

APPENDIX 1

Ceardchumann Cónasc
6 Gardiner Row, Dublin 1.

connect

TRADE UNION

Paddy Kavanagh *General Secretary/Treasurer*

Phone: 01 8747047
Fax: 01 8747048
Email: info@connectunion.ie
Web: www.connectunion.ie



The Secretariat,
The Labour Court,
Lansdowne House,
Lansdowne Road,
Dublin 4.

5th March, 2021.

Dear Secretariat,

Please find enclosed an application for a request to examine the terms and conditions of employment in the Electrical Contracting Sector.

Should you require any further information or clarification please do not hesitate to contact the undersigned.

If you could please acknowledged receipt of this application.

Yours faithfully,

Brian Nolan,
Assistant General Secretary.
Connect Trade Union.
Tel; 01 8719 911



THE UNION FOR CRAFT AND SKILLED TECHNICAL, ENGINEERING,
ELECTRICAL AND CONSTRUCTION WORKERS IN IRELAND



Where the applicant is a trade union of employers or an organisation of employers, please enter the name and address of any other trade union of workers that is representative of workers in the sector to which the request relates:-

Not applicable

Signature of Applicant:



Date:

5th March 2021

Note: Please see overleaf important notes for completion of the form.

Statutory Declaration in accordance with the Statutory Declarations Act, 1938

a) **Name of Applicant:**
Connect Trade Union

b) **Position held by the Declarant:**
General Secretary

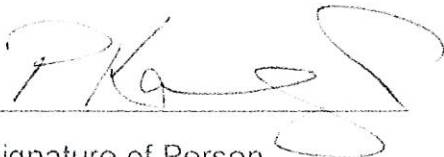
c) **Registered Address of the Applicant within the State:**
Connect Trade Union, Head Office, 6, Gardiner Row, Dublin 1.

d) **Number of workers of the class, type or group to which the request relates who are members of the trade union of workers on whose behalf the request is made:**
10,349

e) **Number of workers of the class, type or group to which the request relates who are normally employed in the sector to which the request relates:**
Circa 16,650.

f) **The declarant's means of knowledge of the matters referred to at paragraphs (d) and (e):**
(d) refers to the number of workers of the class, type or group who are in membership of Connect Trade Union.
(e) Report from the Nevin Economic Research Institute (NERI) - (Appendix 3).

Signed:


Signature of Person


Commissioner for Oaths



MICHAEL CONDON B.C.L.
Solicitor / Commissioner for Oaths
Holland Condoa, Castlecorner,
Co. Kilkenny, Ireland.
Phone 056-4441219

Appendix 1

DEFINITION OF THE ELECTRICAL CONTRACTING SECTOR

The Electrical Contracting Sector means the sector of the economy comprising the following economic activity:—

The installation, repair, demolition (de-install), fabrication & pre-fabrication commissioning or maintenance of electrical and electronic equipment, including the marking off and preparing for the wiring (whether temporary or permanent) of all electrical and/or electronic appliances and apparatus, fitting and erecting all controllers, switches, junction section distribution and other fuseboards and all electrical communications, bells, telephone, radio, telegraph, x-ray, computer and data cabling, instrumentation, fibre optics and kindred installations; fitting and fixing of metallic and other conduits, perforated cable tray and casing for protection of cables, 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, fans, refrigerators and hoists; adjustments of all controls, rheostats, coils and all electrical contacts and connections; wiring of chassis for all vehicles; erection of batteries and switchboards; erection of crossarms, insulators, overhead cables (LT and HT); fitting of staywires, brackets, lighting arrestors etc and underground mains having regard to any advances in technology and equipment used within the industry.

This Sectoral Employment Order will not apply to employees in state and semi-state companies who are engaged in similar activities and are covered by other agreements. Neither will it apply to electricians and apprentices employed directly by manufacturing companies for the maintenance of those companies' plants.

Appendix 2

Class, type or group of Workers to which the request relates to;

The work in this sector is carried out by highly skilled Electricians and their Apprentices who are trained to standards which are governed by the minimum educational qualifications associated with the Statutory Apprenticeship system.

