

CANTERBURY INDUSTRIAL DISTRICT.

(10309.) CHRISTCHURCH TRAMWAY, OMNIBUS, AND POWER-HOUSE EMPLOYEES.—AGREEMENT UNDER LABOUR DISPUTES INVESTIGATION ACT, 1913.

WORKING-CONDITIONS.

WORKING-CONDITIONS for certain 'employees of the Christchurch Tramway Board, arranged after conferences in June, 1932, with the Tramway Employees' Union, the Tramway Traffic Association, and representatives of men in the workshops, excluding coachworkers, and signed on the 15th day of August, 1932.

TRAFFIC SECTION.

1. Wages.

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

	s.	d.
Conductors—		
First three months	1	6½
Next twenty-one months	1	7¼
Third and following years	1	8¼
Motormen (on two-men electric cars)—		
First and second years	1	8¼
Third and following years	1	9
Drivers of one-man cars and trackless trams	1	11
Petrol-bus drivers	1	10

2. Hours of Work.

(a) The ordinary hours of work shall be ninety-six per fortnight : Provided that when a fortnight's work includes a Sunday, Christmas Day, Anzac Day, or a Good Friday a minimum of six hours shall be given on each of these days, reducing the hours to be worked per fortnight accordingly.

(b) The week-day hours shall not be less than seven and shall not exceed nine, to be worked within a space of twelve hours.

(c) Sunday hours shall not be less than six hours.

(d) One day off duty shall be allowed to each employee in each week, and the Board shall, in so far as it is reasonably practicable and the exigencies of business will reasonably permit, so arrange the day off as to ensure that all employees will receive approximately the same number of Sundays off.

(e) The day assigned to any employee to be off duty may be changed to any other day, providing five days' notice is given. The day off may be cancelled altogether, in which case the work done shall be paid for at overtime rates.

(f) The hours of work provided for in subclauses (a) and (b) of this clause shall include all time worked by employees in performing duties appertaining to their calling, but shall not include time during which employees are booked off duty and no work is performed. It shall be part of the ordinary duty of employees to assist at any work which may be required of them for the purpose of filling in time.

(g) No employee shall be booked off duty for any lesser period than one hour nor more than twice during any one day.

No employee shall be booked off at sports, races, or other amusements, but this shall not prevent men so engaged being booked off at Cathedral Square or Falsgrave Street Depots.

3. Overtime.

Any time worked in excess of the fortnightly or daily hours prescribed or on a cancelled "day off" or in excess of the span of twelve hours provided for in (2) (b) shall be deemed to be overtime and shall be paid for at the rate of time and a half.

"Call-forward" or "call-back" duty shall be paid for at time-and-a-half rates, with a minimum of one and a half hours work.

"Call-forward" duty is a small portion of work done prior to work provided for in roster, and "call-back" duty is a small portion of work done after work provided for in roster, which it is not possible to incorporate in roster for the purpose of providing the minimum of ninety-six hours per fortnight mentioned in 2 (a).

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

4. Time Allowances.

(a) Twenty-five minutes at ordinary rates of pay shall be allowed drivers of one-man vehicles and conductors each day for work in connection with checking of ticket-supplies and counting and paying in cash.

(b) If an employee is required to leave a car in Cathedral Square and "pay-in" at the Falsgrave Street Depot he shall be paid for 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 that depot, in each case at ordinary rates of pay.

(c) In all other cases rosters shall be arranged to cover all work required to be done before or after cars are on the road and so that no man is required to do work for which he is not paid.

5. Uniforms.

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

6. Miscellaneous.

(a) When any employee desires to change duties from an a.m. to p.m. shift, or *vice versa*, or change his day off with any other employee, he shall be entitled to do so, provided he makes the 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 or driver 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 and continues to act as a motorman. If a stand-by conductor is acting as a motorman but not rostered as such he shall receive motorman's rate of pay whilst so employed.

7. Reports.

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

(b) A complaint from the public must be made at the first available opportunity and must be submitted to the employee within forty-eight 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) Any report against a salaried officer of the Board by an employee must be made in writing within forty-eight hours of the occurrence complained of.

