

**CANTERBURY INDUSTRIAL DISTRICT.**

**(10282.) CHRISTCHURCH TRAMWAY AND POWER-HOUSE EMPLOYEES.—AGREEMENT UNDER LABOUR DISPUTES INVESTIGATION ACT, 1913.**

AGREEMENT made this 9th day of June, 1931, between the Christchurch Tramway Employees' Industrial Union of Workers (hereinafter called "the union"), of the one part, and the Christchurch Tramway Board (hereinafter called "the Board"), of the other part.

Whereas a dispute has arisen as to the terms of employment of the members of the union by the Board: And whereas it has been agreed by and between the parties hereto as follows:—

The terms of employment shall be those set out in the industrial agreement attached hereto (marked X), dated the 22nd October, 1930, made between the parties hereto, subject to a reduction of 10 per cent. on the gross earnings of each member of the union.

This agreement shall come into operation on the 8th day of June, 1931, and shall continue in operation until the 8th day of June, 1932.

Signed on behalf of the Board—

[L.S.]

ERNEST H. ANDREWS, Chairman.  
GEO. T. BOOTH, Deputy Chairman.  
W. HAYWARD.

Signed on behalf of the union—

[L.S.]

JOHN MATHIESON.  
ARTHUR T. BOANAS.  
JAMES S. BARR.

Witness to signatures—H. A. Young, Stipendiary Magistrate, Christchurch, 9/6/31.

EXHIBIT X.  
SCHEDULE.

PART I.—TRAFFIC SECTION.

*Wages.*

1. The following shall be the minimum rates of wages payable to the undermentioned employees:—

	Per Hour.
	s. d.
Conductors—	
First three months .. .. .	1 8 $\frac{1}{2}$
Next twenty-one months .. .. .	1 9 $\frac{1}{2}$
Third and following years .. .. .	1 10 $\frac{1}{2}$
Motormen—	
First and second years .. .. .	1 10 $\frac{1}{2}$
Third and following years .. .. .	1 11 $\frac{1}{2}$
Employed on one-man cars .. .. .	2 1 $\frac{1}{2}$
Employed on buses .. .. .	2 0 $\frac{1}{2}$
Employed on trolley-buses .. .. .	2 1 $\frac{1}{2}$

*Hours of Work—Motormen and Conductors.*

2. (a) A minimum of ninety-six hours shall be provided each fortnight, with not less than eight hours on every week-day worked, irrespective of any call-forward or call-back duty: Provided that when the fortnight's work includes a Sunday, a Christmas Day, or a Good Friday, a minimum of six hours' work shall be provided on each of those days, reducing the hours to be worked per fortnight accordingly.

(b) Men shall be entitled to alternate Sundays off duty, excepting when, through staff sickness, exceptional traffic, or other exigency, a full tramway service could not be run. In that event men may be required to work on one additional Sunday in each year, the year to commence from the date of this award: Provided also that, when the regular rotation of duty so requires, men may be required to work on two Sundays in succession, but for each such occasion they shall be allowed off duty two other Sundays in succession.

(c) Whenever a man is required to work on a Sunday he shall be allowed one week-day off in lieu thereof if the exigences of the service so permit. If, however, he is required to work on such week-day he shall be paid at the rate of time and a half therefor: Provided that such day off shall not be given in lieu of either the two additional Sundays mentioned in the preceding subclause (b). When under this subclause (subclause (c)) a man is allowed one week-day off in lieu of work on a Sunday, not less than seven days' notice shall be given of the week-day so allotted to him: Provided, however, that such notice shall not be required in cases affected by other men returning to work after an absence on sick or holiday relief.

(d) In addition to the Sunday work which the Board may require done under subclauses (a) and (b), men may volunteer for other Sunday work, but they shall not be entitled to a week-day off in lieu of such voluntary Sunday work. If volunteers who are accepted for Sunday work report for duty and are not then required, they shall be paid for two hours. If they work, not less than six hours' work shall be given them.

3. When men are called back for duty on their day off and required to do another man's ordinary roster work, they shall be paid for the hours assigned to such roster duty. If the work is not roster work they shall be paid for a minimum of eight hours, but with not more than one break, except as follows: In the case of postponement of races or other public functions on account of wet weather, two breaks shall be permitted.