1. Electricians

The Electrician must have successfully completed the statutory apprenticeship and therefore hold a National Craft Certificate (or equivalent).

These qualifications may be required in order for an employer to establish his/her status as an "Electrical Contractor".

2. Apprentice Electricians

The Apprentice must be registered with SOLAS within two weeks of commencing employment as an apprentice and must complete 7 phases of training (on the job and academic studies combined) over a minimum period of 4 years in training.

Upon successful completion of the apprenticeship training the individual will receive the National Craft Certificate or equivalent.

APPENDIX 3



4th March, 2021

The Secretary,
The Labour Court,
Lansdowne House,
Lansdowne Road,
Dublin 4

Dear Secretary,

The analysis in the supporting document for Connect Trade Union's submission to the court was undertaken by Paul Goldrick-Kelly, Economist at the Nevin Economic Research Institute. The analysis deploys data from the Central Statistics Office and Eurostat to ascertain the size of the electrician sector covered by the requested order.

The analysis suggests that Connect Trade Union membership encompasses some 56.9 to 68.5% of the covered workforce within the sector depending on quantifying methodology, with a midpoint estimate of 62.2%.

Paul Goldrick-Kelly
Economist

Nevin Economic Research Institute

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Dublin 1
TEL: +353 1 889 7722
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Nevin Economic Research Institute
45-47 Donegall Street,
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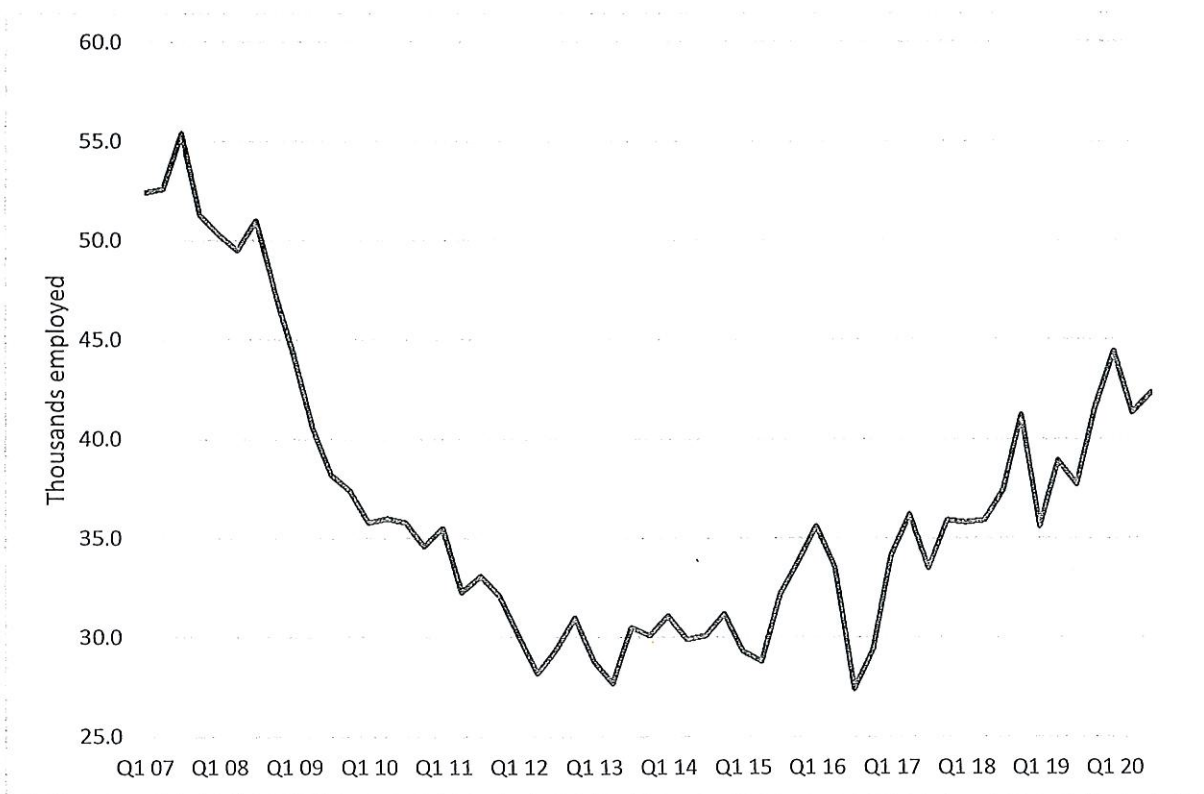
Electrical Contracting Sector size Estimates

