

MEMORANDUM OF AGREEMENT made this -----
 first day of June One thousand nine hundred and twenty -----
 Between THE ELECTRIC SUPPLY COMPANY OF VICTORIA ----
LIMITED of Wendouree Parade Ballarat in the State of Victoria
 (hereinafter called "the Company") of the one part and THE -
AUSTRALIAN TRAMWAY EMPLOYEES' ASSOCIATION an Organization of
 employees duly registered under the provisions of the Common-
 wealth Conciliation and Arbitration Act 1904-1918 whose ---
 registered office is at Unity Hall Bourke Street Melbourne in
 the State of Victoria (hereinafter referred to as "the -----
 Association") of the other part WHEREAS on the ---
 fourth day of September One Thousand nine hundred and nineteen
 an Agreement was entered into between the said Company and --
 the said Association settling all matters in dispute between
 the parties upon the terms and conditions in the said Agree--
 ment mentioned AND WHEREAS it has been agreed -
 between the said parties that the said mentioned Agreement --
 shall be varied as hereinafter appears that is to say -

1. In lieu of the First Schedule mentioned in the --
 said Agreement of the fourth day of September One thousand --
 nine hundred and nineteen the following shall be substituted
 as from the first day of March One thousand nine hundred and
 twenty -

RATES OF PAY,

1. Motormen	First year	11/- per day.
	Thereafter	11/6 per day.
2. Senior Conductors		10/9 per day.
3. Junior Conductors	First year	35/- per week of 48 hours.
	Second Year	41/- per week of 48 hours.
	Third year	43/- per week of 48 hours.
4. Car Cleaners	First year	27/6 per week.
	Second year	30/- per week.
5. Armature Winder	First year	12/- per day.
	Thereafter	13/- per day.
6. Senior Shedmen		11/6 per day.

EXECUTED by THE ELECTRIC SUPPLY
COMPANY OF VICTORIA LIMITED by
being Signed Sealed and Deliv-
ered by its Attorney under
Power Colin Templeton in the
presence of

(Signed) COLIN TEMPLETON

WILLIAM HOME

Sol. Melbourne.

THE COMMON SEAL of THE AUSTRALIAN
TRAMWAY EMPLOYEES' ASSOC-
IATION was hereto affixed by
direction of the Federal Exec-
utive and a Resolution of the
Special General Meeting of the
Victorian Branch of the said
Association in the presence of

T. JEWELL General Secretary.

JOHN I. ARFALTER Vice President.

7. Carpenters	75/- per week.
8. Blacksmiths	75/- per week
9. Pitman	72/- per week.
10. Trackman	11/6 per day
11. Track Assistants	10/7 per day.
12. Track Cleaners	10/7 per day.
13. Car Cleaners, Adults	10/7 per day.
14. Shed Assistants	10/7 per day.

Provided that the above adult grades, Numbers 11 to 14 inclusive, who have been employed in the Tramway Department - for a period of six months (at any time within two years) -- shall thereupon receive 11/- per day.

15. Laborers not otherwise specified 10/7 per day.

2. F o r Clause 8 of the said Agreement the following shall be substituted -

"Casual Motormen and Casual Adult Conductors shall be - guaranteed not less than Two pounds seventeen shillings and -- sixpence per week averaged over six consecutive weeks of six days".

3. F o r Clause 9 of the said Agreement the following shall be substituted -

"Casual Conductors under twenty-one years of age shall - be guaranteed not less than One pound twelve shillings and --- sixpence per week averaged over six consecutive weeks of six days".

The increase in the guarantees mentioned in Clauses 2 -- and 3 hereof shall come into operation on the signing of this Agreement.

4. S a v e as herein modified and altered the said -- Agreement of the fourth day of September One thousand nine -- hundred and nineteen shall remain in full force and virtue.

IN WITNESS whereof the said parties hereto have ----- executed these presents the day and year first hereinbefore written.

P.L.S.H.C.
DATED 1st. day of June 1920

THE ELECTRIC SUPPLY COY.
OF VICTORIA LTD.,

with

THE AUSTRALIAN TRAMWAY EM-
PLOYEES' ASSOCIATION.

VARIATION OF AGREEMENT.

Home & Wilkinson,
413 Collins Street,
Melbourne.