*Broken Shifts.*

4. (a) All broken shifts shall be completed within eleven hours, except on one week-day in each week, which shall be on the day of the late-shopping night, and except on statutory and public holidays, when they shall not exceed twelve hours; but this shall not prevent

men being employed over a longer period at overtime rates. This clause shall not apply to workers performing call-back or call-forward duty.

(b) Men shall not be signed off for less than one hour ; but when they are required to sign off at the Square and on at the depot, or *vice versa*, they shall not be signed off for less than one hour and a quarter.

(c) A straight shift shall be one in which the work is continuous and unbroken.

#### *Overtime, &c.*

5. (a) All work done in excess of eight hours in any one day shall be deemed to be overtime, and shall be paid for at the rate of time and a half for the first three hours and thereafter double time.

(b) All work done on Sundays, Christmas Days, Anzac Days, and Good Fridays shall be paid for at double-time rates.

(c) Work after midnight in connection with cars specially engaged for dances or similar functions shall be paid for at double-time rates.

(d) All call-forward and call-back duty shall be paid for at overtime rates, with a minimum of one and a half hours' work.

(e) Motormen and conductors on duty shall be paid whilst waiting at sports, races, public functions and amusements, but must stand by their cars during that time. This, however, shall not prevent men so engaged being signed off in Cathedral Square depot or at Falgrave Street depot.

#### *Time Allowances.*

6. (a) Motormen shall be allowed ten minutes for signing on when taking car out of depot ; five minutes for taking over car on the road ; and five minutes for signing off. In cases where a car is left by a motorman in one of the depots for meal relief or other purposes, and not used by another motorman, and is taken out again by the same motorman, five minutes only shall be allowed. In cases of emergency the Board may have car in readiness at any depot, and motormen shall, if required, take same out without spending time in inspection.

(b) Conductors on straight shifts shall be allowed fifteen minutes for signing on at either of the depots, and ten minutes for signing off and paying in. Conductors on broken shifts shall receive fifteen minutes for signing on at the commencement of the day's work, and five minutes for signing on and five minutes for signing off for each subsequent break ; but the allowance for signing off at the end of the day's work shall be ten minutes. Motormen in charge of one-man cars shall receive the same time allowance as conductors.

(c) If a car crew is required to take from the depot a tram which is not made up, an extra four minutes shall be allowed.

(d) Two minutes additional shall be allowed to employees who leave cars in Cathedral Square and who have to walk over to the car-shed to sign off.

(e) If a conductor is required to leave car in Cathedral Square and pay in at the Falgrave Street office, he shall be allowed the time during which he has to wait for the first car to Fitzgerald Avenue, and in addition eight minutes for time occupied in travelling to the Falgrave Street office.

#### *Uniforms.*

7. Motormen, omnibus-drivers, and conductors shall be supplied with uniforms, consisting of cap, tunic, trousers, overcoat, and an oilskin. These shall remain the property of the employer, and must be handed in when demanded.

#### *Miscellaneous.*

8. (a) When any motorman or conductor desires to change duties from an a.m. to p.m. shift, or *vice versa*, or his day off with any other motorman or conductor, he shall be entitled to do so provided he makes arrangements and notifies the management before 11 a.m. on the day previous to the one on which the change is desired.

(b) If a motorman at any time after taking up his duties finds that he is unfitted for the work, he shall have the option of going back to his former position on the conductors' list as soon as the requirements of the service permit.

(c) Motormen's pay shall commence from the time a conductor is first rostered to act as a motorman.

(d) All conductors, other than assistant conductors, shall be provided with an up-to-date time-table when first being rostered in the spare list.

(e) Any motorman or conductor when not required for traffic shall fill in his time on car-cleaning. When so engaged no alteration in his usual rate of pay shall be made.

#### *Annual Holidays.*

9. Employees who are regularly required to work on the majority of the public and statutory holidays shall receive holidays in each year at full ordinary pay as follows: After one year's service, eight days; after two years' service, nine days; after three years' service, ten days; after four years' service, eleven days; after five years' service, twelve days; after six years' service, thirteen days.

#### *Reports.*

10. (a) No charge laid by a traffic officer shall be considered unless the intention to lay such a charge has been made known to such employee at the time of such alleged offence, or as soon after as practicable.

