

(6666.) CHRISTCHURCH TRAMWAY OFFICIALS.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 18th day of October, 1920, between the Christchurch Tramway Board, a body incorporated under the provisions of the Christchurch Tramways District Act, 1906, and hereinafter referred to as "the Board," and joining in these presents as an employer, of the one part, and the Christchurch Tramway Officials' Industrial Union of Workers, an industrial union of workers under the Industrial Conciliation and Arbitration Act, 1908, and hereinafter referred to as "the union," of the other part, witnesseth that it is hereby mutually agreed and declared between and by the Board and the union as follows:—

1. That, as between the parties hereto, the terms, conditions, and provisions set out in the schedule hereto annexed shall be binding upon the said parties, and the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this agreement; and, further, the said parties shall respectively do, observe, and perform every matter and thing by this agreement, and by the said terms, conditions, and provisions, respectively required to be done, observed, and performed, and shall not do anything in contravention to this agreement or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same.

2. In witness thereof the said parties hereto have hereunto caused their respective seals to be affixed the year and date before written.

[SEAL.]

JAMES ROBERT SMITH.  
THOMAS WILLIAM RICHARDSON.  
CHARLES WILLIAMS, Secretary.

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SCHEDULE.

*Classification of Employees.*

1. The employees governed by this agreement shall be classified as follows: Motor inspector; assistant motor inspector; inspector, Grade A; inspector, Grade B; storeman.

An inspector in Grade B shall be promoted to Grade A after seven years' service in the Board's employ as an inspector, provided that his record respecting efficiency and the carrying-out of duties entrusted to him, in the opinion of the Board, warrants such promotion. In recognition of specially meritorious work the Board may from time to time reduce the length of service necessary for promotion from Grade B to Grade A.

#### *Wages.*

2. The following shall be the rates of wages payable to the several classes of employees:—

	Per Week
	£ s. d.
Motor inspector ... ..	6 10 0
Assistant motor inspector ... ..	6 2 6
Inspectors, Grade A ... ..	6 2 6
Inspectors, Grade B ... ..	5 17 6
Storeman ... ..	4 10 0
Overhead foreman and permanent-way in- spectors ... ..	6 0 0

Any six-monthly cost-of-living bonus which the Court of Arbitration may hereafter announce with respect to weekly workers shall be added to the above wages from the date fixed in such announcement.

#### *Hours of Work.*

3. The hours of work of inspectors shall be ninety-six hours per fortnight, seven and a half hours to be worked on week-days and six hours on every alternate Sunday. If any extra work of an emergency character is required by the Board on week-days in addition to the hours mentioned, it shall be performed without extra pay. If such emergency work is required on an extra Sunday it shall be paid for at the rate of 3s. 6d. per hour, but not less than four hours' work shall then be given.

The hours of work of storeman shall be forty-seven hours per week, and the hours of overhead foreman and permanent-way inspectors shall be as at present.

#### *Duties.*

4. Duties of inspectors shall be confined to the preparation for the work of motormen and conductors, the supervision of such work, and all matter incidental thereto, including under emergency conditions the operation of cars, all as may be directed by the Board.

#### *Holidays.*

5. After one year's service each inspector shall receive three weeks and two days' holiday each year on full pay, and the storeman shall receive two weeks' holiday on full pay each year. The holidays shall be given on continuous days and on dates suitable to the Board.

*Uniforms.*

6. Inspectors shall be supplied with one tunic every twelve months, one pair of trousers every nine months, one waterproof coat every two years, and one cloth overcoat every three years. Caps and cap-covers shall be supplied on request, provided that in the opinion of the Board new ones are necessary. All clothing covered by this clause to remain the property of the Board. If in the opinion of the Board any part of uniform requires renewal before the expiry of the above periods, they shall be so supplied.

*Complaints.*

7. (a.) Any charge laid against an officer shall be made in writing by the complainant within forty-eight hours after the subject-matter thereof came to the complainant's knowledge, and the officer concerned shall be notified thereof within twelve hours of its receipt. He shall be entitled to see and make a copy of such complaint before being called upon to answer the charge. In computing the above time, Sundays and holidays shall be excluded.

(b.) An officer may call evidence when an inquiry is held. If the complaint is made by another employee he shall, when necessary, be required to be present.

*Passes.*

8. Inspectors shall be provided with passes enabling them to travel free on the cars at all times. Such passes shall not be those requiring to be punched by a conductor. The storeman and over-head foreman shall be provided with staff passes enabling them to travel on the cars free of cost.

*Preference.*

9. From and after the date when this agreement comes into operation all persons subsequently appointed to positions covered by this agreement shall become members of the union within one month of such appointment.

*Terms of Engagement.*

10. Seven days' notice of termination of employment shall be given by the employer and employee, but this shall not prevent the employer from dismissing the employee without notice for good and substantial cause.

*Term of Agreement.*

This agreement shall come into force on the date hereof, and shall continue in force until the 10th day of July, 1922.

In witness whereof these presents have been executed by or on behalf of the parties hereto on the day and year above written.

Pursuant to a resolution of the Christchurch Tramway Board passed on the 18th day of October, 1920, the seal of the said Board was hereto affixed in the presence of—

[SEAL.]

JOHN BARR, Chairman.

S. A. STAPLES, Deputy Chairman.

FRANK THOMPSON, General Manager.

The common seal of the Christchurch Tramway Officials' Union of Workers was hereto affixed in the presence of—

[SEAL.]

JAMES ROBERT SMITH.

THOMAS WILLIAM RICHARDSON.

CHARLES WILLIAMS, Secretary.

NOTE.—Section 25, subsection (4), of the Industrial Conciliation and Arbitration Act, 1908, provides that, notwithstanding the expiry of the term of the industrial agreement, it shall continue in force until superseded by another industrial agreement or by an award of the Court of Arbitration, except where the registration of an industrial union of workers bound by such agreement has been cancelled.