

APPENDIX 3

NOTICE

Study these Rules carefully

Any breach of these Rules by a member should be reported to the Secretary of the Electrical Section in the case of an Electrician, and to The Electrical Contractors' Association or The Electricity Supply Board in the case of a Contractor.

Members are to notify the Section Secretary of the number of apprentices in the shop in which they are employed.

Members are also to notify the General Secretary, or Section Secretary in writing of every new apprentice taken on by employer, under penalty of heavy fine.

NATIONAL AGREEMENT

BETWEEN

ELECTRICAL CONTRACTORS'
ASSOCIATION

AND

ELECTRICITY SUPPLY BOARD

AND

ELECTRICAL TRADES UNION
(IRELAND)

AND

IRISH ENGINEERING INDUSTRIAL
UNION

Covering the Conditions of Employment of Electricians employed in the Electrical Contracting Business on Installation or House Wiring Work

Rule 1. Trade Union Membership

All electricians employed by members of the Electrical Contractors' Association and by the Electricity Supply Board shall be members of either the Electrical Trades Union (Ireland) or Irish Engineering Industrial Union. Foremen and charge-hands shall hold a union card. Possession of a Trade Union Card for

the current quarter shall be proof of membership.

A qualified electrician must be over 20 years of age, able to produce indentures of apprenticeship or references proving not less than five years' employment in general electrical contracting work.

Rule 2. Working Hours.

(a) The standard week in Dublin shall consist of 44 hours, outside Dublin 47 hours. The working hours shall be—At Dublin 8.30 a.m. to 5.15 p.m. (8.30 a.m. to 12.30 p.m. Saturday) with 1 p.m. to 1.45 p.m. for lunch.

Outside Dublin 8.30 a.m. to 6 p.m. (8.30 a.m. to 1 p.m. Saturday) with 1 p.m. to 2 p.m. for lunch. (Dublin means area within 20 miles of G.P.O.).

(b) If above hours cannot be worked, special hours may be arranged to suit the clients, provided a mutual arrangement has been made and agreed to between the Trades Union Representatives and Representatives of the Electrical Contractors' Association and the Electricity Supply Board.

(c) The working hours in the country shall be 53 hours per week, worked as follows:—

Monday to	
Thursday	... 8.0 a.m. to 6.30 p.m.
Dinner	... 1.0 p.m. to 1.45 p.m.
Friday	... 8.0 a.m. to 5.45 p.m.
Dinner	... 1.0 p.m. to 1.45 p.m.
Saturday	... 8.0 a.m. to 1.0 p.m.

Either side to be at liberty to re-open question of 55 hour week in Summer and 51 hour week in Winter.

Rule 3. Wages.

(a) The minimum rate for electricians shall be 2/- per hour. Electricians in Dublin, Cork, Limerick, Waterford, shall be paid a minimum of 2/1 per hour.

(b) An electrician in charge of two or more electricians shall be designated charge-hand and paid 2d. per hour above the rate. Charge-hand rate shall continue for two months, if number of men on job is reduced to below three. Charge-hand shall work himself unless other arrangements are made by the employer.

- (c) In shops employing a general foreman, the general foreman shall receive 4d. per hour above the rate for electricians. This Clause shall not apply to graded salaried foremen in the employment of the Electricity Supply Board.
- (d) All wages shall be paid weekly not later than Friday in the city and Saturday in the country. This shall not apply to the Electricity Supply Board.
- (e) Four hours' notice shall be given of termination of employment or 4 hours' pay in lieu thereof.
- (f) Any electrician newly engaged shall be paid at least one day's wages.

Rule 4. Overtime Rates.

Overtime shall be paid as follows:—

- (a) Period from starting time Monday to quitting time Saturday:

Quitting time to 7.15 p.m., time and a quarter; 7.15 p.m. to 12 midnight, time and a half; 12 midnight to starting time, double time.

Period from quitting time Saturday to starting time Monday:

Quitting time Saturday to 6 p.m., time and a half; 6 p.m. to starting time Monday, double time.

- (b) Double time shall be paid for work done on all statutory public holidays.
- (c) All Church holidays, as list below, shall be paid for at single time if workman is prevented from working provided that seven days' notice has been given to the office that objection to his working on that day has been made and that no alternative employment has been provided by the employer.

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

- (d) Rest intervals as required by the Conditions of Employment Act shall not be paid for.
- (e) Shift Work.—All time worked in three continuous cycles shall be paid at time and a quarter.

(f) Fixed Periods.—Work carried out during short fixed periods where the hours differ considerably from those set out in Rule 2 shall be paid 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.

(g) Emergency Work.—Appropriate rates of overtime for period worked as set out in (a) and (b) above shall apply.

Rule 5. Special Allowances.

(a) For time worked 40 feet from ground from ladders, hanging cradles or scaffolding, 1½d. per hour extra shall be paid.

(b) Electricians engaged in dismantling, re-erecting, cleaning, filling or repairing but not erecting new accumulators other than portable, shall receive 2/6 per day for the first day and 1/- per day or part thereof afterwards.

(c) Employers shall make all necessary arrangements with the clients to provide reasonably good facilities for the workmen.