Labour Force Survey

The CSO's Labour Force Survey (LFS) is a detailed quarterly release from which most up to date labour market statistics are drawn. Among other indicators, the LFS breaks employment down by occupational group according to the Standard Occupation Classification 2010. Using the most detailed breakdown, we can identify the occupational group *Electrical and Electronic Trades* which encompasses the workers who would be subject to this SEO.

The *Electrical and Electronic Trades* occupation group comprises "Workers in electrical and electronic trades install wiring in road and rail vehicles and aircraft and assemble, install, maintain, test and repair electrical and electronic equipment, components and systems concerned with lighting, signalling, telecommunications, radio and television and other commercial, industrial and domestic functions."¹

Figure X Numbers employed in Electrical and Electronic Trades 2007Q1 to 2020Q3



Source: CSO (2020) Labour Force Survey

Figure X shows that, despite a general recovery trend in occupation numbers following the last recession, the latest available data (third quarter 2020) show that the sector remains nearly 24% smaller than at its peak in the third quarter of 2007. These data indicate that 42,300 individuals were employed in this group between July and September 2020, a fall of 13,100 relative to this maximum.

However, these data refer to people within this occupation group who work in a number of economic sectors. More relevant here, is the proportion of the group that works in Construction. According to previously available data, some 15,550 of this group were employed in Construction in the second

¹ ONS Standard Occupational Classification 2010 Volume 1 Structure and descriptions of unit groups

quarter of 2018. This accounted for 43.2% of employment within the occupation. Extrapolating the observed trend for workers in construction to account for larger proportions of the overall *Electrical and Electronic Trades* group produces an estimate of 21,200.²

Other LFS data indicate that approximately 71.4% of people employed in construction were classed as employees in the third quarter of 2020. This results in an estimate of some 15,100 employees.

Structural Business Statistics

An additional source of data comes from the CSO's Structural Business Statistics (SBS) dataset. This data describes enterprises according to economic sector.³ The SBS is an amalgamation of several datasets, including data from the annual Building and Construction Inquiry (BCI). This dataset covers private firms with 10 or more persons engaged, alongside a sample of smaller firms.

The NACE sector of construction can be divided into subcategories, including *Electrical Installation* (Sector code F.4321).⁴ According to Eurostat, this sector includes "installation the installation of electrical systems in all kinds of buildings and civil engineering structures in electrical systems".⁵

Both persons engaged and employee numbers increased from their low point in 2012 to the latest available data in 2018. The former category includes employees, along with proprietors, partners and family members working for enterprises and excludes agency workers. Employee numbers increased faster than overall numbers engaged, growing from 70.6% in 2012, to 83.7% of persons engaged in 2018. This reflected a near doubling in employee numbers between 2012 and 2018, from 9,407 to 18,237 people.

Table X Employment and Enterprise data for *Electrical Installation* 2009-2018

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Persons Engaged	17,612	14,509	13,821	13,320	14,164	15,997	16,479	17,653	20,612	21,798
Employees	13,745	10,696	9,969	9,407	10,347	12,372	12,788	14,067	16,868	18,237
Employees as a % of persons engaged	78.0%	73.7%	72.1%	70.6%	73.1%	77.3%	77.6%	79.7%	81.8%	83.7%
% of total employees in Construction	14.3%	15.3%	16.3%	16.9%	17.8%	18.4%	17.4%	16.6%	17.2%	17.2%

Source: Eurostat (2020) Structural Business Statistics

² Within the previously available data, the proportion of the occupational group working in construction had gone from around 30% to over 40% between 2015 and 2018. In previous years, this cohort accounted for just over half of employment in *Electrical and Electronic Trades* though this occurred at the low point for the occupational group as a whole. Applying this range of estimates between 30% and 50% to the data leads to a range between 12,700 and 21,200. Given broader trends, in apprenticeship numbers etc, estimates at the upper end of this range are more likely.