(e) 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.

(f) Employees shall be entitled to make a copy of all reports against them.

(g) Any employee charged with any offence shall have the right to call witnesses if he so desires.

(h) In inquiries regarding charges of a departmental nature involving disratment or dismissal the employee affected shall have the right to have the assistance at such inquiry of another tramway employee or a union or association representative.

(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) No pay shall be given to any employee for time spent in attending solicitors' offices or Courts of law in proceedings relative to accidents in cases where, in the opinion of a Court or the Board, the accidents have been caused or partly caused by the negligence of the employee.

8. "Shortages" and "Overs."

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

Conductors losing blocks or part blocks of cash-fare tickets shall pay to the Board to make good the loss estimated to be suffered by the Board in such case 10 per cent. of their face value.

In the case of lost concession tickets conductors shall pay 75 per cent. of their face value.

If lost tickets are subsequently recovered the above penalties shall be refunded to the conductor.

(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) The Board shall appoint an employee to the position of shortage-checker and a substitute. Before making the appointments the Board shall invite not less than three nominations by the Tramway Association and three by the Tramway Union.

The checker shall 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 account 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.

9. Seats.

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 General Manager. Motormen may provide themselves with a pad or cushion approved by the Manager.

10. Casual Workers.

The above clauses in the Traffic Section will apply to all regular traffic employees whose names appear in the fortnightly traffic duty-roster, but the Board has the right to employ casual workers for the purpose of facilitating extensions of annual holiday periods or the granting of requests from regular employees, for odd days off traffic duty, or to provide for extra work on holidays or under other special circumstances which cannot be conveniently done by the regular staff.

Casual workers will be employed under the same conditions which apply to the regular staff, excepting that no guarantee shall be given them in respect to the minimum number of hours to be worked per day or per fortnight, and that no annual holidays shall be given them.

PERMANENT-WAY SECTION.

11. Wages.

(a) Labourers shall be paid 1s. 8 $\frac{3}{4}$ d. per hour.

(b) Men operating air tamping machines shall be paid an additional 2d. per hour when so employed.

(c) Men working as spikers, platelayers, jointmen, or bondsmen shall be paid an additional 1 $\frac{1}{2}$ d. per hour when so employed.

(d) Men firing furnaces for heating the aggregate for bituminous concrete work, or firing or filling bitumen boilers or kettles, measuring or mixing the prepared hot materials used in bitumen-work, acting as nozzlemen on bitumen-spraying plants, shall be paid an additional 2d. per hour when so employed.

(e) Men operating crane grabs, tractors, or motor-lorries hauling permanent-way material shall be paid an additional 1d. per hour when so employed.

(f) Men placing bitumen, Neuchatel asphalt, or wet concrete in position shall be paid an additional $\frac{3}{4}$ d. per hour when so employed.

(g) Men operating rail-grinders shall be paid 1s. 11d. per hour when so employed.

(h) Men cleaning tracks by hand shall be paid 1s. 8 $\frac{1}{4}$ d. per hour.

(i) All the above men shall receive an additional 1d. per hour when working on ordinary night work.

(j) Night-watchmen shall receive 1s. 8 $\frac{1}{4}$ d. per hour.

12. Hours of Work.

(a) Track-cleaners (excluding men operating track-cleaning machines) shall work eight hours on each of five days of the week between the hours of 6 a.m. and 4.30 p.m. and four hours on a sixth day between the hours of 6 a.m. and 12 noon. The sixth day may be Wednesday, Thursday, or Saturday, as the Engineer of the Board may direct.

(b) Ordinary day-work: The hours for ordinary day-work other than track-cleaning shall be from 8 a.m. to 12 noon and from 12.30 p.m. to 4.30 p.m. on the first five days of the week and from 8 a.m. to 12 noon on Saturday.

(c) Ordinary night-work: The hours for ordinary night-work and night-watchman's work shall be eight hours per night. A half-hour for meal shall be given each man and paid for.