In the event of conditions being abnormal, the Union and the Employer shall consult and make appropriate arrangements.

(d) Clients for special allowances shall rank only as from date of application for such allowances.

Rule 6. Walking Time.

(a) The boundary shall be two miles from G.P.O. in Dublin, and one mile from principal Post Office in other towns or cities.

(b) All men working within the boundary shall commence and finish at the hours set out in Rule 2.

(c) All men working beyond the boundary (except under country work conditions) but within a radius of six miles from G.P.O. or principal Post Office shall be paid travelling expenses in lieu of travelling time and fares, as follows:—

Over 1 mile not more than 2 (Dublin excepted)—½d. p.h. above basic rate.

Over 2 miles not more than 3—1d. p.h. above basic rate

Over 3 miles not more than 4—1½d.
p.h. above basic rate
Over 4 miles not more than 5—2d.
p.h. above basic rate
Over 5 miles not more than 6—2½d.
p.h. above basic rate
Over 6 miles not more than 7—3d.
p.h. above basic rate
All men when paid travelling expenses as above to start and finish on the job at the hours set out in Rule 2.

(d) When required by the employer to travel between the shop and the job, and vice versa, men shall be paid travelling time and fares at basic rate.

Rule 7. Country Allowance.

- (a) For the country work set out in Rule 2, 5d. per hour above the basic rate shall be paid, to cover maintenance and overtime.
- (b) Hours in excess of those set out in Rule 2 (c) shall be paid for at basic rates in accordance with Rules 3 and 4.
- (c) Where men on country work require it for the purpose of visiting

their homes, they shall be allowed return rail fare to centre from which employed once a month when working over 20 and up to 50 miles from centre, and once every three months when working over 50 and up to 100 miles from centre. Over 100 miles they shall be allowed return rail fare and travelling time at basic rates once every six months.

- (d) Where travelling time is to be paid for it shall be paid for at basic rates only.
- (e) On temporary or other termination of employment due to certified illness, train fare to centre from which employed shall be allowed if required, and in addition payment for lodging expenses up to two weeks if certified unfit to travel.
- (f) For absence of one night or two nights out of pocket expenses exceeding the above allowance shall be paid if accounted for to the satisfaction of the employer.

Rule 8. Apprentices.

- (a) All apprentices shall be bound and fully indentured for 5 years and

must attend the Technical Schools during the full terms of apprenticeship. Apprentices must not be less than 15 years of age and not more than 18 years commencing the apprenticeship period. In the appointment of apprentices consideration shall be given to sons of members of the Electrical Trades Union (Ireland) and the Electrical Section of the Irish Engineering Industrial Union.

(b) An average of the number of journeymen employed at the end of each month for the previous 3 years shall be taken in calculating the number of journeymen employed. The following shall be the ratio of apprentices to journeymen:—

1 to 2 men employed	... 1 boy
3 men employed	... 2 boys
4 to 5 men employed	... 3 boys
6 to 8 men employed	... 4 boys
9 to 11 men employed	... 5 boys
12 to 14 men employed	... 6 boys

Shops employing more than 14 men which require additional apprentices may employ up to a maximum of 12

based on one apprentice to 2 men. Over 12 boys can only be taken on in any Shop with special permission of a joint Conference representing the Trades Unions and employers. No Trades Union electricians shall be permitted to work in a shop where the above ratios are exceeded. No apprentice shall be sent to work during the first three years except as an assistant to a journeyman. Six months' probation period shall be allowed, such time to count in apprenticeship if indenture is completed before apprentice's form is taken out. The Trades Unions shall be notified of a candidate prior to the commencement of the probationary period.

Apprenticeship forms shall be duly signed by the employer, parent, or guardian and the boy. The apprentice shall be subject to an examination before being indentured by representatives of the Employer, the Electrical Trades Unions, or such other competent person as may be agreed to. Apprentices shall be eligible for admission to the Trades Unions. An ex-apprentice on his sixth year shall receive 75 per cent.

of full journeyman's wages whilst remaining in the shop where the apprenticeship was served. If an ex-apprentice leaves for a longer period than 3 months or is discharged from the firm in which apprenticeship was served, he shall be paid full journeyman's rates on resuming.

(c) Apprentices shall be paid as follows:

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

Overtime rates as per Rule 4.

Apprentices shall be paid travelling and special expenses in accordance with Rules. Subsistence allowance shall be paid as certified by charge-hand.

Rule 9. Demarcation.

Marking off, preparing for, and wiring of every description whether temporary or permanent of all electrical appliances, fitting, fixing and erecting all controllers, switches, junction section distributing fuses and cut-out boxes, electrical radiators and heating apparatus; also all elec-

trical communications such as bells, telephones (except Post Office), wireless, telegraph, X-ray and kindred installations. The fitting and fixing of all conduit gun barrel and casings for the proper protection of cables and cutting away of walls, floors and ceilings, etc. for same.