³ This NACE sectoral data is distinct from the previously used LFS SOC2010 data, which classifies by occupation.

⁴ The NACE Sector Construction is divided into three main subdivisions, including *Specialised Construction Activities* F.43. This is referred to as the two-digit classification. This can be broken down further into more specific 3 and 4 digit classifications. *Electrical Installation* is a 4 digit subcategory class F.4321.

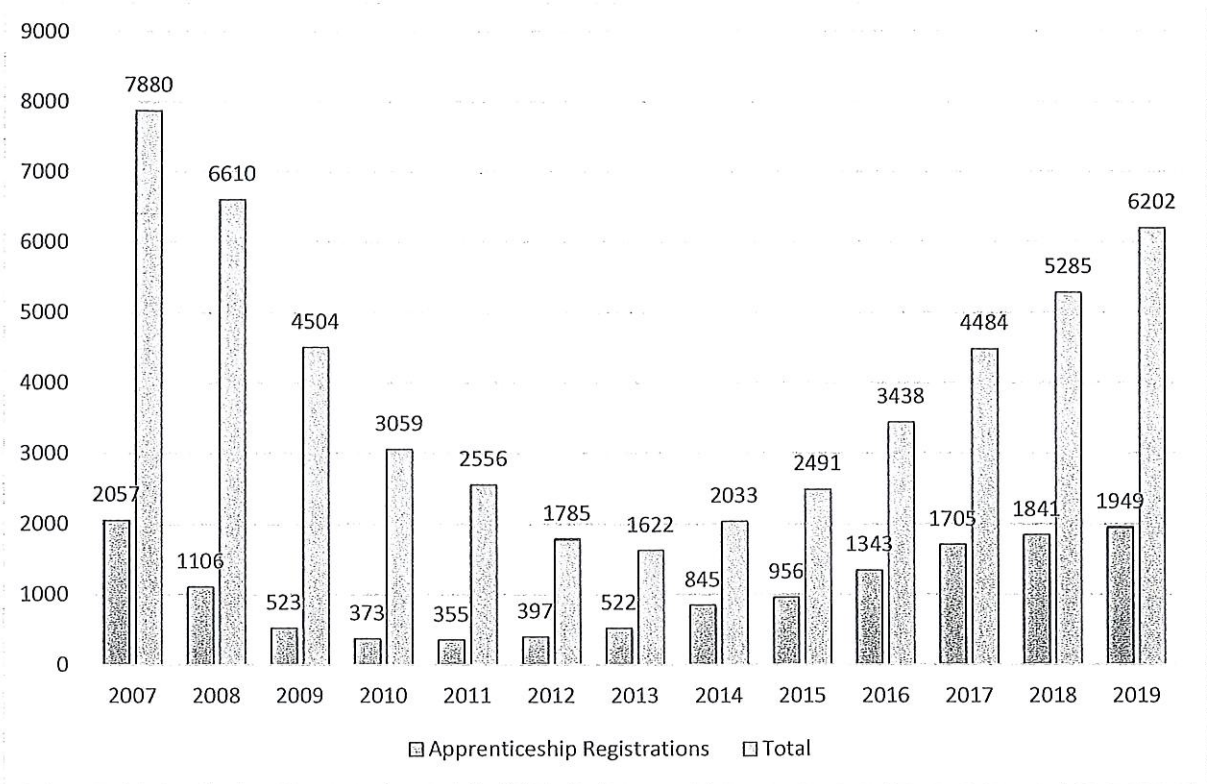
⁵ More detail is available at [Eurostat Metadata Statistical Classification of Economic Activities in the European Community, Rev. 2 \(2008\)](#).

According to LFS data, employee numbers in the broader construction sector were similar in 2020 to 2018 data.⁶ This implies that approximately 18,200 employees worked in the *Electrical Installation* subsector in 2020.

