

APPENDIX 2

RULES OF AGREEMENT

BETWEEN
The Dublin Building Trades Employers' Association

AND
The Electrical Section of
The Irish Engineering Industrial
Trade Union.

1.—That all Electrical Workers be paid by the hour.

2.—The working hours in the city shall be 44 hours per week, from 8.30 a.m. to 5.15 p.m. for five days of the week with three-quarters of an hour (1 to 1.45 p.m.) off for dinner. Saturdays, 8.30 to 12.30 p.m.

3.—(a) Where necessary to suit the requirements of clients the working hours and meal hours may be arranged between the employers and members of the I.E.I.U. between the hours of 8.30 a.m. and 5.15 p.m.; Saturdays, 8.30 a.m. to 12.30 p.m.; the full week's work to be in accordance with these rules.

(b) It is agreed that no workman shall be expected to commence work with breakfast taken before 8.30 a.m., except for the purpose of catching a train or other special reason.

(c) In buildings where more than six work-

men (in the same employment) are engaged the employer shall provide a fire and a place for the workmen to have their meals.

4—(a) The minimum rate for all Electricians shall be 1/10 per hour. Armature Winders to be paid 1d. per hour above minimum rate.

(b) Charge hands in charge of not less than two Electricians 1 1/4d. per hour above the usual rate for Electricians.

(c) Electricians employed as charge hands to carry out complete Electric Installations in the country comprising plant and wiring where the total current consuming devices specified in the contract equal 5 K.W. or over to receive 3d. per hour above the minimum rate for Electricians.

(d) Overtime from 5.15 p.m. to 7.15 p.m., time and a quarter; 7.15 p.m. to midnight, time and a half; midnight to 8.30 a.m., double time.

Overtime on Saturday from usual quitting time to 6 p.m., time and a half; 6 p.m. to 8.30 a.m., Monday morning, double time.

When working compulsorily 3 1/2 Bank Holidays, double time.

(e) Electricians employed in Chemical Works, Accumulator Works, Fever Hospitals, Sanatoriums, Lunatic Asylums, Paint Works, Riverside premises and Foundries, providing conditions be abnormal to be paid 1/- per day or part thereof.

(f) Electricians engaged in dismantling, cleaning, filling, or repairing, but not erect-

ing Accumulators other than portable to receive 2/6 for the first day and 1/- per day or part thereof extra.

5—(a) All men to start at above time as from shop, provided no other arrangement is made with the employers. Walking time at the rate of three miles per hour to be allowed for going to and returning from the job, provided the employer does not provide any other means of locomotion.

(b) All men sent to work outside four miles from the old city boundary in the event of no other arrangement being made by the employer shall be allowed 4/6 per day for each day worked (six days) for lodging and maintenance money; overtime excepted. Train fare and travelling time at single rate going to and returning from the job shall be allowed, provided the workman is not discharged for misconduct or is leaving the job of his own free will.

In either of the latter instances train fare and travelling time and other expenses shall not be paid.

(c) It is distinctly understood that the foregoing arrangements for country money, etc., are only to apply to men living in the city and working the stipulated hours on country jobs. In no other case will other rates than those current in the district be paid to a local man.

(d) If a workman is called to go to the country late in the day and has to remain there overnight through no fault of his own,

It is understood that he shall be allowed a full day's expenses for each day provided no other arrangements have been made by the employer.

(e) Electricians working from four to fifty miles out of town to be allowed return fare home every month. Over fifty miles every two months, no allowance for time travelling.

6.—All wages to be paid weekly. If a man is discharged he is to be paid on leaving. Two hours' notice to be given on either side of the termination of employment.

7.—No member of the I.E.I.U. shall carry out Electrical work for his own account or in his own time while engaged by a member of the Dublin Building Trades Employers' Association. The possession of the employer of a man's Insurance Card shall be regarded as evidence of the man's being in the employ of that firm.

8.—Members of the Dublin Building Trades Employers' Association are to get every advantage given by members of the society to others, and if work is done by measurement or agreement for such persons, members of the Dublin Building Trades Employers' Association are to get similar advantages.

9.—The members of the I.E.I.U. shall only work for Contractors who are members of the D.B.T.E.A., and who maintain a recognised Electrical Department under the control of a fully qualified Electrical Engineer so long as such members of the D.B.T.E.A. have employment for them.

When the above are unable to absorb all I.E.I.U. labour the members of the I.E.I.U. will be at liberty to work for other persons. The above members of the D.B.T.E.A. will be at liberty to employ non-union labour; the minimum rate of wages being paid should I.E.I.U. labour be not available.

10.—Every employer should conduct his business in any way he may consider advantageous in all rules of management not infringing the individual liberty of the workman or these rules.

11.—In the event of any dispute arising between the members of the Dublin Building Trades Employers' Association and the Electrical Section of the I.E.I.U. three members shall be nominated by the Employers' Association and three by the Union, who will interpret these rules and settle disputes (when necessary, an umpire mutually agreed upon may be appointed). All decisions shall be binding upon both parties and pending such decisions, no stoppage of work shall take place. This rule to be put into operation within three days of the receipt of the notice of any grievance.

Should any question arise that may involve several trades in a dispute, a conference of the trades affected shall be called together to consider the points of difference with the object of arriving at a settlement if possible.