(b) A complaint from the public must be made within forty-eight hours of the alleged offence, and must be submitted to the employee, signed by the complainant, within twenty-four hours of its receipt. The employee must reply in writing within forty-eight hours.

(c) Every charge shall be in writing, and shall be open to the inspection of the employee concerned before he is required to answer same. If he is asked for an explanation, and if, in the opinion of the employer, the charge has not been sustained, the employee shall be notified.

(d) In computing time with respect to the above clauses, Sundays and holidays shall be excluded. The time an employee may be away from duty shall also be excluded.

(e) Employees shall on request be entitled to receive a copy of all reports against them.

(f) For breaches of discipline or other offences the manager of the undertaking may, in lieu of or in addition to inflicting suspension from duty as a punishment, reduce a motorman or conductor to any lower grade at the lower grade rate of pay, irrespective of length of service.

(g) Any employee charged with any offence or breach of regulations shall have the right to call witnesses if so desired.

(h) In inquiries regarding charges of a departmental nature involving disratment or dismissal, the employee affected may have the right to have a union representative present at such inquiry.

(i) If, pending an inquiry, an employee has been suspended, and is exonerated, the employee shall be paid for the time so lost at ordinary rates of pay.

(j) Fifteen minutes at ordinary rate of pay shall be allowed for making out accident reports whenever men are not relieved for the purpose.

#### *Promotion.*

11. When appointments are made in the service preference shall be given to employees, subject, however, in all cases to the seniority, capability, suitability, and record of the employee concerned, subject to the right of appeal conferred by the Tramways Amendment Act, 1910.

#### *Conductors' Shortages and "Overs."*

12. (a) Conductors "overs" shall be placed in juxtaposition to shortages every day, and balanced every fortnight.

(b) A deficiency list shall be placed in the conductors' paying-in room, and all deficiencies must be entered thereon within forty-eight hours, Sundays and holidays excluded.

(c) If so required by the Board, the union shall nominate a motorman or conductor for the position of shortage-checker. It shall be his duty to be in the office when cash which has been placed in the automatic collector by conductors is being counted by revenue clerks. If the revenue clerk discovers the cash is different from the amount entered by the conductor, he shall immediately acquaint the shortage-checker, who must then satisfy himself as to the correctness of the cash count and initial the corrected cash entry. The shortage-checker shall assist in the handling of cash-tins, &c., and when not engaged

in the revenue office shall be available for outside work. The union shall also nominate a substitute to be available if the shortage-checker is on holiday or sick-leave. Nominations shall be made every twelve months, and shall be subject to the approval of the Board.

#### *Seats.*

13. Each car shall be provided with a seat for the motorman, subject to such reasonable regulations as shall be issued from time to time by the manager.

### PART II.—PERMANENT-WAY EMPLOYEES SECTION.

#### *Wages.*

14. The following shall be the minimum rates of wages for the undermentioned employees:—

	Per Hour.	
	s.	d.
Permanent-way air tampers .. .. .	2	1½
Track-cleaners .. .. .	1	10½
Permanent-way labourers .. .. .	1	11
Motor-wagon drivers . . . . .	1	10½

Men employed on bitumen, Neuchatel, and concrete work shall be paid the same allowances as at present.

Spikers, platelayers, jointmen, and bondsmen shall receive 1s. per day additional when so employed.

#### *Hours of Work.*

15. (a) The hours of work shall be from 8 a.m. to 4.30 p.m. on the first five days of the week, with half an hour for dinner, and from 8 a.m. to 12 noon on Saturdays.

(b) When the exigencies of tramway-work so require, night shifts may be worked without regard to the hours hereinbefore prescribed.

(c) Night-shift work shall mean work, other than ordinary day-work, performed in not less than three successive eight-hour periods. Night-work done on less than three successive nights, or work in excess of forty-four hours in any one week, shall be paid at overtime rates.

(d) If night-shift work is done on three or more successive nights, 1d. per hour shall be paid in addition to the ordinary day-shift pay, subject also to the overtime provision in subclause (c) hereof, such pay to commence on the first night.

(e) When any employee is called upon to transfer from ordinary day-shift work to a night shift without having a break of not less than ten hours between the ordinary time of stopping day-work and the time of starting night-work, he shall be paid at overtime rates for the time worked before the expiration of the said ten hours.