Apprenticeship Data

The SEO will also cover registered apprentices employed by electrical contractors. Department of Further and Higher Education, Research, innovation and Science show a significant increase in new apprenticeship registration and total apprentice numbers from lows in 2012/2013 to 2019. 2019 figures of 1,949 new registrations and 6,202 apprentices in total are still significantly below pre-crisis levels.

Figure X Electrical Apprenticeships 2007 to 2019



Source: Department of Further and Higher Education, Research, innovation and Science (2020) Apprenticeship Action Plan 2021-2025 Consultation Paper

⁶ Growth in the sector can be calculated as between 0 and 2%. This depends on whether one compares average data for 2020 (incorporating the three quarters of data available) to the 2018 average, or whether the 2018 average is compared to the third quarter for 2020 figure. To account for quarterly volatility, we use the former estimate.

Electricians outside the SEO remit

This SEO will not apply to:

- 1. Electricians employed by public bodies:** including the state, local authorities and semi-state companies.
- 2. Electricians employed in the manufacturing sector**
- 3. Self-employed electricians with no employees**

The two data sets here variously include or exclude these groups. The up to date LFS estimate is constructed from occupational data within construction and thus excludes electricians working in manufacturing (group 2). This classification process should also exclude workers employed in public sector bodies like ESB and Dublin Bus. Similarly, applying estimates for employee numbers should exclude the self-employed (group 3). A further semi-state adjustment is required for these data.

The latter dataset constructed from the BCI excludes public bodies in data collection (group 1).⁷ The data are sectoral defined within Constructions and therefore exclude electricians in Manufacturing (group 2). The 2018 data presented here relate to employees, thus excluding the self-employed.

Estimating Connect representation within the sector

Connect trade union represent 10,349 workers in the electrical contracting sector.

Since the estimates covered in the previous sections exclude public bodies, the self-employed and individuals working outside of construction, they should approximate the population covered by this SEO.

The sectoral estimate arising from the CSO's Labour Force Survey (LFS) dataset amounts to approximately 15,100 workers covered by this Sectoral Employment Order. This covers employees whose occupation is classified within the *Electrical and Electronic Trades* group also working within the *Construction* sector.

The sectoral estimate using the structural business statistics data amounts to approximate 18,200 workers. We note that this economic sector definition is tied to the primary activity of the economic unit, and not the work/job titles of employees. Thus, this estimate likely represents the upper limit of sectoral numbers, incorporating others within the sector who might not be employed as electrical contractors.

Range	Connect members in the sector	Estimate of Sector size 2020	% represented by Connect
Lower range	10,349	15,100	68.5%
Upper range		18,200	56.9%
Middle		16,650	62.2%

Thus, we conclude that Connect trade union represents between 56.9% and 68.5% of workers covered by this SEO. This produces a mid-range estimate of 62.2%.

⁷ <https://www.cso.ie/en/methods/surveybackgroundnotes/buildingandconstructioninquiry/>

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 (15 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 5.05 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 the workmen 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 there is a clock

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,

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 14d. 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 3/11 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-

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	15/- per week.
4th year	20/- per week.
5th year	25/- 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. WALSHIE,
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.

Airpere Electrical Co., 6 Fleet Street, Dublin
 Atkinson, John P., 70 South Circular Road.
 Barrett, Frank W., 1 Nassau Street.
 Brady, T. W., 59 Botanic Road.
 Brooks, Thomas and Co., Ltd., 4 Sackville
 Place, T. E., 17a St. Andrew Street.
 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.
 Doctrell, 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.
 Meldon, 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, R. 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,
 Mundy, A. R., 43 Dame Street.
 Parkes, F. W. and Co., 65 Dame Street.
 Roper Bros., 5 South Anne Street.

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.