12.—(a) Apprentices to be paid as follows:

1st year	10/- per week.
2nd year	12/- per week.
3rd year	18/- per week.
4th year	25/- per week.
5th year	35/- per week.

Special arrangements may be made as to wages with fee apprentices.

(c) No apprentices to be sent to work during his first three years except as assistant to a journeyman.

(d) Ex-apprentices shall receive 75% of the full wages for the first year after the completion of their full period of apprenticeship, where the apprenticeship was served after which they shall receive full journeyman's wages.

(e) A period of probation not exceeding six months shall be required before indenturing, such time to count in apprenticeship if indenture is completed.

13.—The employer shall provide the workman with any special tools, for which the workman must be responsible and accountable to the employer. The ordinary tools in the trade to be supplied by each workman.

14.—No rules shall be binding by either part except those which have been agreed to and signed on behalf of each party.

APPENDIX. These rules shall only apply to I.E.I.U. and D.B.T.E.A. and not to public institutions.

Signed on behalf of the Dublin Building Trades Employers' Association,

H. M. LAUGHLIN,
President.

H. M. DOCKRELL,
Vice-President.

C. I. CUMMINS,
Acting Chairman
Electrical Section.

J. T. F. HERRICK,
Secretary.

March 31st, 1922.

Signed on behalf of the Electrical Section
of the Irish Engineering Industrial
Trade union.

ROBERT O'DONOHUE,
Chairman, Electrical

I.E.I.U.

JOHN M. WALSH,

Section Secretary,
I.E.I.U.

The working week in the country shall be 60½ hours, to be worked as follows:—

Monday to Friday—8 a.m. to 7 p.m., with half-an-hour for meal.

Saturday—8 a.m. to 12.30 p.m.

The overtime under this clause to be paid at the rate of time and a-quarter.

Signed,

I.E.I.U. DEMARCATION.

Wiring.

Marking: off, preparing for and wiring of every description, whether temporary or permanent, of all Electrical Appliances. Fitting, fixing and erecting of all controllers, switches, junction, section, distributing, fuse and cut-out boxes, lamps, Electrical Radiators and Heating Apparatus, also all Electrical Communications such as bells, telephones (except Post Office) Telegraph, wireless, X-Ray and other kindred installations. The fitting and fixing of all conduits, gun-barrel and casings for floors, ceilings, etc., for same.

Plant Work.

Erection, care and maintenance of all plant including generators, motors, cranes, lifts, hoists, fans and all other machinery electrically driven. The adjusting of all controllers, rheostats, coils and all Electrical contacts and connections, also the complete erection of batteries, switchboards and other Electrical gear.

Overhead and Transmission Lines.

The erection of cross-arms, insulators, overhead cables, whether for low or high tension work as well as the fixing and fitting of stay wires, brackets, lightning arrestors, etc., along with underground mains shall be considered Electrician's Work.

Signed,

JOHN M. WALSH,
Sec. Electrical Section,
I. E. I. U.

C. J. CUMMINS,
for Chairman, Electrical Section, D.B.T.E.A.

March 31st, 1922.

DUBLIN BUILDING TRADES EMPLOYERS' ASSOCIATION.

Alphabetical List of Members of Electrical Section.

Allipere Electrical Co., 6 Fleet Street, Dublin
 Atkinson, John P., 70 South Circular Road.
 Barrett, Frank W., 1 Nassau Street.
 Brady T. W., 50 Botanic Road.
 Brooks, Thomas and Co., Ltd., 4 Sackville
 Place.
 Brunker, T. E., 17a St. Andrew Street.
 Birch, J. and Co., 11 Temple Bar.
 Cummins, C. J., 10 Marlborough Street.
 Clarke, R. J., 17 Gt. Brunswick Street.
 Dockrell, Thos., Sons and Co., Ltd., South
 Great George's Street.
 Ferguson and Bruty, Ltd., 10 South Anne
 Street.
 Farmer, R. H., 31 Nottingham Street.
 Gallagher Bros., 43 Middle Abbey Street.
 Handley and Robinson, Ltd., 50 Dawson
 Street.
 Jones, C. and Son, Ltd., 114 Stephen's Green.
 Jones, Charles, 3 Aston's Quay.
 Keatinge, J. F. and Sons, Ltd., 42 Grafton
 Street.
 Maguire and Gatchell, Ltd., 10 Dawson St.
 Mellon, J. C., 23 South Anne Street.
 Mellon, R. E., and Son, 62 and 63 Brighton
 Square, Rathgar.
 McGarry, S., 5 D'Olier Street.

Roche and Magenis, Crown Alley.
 Sherwood, F. G., 35 Great Brunswick Street.
 Smith, F. E., 3 Charlemont Place.
 W. M. Engineering Co., Ltd., 6a Fleet St.

ASSOCIATE MEMBERS.

The British Thomson-Houston Co., Ltd., 25
 Suffolk Street, Dublin.
 Cairne, A. E., 24 Lower Abbey Street.
 The Edison and Swan United Electric Light
 Co., Ltd., 187 Great Brunswick Street.
 English Electric and Siemens' Supplies, Ltd.,
 Scottish Provident Buildings, Belfast.
 General Electric Co., Ltd., 13 Trinity Street.
 Munday, A. R., 43 Dame Street.
 Parkes, F. W. and Co., 65 Dame Street.
 Roper Bros., 5 South Anne Street.