buildings, 350 George-street, Sydney.
 Hoskins Coal & Coke Co., Lithgow, N.S.W.
 Invicta Colliery Company, 18 Bridge-street, Sydney.
 Invincible Colliery Limited (Howard Smith, Agents), 350 George-street, Sydney.
 Kandos, The Coal Mine, Kandos, N.S.W.
 Laidley, Wm. Ltd., 7 O'Connell-street, Sydney.
 Lithgow Coal Association, 3 Spring-street, Sydney.
 Lithgow Valley Colliery Ltd., 90 Pitt-street, Sydney.
 Lymington Collieries Ltd., 4 Bridge-street, Sydney.
 Main Range Collieries & Estates Limited, 107 Pitt-street, Sydney.
 Metropolitan Coal Company of Sydney, Ltd., 107 Pitt-street, Sydney.
 Metropolitan (Helensburg) Colliery, 38 Pitt-street, Sydney.
 Morrisset Colliery Limited, 8 Loftus-street, Sydney.
 Mount Keira (Osborne Wallsend) Colliery, 38 Pitt-street, Sydney.
 Mount Keira Colliery, 78 Pitt-street, Sydney.
 Mount Kembla Collieries Ltd., 38 Pitt-street, Sydney.
 Mount Pleasant Coal & Iron Mining Co. Ltd., 38 Pitt-street, Sydney.

Mount Pleasant Colliery, 38 Pitt-street, Sydney.
 Muswellbrook Coal Mining Co., Muswellbrook, N.S.W.
 Neath Colliery, 2 Hunter-street, Sydney.
 Newcastle Belmont Collieries Ltd., 94 Pitt-street, Sydney.
 Newcastle Coal Mining Co. Ltd., Scott-street, Newcastle.
 Newcastle Wallsend Coal Company, 8 Spring-street, Sydney.
 N.S.W. Cement, Lime & Coal Company, 33-39 Hunter-street, Sydney.
 N.S.W. Charcoal Co. Ltd., 58 Pitt-street, Sydney.
 North Bulli Colliery Ltd., 4 O'Connell-street, Sydney.
 North Bulli Coal & Iron Co. Ltd., Australasia Chambers, Martin-place, Sydney.
 North Waratah Colliery Co. Ltd., 78 Pitt-street, Sydney.
 Northern Collieries' Association, 115 Pitt-street, Sydney.
 Oakey Park Coal Mining & Coke Company Ltd., 83 Pitt-street, Sydney.
 Pacific Coal Company Limited, 58 Pitt-street, Sydney.
 Portland Cement Company's Coal Mine, 4 O'Connell-street, Sydney.
 Rhondda Colliery (Teralba), 7 O'Connell-street, Sydney.
 Rosedale Colliery, Caswell, N.S.W.
 Saywell's Collieries Ltd., 89 Pitt-street, Sydney.
 Scottish Australian Mining Company Ltd., Phillip-street, Sydney.

Seaham Colliery Co. Ltd., 4 O'Connell-street, Sydney.
 South Clifton Coal Mining Co., 89 Pitt-street, Sydney.
 South Greta Colliery N. L., 109 Pitt-street, Sydney.
 Southern Coal Owners' Agency, 42 Pitt-street, Sydney.
 Southern Coal Owners' Association, 63 Pitt-street, Sydney.
 Stockton Borehole Colliery Ltd., 16 O'Connell-street, Sydney.
 Sydney Coal Company Limited, 63 Pitt-street, Sydney.
 Sydney Harbor Colliery Ltd., 6 Bridge-street, Sydney.
 Vale of Clwydd Coal Mining & Brick Co. Ltd., 14 Martin-place, Sydney.
 Wallarah Coal Company Ltd., 3 Spring-street, Sydney.
 Western Coal Owners' Association, Lithgow.
 Wickham & Bullock Island Coal Co. Ltd., 2 Hunter-street, Sydney.

VICTORIA.

Jumbunna Coal Mine, Prell's Buildings, 60-70 Queen-street, Melbourne.
 Melbourne & Altona Colliery Company (Altona Beach Estates Ltd.), 98 Elizabeth-street, Melbourne.
 Outtrim, Howitt & British Consolidated Coal Co., 360 Collins-street, Melbourne.
 Powlett-North Woolamai Collieries Company, No. Liability, 31 Queen-street, Melbourne.