(f) Subclauses (c) and (e) shall not apply to men specially engaged for night-work. The remuneration for work done by such men shall be as provided for in subclause (d).

(g) A meal-time of thirty minutes shall be allowed for night or other shift-work, and paid for.

(h) From the 1st November to the 31st March shifts may be worked irrespective of the hours hereinbefore prescribed, such shifts to be worked between the hours of 5 a.m. and 10 p.m.; to be worked in two continuous eight-hour periods, and provided that such shift-work shall continue for not less than three successive days, and provided also that such shift-work shall not be carried on outside the city boundaries.

(i) Track-cleaners shall work on Saturday afternoon at ordinary rates of pay, but shall not work on the afternoon of either Wednesday or Thursday; the total hours worked for the week not to be altered.

#### *Overtime.*

16. All time worked in excess of the hours mentioned in clause 15 or in excess of eight hours' work on a night or other shift shall be paid for at the rate of time and a half for the first two hours, and thereafter at double-time rates.

All time worked on Sundays, Anzac Days, Christmas Days, and Good Fridays shall be paid for at double-time rates.

#### *Oilskins.*

17. Oilskins shall be provided by the employers for track-cleaners and grinders. Clogs shall be provided for workers when engaged on bitumen or tar work. Gum boots shall be provided for men engaged on wet concrete-work. Tractor and motor-wagon drivers shall be provided with overalls and oilskins. These shall remain the property of the employer, and shall be handed in when demanded.

#### *Travelling-time.*

18. Where work is being performed during regular time-table running, men employed elsewhere than at the yard shall be allowed to leave the Square by the time-table car that passes the job nearest to the starting-time, and to leave the job by the time-table car that arrives in the Square nearest to the knocking-off time.

#### *Annual Holidays.*

19. Permanent-way employees with one year's continuous service shall be allowed ten days' holiday in each year at the full ordinary rate of pay. Some of these may be given on public holidays, but the remainder shall be on consecutive working-days. Track-cleaners shall be allowed twelve consecutive days' holiday in each year on full ordinary rates of pay.

## PART III.—OVERHEAD AND POWER-HOUSE SECTION.

*Wages.*

20. The following shall be the minimum rates of wages payable to the undermentioned employees:—

				Per Hour.	
				s.	d.
Firemen and greasers	..	..	..	1	10½
Overhead linesmen	..	..	..	2	0
Assistant linesmen	..	..	..	1	10½
Emergency linesmen	..	..	..	2	0

*Hours of Work.*

21. (a) Firemen and greasers: Day shift, eight hours; afternoon shift, seven hours; night shift, nine hours. The shifts shall rotate each week unless exceptional circumstances cause a temporary alteration.

(b) Overhead linesmen: Eight hours and three-quarters on five days of the week, and four hours and a quarter on Saturdays, to be worked between the hours of 7 a.m. and 6 p.m. on five days of the week, and between 7 a.m. and 1 p.m. on Saturdays.

(c) Emergency linesmen: Day shift, nine hours on five week-days and seven hours on Saturdays; evening shift, nine hours on five week-days and eleven hours on Saturdays. The shifts shall alternate each week unless exceptional circumstances cause a temporary alteration. Emergency linesmen must attend to horses as required.

*Overtime.*

22. All time worked in excess of the hours prescribed in subclauses (a) and (c) and all time worked outside of or in excess of the hours prescribed in subclause (b) of clause 21 respectively shall be paid for at the rate of time and a half for the first two hours, and double time thereafter.

*Payment for Holidays.*

23. All time worked on Sundays, Anzac Days, Christmas Days, and Good Fridays shall be paid for at double-time rates.

*Oilskins.*

24. Oilskins, overalls, sou'westers, and gum boots shall be provided for overhead men, which shall remain the property of the employer, and shall be handed in on demand.

*Night-work.*

25. When overhead men are employed on special night-work they shall be allowed a meal-time of thirty minutes after the completion of not more than five hours' work; such meal-time to be paid for.



*Annual Holidays.*

26. (a) Employees who are regularly required to work on the majority of public and statutory holidays shall receive holidays in each year at full ordinary pay as follows: After one year's service, eight days; after two years' service, nine days; after three years' service, ten days; after four years' service, eleven days; after five years' service, twelve days; after six years' service, thirteen days.

(b) All other employees with one year's continuous service and working under this award shall receive eight consecutive working-days' holiday on full pay during the year.

