

APPENDIX 4

NATIONAL
JOINT INDUSTRIAL COMMITTEE
for the
ELECTRICAL CONTRACTING TRADE

(Recognised by the Minister for Industry
and Commerce as a Joint Conciliation
Board for the purpose of Section 3 Trades
Union Act, 1942).

NATIONAL AGREEMENT
between
ELECTRICAL CONTRACTORS' ASSOCIATION
and
SOCIETY OF IRISH ELECTRICAL TRADERS
and
ELECTRICITY SUPPLY BOARD
and
ELECTRICAL TRADES UNION (IRELAND)
and
IRISH ENGINEERING INDUSTRIAL AND
ELECTRICAL TRADE UNION
ON WAGES AND CONDITIONS
OF EMPLOYMENT

Rule 1. TRADE UNION MEMBER-SHIP.

All foremen, chargehands and electricians employed by members of the Electrical Contractors' Association and the Society of Irish Electrical Traders and by the Electricity Supply Board in its Installation Section shall be members of either the Electrical Trades Union (Ireland) or the Irish Engineering Industries' and Electrical Trade Union, and shall - current Union Cards.

Union delegates, with written authority from the Union, shall be entitled to visit jobs and shops during working hours.

Qualified electricians must be over twenty years of age, and able to produce references proving not less than five years employment in general electrical contracting work.

Rule 2. STANDARD WORKING HOURS.

(a) The standard working week in Dublin shall be 44 hours, outside Dublin 47 - 45 hours when working from shop. Subject to variation by arrangement to suit transport, clients' requirements, other trades' working hours, etc., the working hours shall be: -

In Dublin. 8.30 a.m. to 5.15 p.m.
(8.30 a.m. to 12.30 p.m.
Saturday). 1.30
1.0 p.m. to 1.45 p.m. for
dinner. *Amal*

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Outside Dublin. 8.30 a.m. to 6.0 p.m.
 8.30 a.m. to 4.0 p.m. 12-15.
 Saturday. 9.00
 1.0 p.m. to 2.0 p.m. for dinner.

("Dublin" means area within 20 miles of G.P.O.).

(b) When working on jobs under this rule in the Greater Dublin area, one hour per day for travelling will be chargeable at the flat rate, whether before or after the normal starting or quitting hours set out above.

Rule 3. WAGES.

(a) The minimum rate for electrician in Dublin, Cork, Limerick and Waterford shall be 4/- per hour. Elsewhere, 3/11 per hour.

(b) Chargehands in charge of two or more electricians 4d. per hour above the basic rate. With regard to continuation of chargehand rate, exceptional cases should be referred to the National Joint Committee for individual ruling.

(c) General foreman, where one is employed, a minimum of 8d. per hour above the basic rate.

(d) Wages shall be paid weekly not later than Friday in the city, or Saturday in the country.

(e) Four hours' notice shall be given by either side of termination of employment, or four hours' pay in lieu thereof.

(f) An electrician newly engaged shall be paid at least one day's wages.

Rule 4. ORDINARY OVERTIME RATES.

(a) Period from starting time Monday to quitting time Saturday. Quitting time 12 midnight, time-and-a-half; 12 midnight to starting time, double time.

(b) Period from quitting time Saturday to starting time Monday. Quitting time Saturday to 6 p.m., time-and-a-half; 6 p.m. Saturday to starting time Monday, double time.

Rule 5. SPECIAL TIMES.

(a) Church Holidays as listed below; single time if seven days' notice has been given to employer that objection to working has been made, and alternative employment is not provided:—

January 1st. June 29th.
 January 6th. August 15th.
 Ascension Thursday November 1st.
 Corpus Christi. December 8th.

(b) Statutory Public Holidays: Double time for time worked in addition to payment for Statutory Holiday.

(c) Rest intervals as required by Conditions of Employment Act shall not be paid for.