Erection, care and maintenance of all electrical plant including generators, motors, oil burners, cranes, lifts, hoists, fans, refrigerators, and all other machinery electrically driven. The adjusting of all controls, rheostats, coils and all electrical contacts and connections. The wiring of chassis in motor cars, buses and bodies as well as the erection of batteries, switchboards, shall be considered electricians' work.

The erection of cross arms, insulators, overhead cables, whether for low or high tension work as well as the fitting of stay wires, brackets, lightning arresters, etc., along with underground mains shall be carried out by electricians.

Rule 10. 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	Knife
1 Large Screw Driver	<u>1 Square</u>
Large pair of Cutting Pliers	1 Small Screw Driver
1 Two-foot Rule	<u>1 Small pair of Cutting Pliers</u>
1 Hack Saw	1 Pair of Footprints
2 Brad Awls	2 Plugging Chisels
2 Wood Chisels	Tenon Saw
1 Pad Saw	1 Small Hammer
1 Large Hammer	<u>1 2 pound Soldering Iron</u>
1 Gauge	1 Plumb Bob & Line
1 Chalk Line	<u>1 Spirit Level</u>
1 Nail Punch	

Rule 11. Labourers.

Employers may employ labourers, such labourers not to perform work usually carried out by ~~tradesmen~~. Labourers may be employed to dig trenches, assist in carrying heavy cables, handle heavy ladders, scaffolding, etc. Labourers shall not help electricians running tubes, casings, cables, etc., or in any way take the place of an apprentice.

Rule 12. Centres.

(a) The following shall be regarded as Electricity Supply Board centres outside of which the conditions set

out in Rules 2 (c) and 7 shall operate:—

Dublin No. 1 (Fleet Street, Pem-broke, Rathmines and Pearse St.)
 Dublin No. 2 (41 Merrion Square)
 Cork No. 1
 Cork No. 2 (Kilbarry)
 Limerick
 Waterford
 Portlaoighise
 Dundalk
 Athlone
 Galway
 Sligo
 Tralee.

(Liberty to discuss elimination of certain centres reserved).

(b) Contractors may employ local men who offer themselves for employ-ment at the rates ruling in the nearest centre.

(c) The headquarters of any regular job of a permanent nature shall be re-garded as a centre for the staff con-cerned.

(d) Men on temporary transfer from a higher rated centre to a lower rated centre shall retain the basic rate of the higher centre, from which they have been transferred.

Rule 13. Lock-up and Mess Room.

In buildings where more than six workmen (in the same employment) are engaged, the employer shall provide a fire and a place for the workmen to have their meals.

Rule 14. Spare Time Work.

No member of the Electrical Trades Union (Ireland) or the Irish Engineering Industrial Union shall for monetary consideration carry out electrical work on his own account or in his spare time while employed. The possession by the employer of a man's Insurance Card shall be regarded as evidence of the man being in employment.

Rule 15. Walking Delegate.

Walking Delegate shall have power to visit jobs or shops during working hours. Delegates shall have written authority from the Trades Unions to do so.

Rule 16. Equal Treatment.

The Trades Unions agree to bind themselves 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.

In the event of any dispute arising respecting these rules or any breach of same by employer or ~~workmen~~, the complaint shall be brought before a Joint Committee of two representatives of each of the ~~four~~ parties to this Agreement.

Where necessary an umpire mutually agreed upon may be appointed.

All decisions come to shall be binding on all parties. No strike or lockout shall take place during the deliberations of this Committee.

Rule 18. Alteration of Rules.

Three months' notice in writing shall be given jointly by either side of any proposed alteration in the foregoing rules stating full particulars. The side receiving notice shall reply within one month and if necessary a meeting shall be called of four representatives from each side to settle disputes and outstanding questions. If necessary a neutral chairman may be appointed.

It is agreed that no strike or lockout shall take place during discussions on points so brought forward.

Not less than three months' notice shall be given in writing if any party proposes to terminate these rules.

Rule 19. Cancellation of Previous Agreements.

This National Agreement cancels all previous Agreements between the parties.

No rules shall be binding on any party to this Agreement except those which have been agreed upon and signed on behalf of all parties.

Rule 20. Application.

This Agreement shall come into effect as from the commencement of the working week following the date of signing, and shall apply to electricians employed by Electrical Contractors and to electricians in the Installation Department of the Electricity Supply Board.

Rule 21. Registration.

It is agreed that the above Rules form the basis for application for registration under the Conditions of Employment Act, and that steps be taken to have the Electrical Contracting Trade designated under the Apprenticeship Act.

Signed at Dublin, Wednesday, 26th January, 1938, on behalf of:—

Electrical Contractors' Association (Inc.) (Irish Branch)

T. J. GALLAGHER,
Chairman E.C.A.

and

Cork Employers' Federation, Ltd.

L. D. WAINWRIGHT,
Hon. Secretary, E.C.A.

Electricity Supply Board

R. F. BROWNE,
Chairman.

JAMES F. DEMPSEY,
Secretary.

Electrical Trades Union (Ireland)

JOHN J. COLLINS,
Chairman.

W. MEEHAM,
Secretary.

Irish Engineering Industrial Union

JOHN O'REILLY,
Chairman.
(Electrical Section).

J. O'BRIEN,
General Secretary.