## PART IV.—CAR-SHED SECTION.

*Wages.*

27. The following shall be the minimum rates of wages payable to the following employees:—

	Per Hour.	
	s.	d.
Car adjusters and examiners (day)	1	11 $\frac{1}{4}$
Car adjusters and examiners (night)	2	0 $\frac{1}{2}$
Pitmen (day)	1	10 $\frac{1}{4}$
Pitmen (night)	1	11 $\frac{1}{4}$
Car-cleaners (day)	1	10 $\frac{1}{4}$
Car-cleaners (night)	1	10 $\frac{3}{4}$
Car-shed labourers	1	10 $\frac{3}{4}$

*Hours of Works.*

28. The hours of work shall be as follows, subject to the right of the employer to suspend an employee from duty for any serious breach of regulations:—

Car-shed day shift: Eight hours on five days of the week, and four hours on Saturdays; work to cease not later than 5 p.m. on five days of the week, and noon on Saturdays.

Car-shed night shift: Eight hours on six nights per week.

*Overtime.*

29. All time worked outside of or in excess of the hours stated herein shall be paid for at the rate of time and a half for the first two hours, and thereafter at the rate of double time. All time worked on Sundays, Anzac Days, Christmas Days, and Good Fridays shall be paid for at double-time rates.

Day-shift men required to work on statutory public holidays shall be paid for same at time-and-a-quarter rates.

*Annual Holidays.*

30. (a) Employees who are regularly required to work on the majority of public and statutory holidays shall receive holidays in each year at full ordinary pay as follows: After first year's service,

eight days ; after second year's service, nine days ; after third year's service, ten days, after fourth year's service, eleven days ; after fifth year's service, twelve days ; after sixth year's service, thirteen days.

(b) All other employees with one year's continuous service and working under this award shall receive eight consecutive working-days' holiday on full pay during the year.

PART V.—GENERAL CLAUSES APPLICABLE TO ALL SECTIONS.

*Preference.*

31. (a) It is a condition of employment of all employees mentioned in this award that they shall join the Tramway Employees' Union within one month of their joining the service, and continue their membership so long as they remain in the service.

(b) The provisions of the foregoing clause shall operate only if and so long as the rules of the union shall permit any worker coming within the scope of this award of good character and sober habits to become a member of the union upon payment of an entrance fee not exceeding 5s., upon a written application, without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 6d. per week, or 6s. 6d. per quarter : Provided, however, that no worker shall be called upon to pay more than 1s. per week for the first month by way of contributions.

(c) The union shall not allow any person to be a member thereof who is not in the employment of the undertaking.

(d) No inspector or other officer of the undertaking shall be a member of the union. In the event of a member of the union being appointed to the position of inspector, or any other office not provided for in this award, he shall immediately resign from the union, and the union shall forthwith accept his resignation.

*Interpretation.*

32. When any disagreement arises as to the interpretation or working of any clause in this award, no proceedings shall be taken by either party until the matter in dispute has been submitted to and dealt with by a special committee, comprising two members and one official of the Board and two members and one official of the union. When a decision has been arrived at by this special committee it shall be binding on all parties to the dispute.

*Passes.*

33. Motormen and conductors in uniform shall be allowed to travel free on the cars while going to or returning from work. Other employees shall be provided with passes for the same purpose. On returning home these passes must be used within two hours of the employee leaving work.

*Terms of Engagement.*

34. Not less than eight hours' notice of termination of employment shall be given by the employer and the employee.

*Holiday Conditions.*

35. (a) When an employee is to go on holidays he shall be given fourteen clear days' notice by the employer.

(b) The arrangement and allotment of all holidays shall be at the discretion of the Board, and the same may be varied from time to time according to the exigencies of the service.

(c) Men leaving the service shall be entitled to a proportion of their annual holidays for the current year of service, provided that no proportion be allowed to men with less than six months' service.

(d) On application holiday pay shall be paid in advance.

*Performing various Duties.*

36. When an employee is required to perform various duties he shall be paid the rate of wages pertaining to the higher grade of work when so employed.

NOTE.—This agreement, made under the Labour Disputes Investigation Act, 1913, was filed with the Clerk of Awards at Christchurch, pursuant to section 8 (1) of the said Act, on the 15th July, 1931.