(d) Specially Late Start: Where, for short fixed periods hours are required to

differ considerably from those set out in Rule 2, rates shall be as follows :

When starting time is before 1 p.m., 8 hours at time-and-a-quarter.

When starting time is after 1 p.m., 8 hours at time-and-a-third.

(e) Bazaar Work : Single time rates for standing-by ; normal rates for erection and dismantling.

(f) All time worked on contractors' jobs in three continuous shifts shall be paid for at time-and-a-quarter.

(g) After Hour Calls : Minimum payment for calls after 5.15 p.m. 1½ hours at time-and-a-quarter.

After 7 p.m.—1½ hours at time-and-a-half.

After midnight—1½ hours at double time.

Rule 6. STARTING ON SITE (OTHER THAN COUNTRY WORK).

Within a radius of six miles from the principal post office men may be required to start and finish on site instead of from shop, hours to be in accordance with Rule 2. In such case the following shall be paid in lieu of travelling time and fares :—

Where distance from Principal Post Office is :—

Over 1 mile not more than 2 (Dublin excepted) 1d. per hour above basic rate.

Over 2 miles not more than 3—2d. per hour above basic rate.

Over 3 miles not more than 4—3d. per hour above basic rate.

Over 4 miles not more than 5—4d. per hour above basic rate.

Over 5 miles not more than 6—5d. per hour above basic rate.

Rule 7. COUNTRY WORK : HOURS AND ALLOWANCES.

Jobs shall be done on a country work basis when the distance of the job from the shop precludes (in the employers' opinion) working from shop or on site in accordance with Rule 6.

(a) The working hours on country work shall be 53 hours per week on site worked (except by arrangement) as follows :—
Monday to Thursday ... 8 a.m. to 6.30 p.m.
(dinner, 1 p.m. to 1.45 p.m.).

Friday ... 8 a.m. to 5.45 p.m.
(dinner, 1 p.m. to 1.45 p.m.).

Saturday ... 8 a.m. to 1 p.m.

(b) Hours in excess of those set out in (a) shall be paid for at overtime rates in accordance with Rule 4.

(c) 45/- per week (7 days) shall be paid in addition to cover maintenance and overtime.

15/- per week

(d) For absences of four nights or less working in the country, lodging expenses shall be paid if accounted for to the satisfaction of the employer.

(e) Travelling time, where payable, shall be at basic rate only.

(f) For the purpose of visiting home, return railfare to place of ordinary employment shall be allowed once per month when job is over 20 miles and up to 50 miles away, and once in three months when job is over 50 miles and up to 100 miles away. Over 100 miles, return railfare and travelling time shall be allowed once every six months.

(g) On temporary or other termination of employment due to certified illness, railfare to place of ordinary employment shall be allowed, if required, or payment for lodging expenses up to two weeks, if certified unfit to travel.

Rule 8. SPECIAL ALLOWANCES AND FACILITIES.

(a) For time worked 40 feet from ground from ladders, handling cradles or scaffolding, 3½d. per hour extra.

(b) Work on batteries, non-portable, other than erection, 2/6 per day.

(c) Employers shall make all necessary arrangements with clients for reasonable facilities for workmen.

(d) In the case of abnormal conditions the Union and Employer shall consult and make appropriate arrangements, or alternatively arrange for monetary compensation.

(e) Claims for special allowance shall rank only as from date of application for such allowances.

Rule 9. TOOLS.

Each qualified workman shall provide himself with a full kit of tools and keep in efficient order, comprising:—

1 Ratchet Brace and Set of Bits.	1 Knife.
1 Large Screw Driver.	1 Square.
1 Large Pair of Cutting Pliers.	1 Small Screw Driver.
1 Two-foot Rule.	1 Small Pair of Cutting Pliers.
1 Hack-saw.	1 Pair Foot Prints.
2 Brad-Awls.	2 Plugging Chisels.
2 Wood Chisels.	1 Tenon Saw.
1 Pad Saw.	1 Small Hammer.
1 Large Hammer.	1 Two-pound Soldering Iron.
1 Gauge.	1 Plumb Bob and Line.
1 Chalk Line.	1 Spirit Level.
1 Nail Punch.	