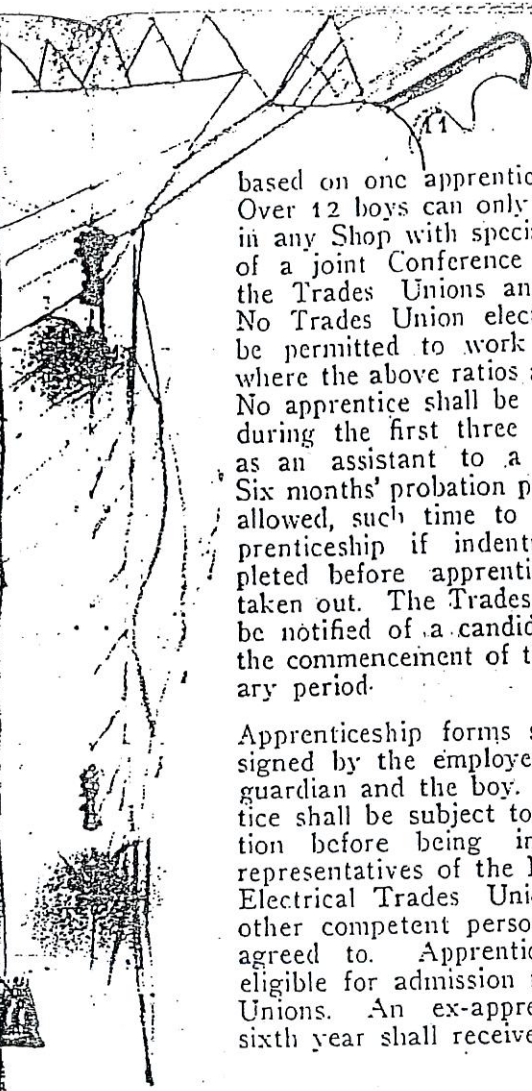
- (a) All apprentices shall be bound and fully indentured for 5 years and

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 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:—

X 1 Ratchet Brace and set of Bits	Knife
X 1 Large Screw Driver	1 Square
Large pair of Cutting Pliers	1 Small Screw Driver
1 Two-foot Rule	1 Small pair of Cutting Pliers
1 Hack Saw	1 Pair of Footprints
X 2 Brad Awls	2 Plugging Chisels
X 2 Wood Chisels	Teñon Saw
1 Pad Saw	1 Small Hammer ✓
1 Large Hammer	1 2-pound Soldering Iron
1 Gauge	1 Plumb Bob & Line
X 1 Chalk Line	1 Spirit Level
X 1 Nail Punch	

Rule 11. Labourers.

Employers may employ labourers, such labourers not to perform work usually carried out by ~~trade men~~. 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, Pembroke, 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 employment at the rates ruling in the nearest centre.
- (c) The headquarters of any regular job of a permanent nature shall be regarded as a centre for the staff concerned.
- (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 15. Disputes.

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

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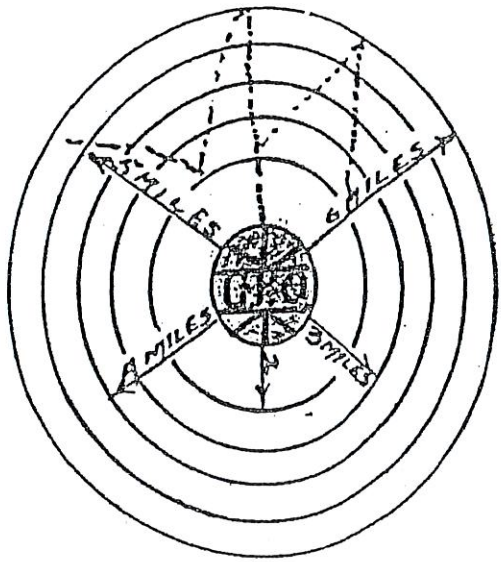


DIAGRAM OF BOUNDARY
AS INDICATED IN RULE 6

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 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. *Paul*

422.

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 a.m. to 4.0 p.m. for
1.0 p.m. to 4.0 p.m. for
dinner.

5-45

12-15

("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.
Ascension Thursday August 15th.
Corpus Christi. November 1st.
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) 1/2/- per week (7 days) shall be paid in addition to cover maintenance and overtime.

1/2/-

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

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.