Rule 10. ANNUAL HOLIDAYS.

In the E.S.B. annual holidays shall be in accordance with the Board's practice in regard to similar categories of manual workers. In all other shops the following will apply:—

E.C.A. and S.I.E.T.

	44 Hours per week	47 Hours per week
First Year	23/10	23/11½
Second Year	28/5	28/7½
Third Year	40/4	40/7
Fourth Year	56/10	57/2½
Fifth Year	80/8	81/2

Overtime, proportionally, and travelling and special expenses shall be paid as for electricians. Subsistence allowances shall be paid as certified by the chargehands.

The apprentice shall attend Technical School regularly, as employment permits. He shall not be sent to work on his own during the first three years. Two or more apprentices shall not be employed on the same job unless supervised by at least one electrician.

An apprentice shall be eligible to join either Trade Union, but shall not be eligible for full membership until the apprenticeship has been fully served.

For not longer than a year following completion of apprenticeship, an ex-apprentice shall receive 75 per cent of full electrician's rate, while he continues in the employment where he served his apprenticeship. If he leaves for three months, or is discharged, he shall be paid full electrician's rate on resuming.

(d) A register of all its apprentices shall be kept by the E.S.B., which has undertaken that the number of its apprentices will not exceed that proper to its Installation Section (according to the Rule above) plus its Operation Departments' requirements. The E.S.B. Register, which shall be available to the N.J.I.C. for inspection as required, shall state for each apprentice the name, registration number, and date of starting. Every E.S.B. apprentice shall be provided with a registration card bearing these particulars.

(e) The procedure with other firms shall be as follows:—

The N.J.I.C. shall keep the register of apprentices.

Before a boy shall start, his appointment must be approved, and he must be registered, by the N.J.I.C., who will issue a registration card to be retained by him.

(f) No employer shall employ on apprentices work and no member of the Union shall work with, any boy who does not hold a registration card.

Rule 16. EQUAL TREATMENT.

The Unions agree to maintain these Rules with all other Associations or individuals doing similar work. The employers, on their part, agree that they will not make any agreement altering the Rules with any other Association or individual.

Rule 17. DISPUTES.

If any dispute arises regarding interpretation or breach of these Rules, it shall be referred to the National Joint Industrial Committee. If the Committee fails to reach a settlement, an arbitrator, acceptable to all parties, may be appointed, whose decision shall be binding on all parties.

Rule 18. APPLICATION.

This agreement shall apply to all electricians employed by Electrical Contractors, and in the Installation Section of the Electricity Supply Board. All previous Agreements are hereby cancelled. No Rules shall be binding on any party save those accepted by and signed on behalf of all parties.

Rule 19. ALTERATION OR TERMINATION OF RULES.

These Rules shall continue in force, as amended from time to time by unanimous agreement, until terminated by any party after three months' notice in writing. Three months' notice in writing with full particulars shall be given of any proposed amendment.

All parties bind themselves that no strike or lock-out shall take place while this Agreement, amended or not as above, is in force.

Signed at Dublin, on behalf of:
Electrical Contractors' Association
(Inc.), (Irish Branch).

A. K. BREEN, Chairman.

Society of Irish Electrical Traders,

R. S. SIMMONDS, Vice-President.

Electricity Supply Board,

PATRICK J. DEMPSEY, Secretary.

Electrical Trades' Union (Ireland),

M. MERVYN, General President.

Irish Engineering Industrial and
Electrical Trade Union,

JAMES HANNIGAN, General President.

National Joint Industrial Committee,

J. O'FARRELL, Chairman

This edition of the agreement of 1938, supersedes the edition of 1948 and includes all amendments up to 30th April, 1955.

National Joint Industrial Committee for
The Electrical Contracting Trade,
1 Westmoreland Street, Dublin.

Printed by Trade Union Labour.
May 1955.