(d) Shift-work: For track-construction or track-renewal purposes shifts may be worked irrespective of the hours mentioned in subsections (b) and (c). The hours shall be eight hours per shift, at ordinary rates of pay and without any additional payment for night-work. A half-hour meal-time shall be given each shift and paid for.

(e) Transfer from day to night work: When an employee is required to transfer from ordinary day-work to night or shift work a break-off duty of eight hours shall be given. If, however, the exigencies of the occasion so require, the break may be less than eight hours, provided that the employee be paid at time-and-a-half rates for the time worked before the expiration of the said eight-hour break.

13. Overtime.

All time worked on any one day or shift in excess of the time prescribed in section 12 shall be paid for at time-and-a-half rates.

All time worked on Sundays, Anzac Day, Good Friday, or Christmas Day shall be paid for at time-and-a-half rates.

14. Clothing.

Clogs shall be provided for workers when they are engaged on bitumen or tar work.

Gum boots shall be provided for men placing wet concrete in position.

Oilskins shall be provided for track-cleaners, grinders, tractor and motor-lorry drivers.

These articles shall remain the property of the Board.

15. Travelling-time.

When work is being done outside the boundaries of the City of Christchurch, men shall be allowed to leave Cathedral Square by a tram-car that passes the job nearest to the starting-time, and to leave the job by a tram-car that arrives in the Square nearest to the knocking-off time.

This clause shall not apply to men employed at shingle-pit, Sockburn.

OVERHEAD AND POWER-HOUSE SECTION.

16. Wages.

The following shall be the minimum rates of wages :—

			Per Hour.	
			s.	d.
Firemen and greasers	..	..	1	8 $\frac{1}{4}$
Overhead linesmen	..	..	1	9 $\frac{1}{2}$
Assistant linesmen	..	..	1	8 $\frac{1}{2}$
Emergency linesmen	..	..	1	9 $\frac{1}{2}$

17. Hours of Work.

(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. An emergency linesman must assist at any work which may be required of him for the purpose of completing day's work.

(d) When shift-work requires that work shall be done on a Sunday, time-and-a-half rates shall be paid therefor.

(e) Not less than one hour's pay shall be given to emergency linesmen called out after midnight.

(f) 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.

18. Overtime.

All time worked in excess of the hours prescribed in section 17 shall be paid for at time-and-a-half rates.

All time worked on a Sunday, Anzac Day, Christmas Day, or Good Friday by men not on shift-work shall be paid for at time-and-a-half rates.

19. Gum Boots, &c.

Gum boots, rubber gloves, oilskins, and sou'westers shall be supplied to overhead men on their request. These shall remain the property of the Board.

CARSHED SECTION.

This section applies to men working at night in the car-cleaning shed, but not to men in the workshops classified under clause 23.

20. Wages.

The following shall be the minimum rates of wages:—

	Per Hour.	
	s.	d.
Car adjusters and examiners	1	10
Pitmen	1	9
Car-cleaners	1	8½

21. Hours of Work.

The ordinary hours of work shall be eight hours on six nights per week.

22. Overtime, &c.

(a) All time in excess of eight hours per night shall be paid for at the rate of time and a half.

(b) All time worked on Sunday, Anzac Day, Christmas Day, or Good Friday shall be paid for at time-and-a-half rates. Work done after 11.30 p.m. on Saturday night shall be deemed to be Sunday work. Half-hour meal time to be given and paid for.

WORKSHOP SECTION.

23. *Wages.*

The minimum wages for the undermentioned men in the employ of the Board on 12th July, 1932, shall be as follows:—

	Per Hour.	
	s.	d.
Journeyman—		
Arc welders.. .. .	2	2
Fitters and turners	2	0
Electricians.. .. .	2	0
Blacksmiths	2	0
Machinists	2	0
Moulders	2	0
Motor mechanics	2	0
Other labour—		
Drillers	1	10
Strikers	1	10
Car-adjusters	1	9
Labourers	1	8½

Bonuses shall be given to men engaged on special work at the discretion of the Board.

24. *Hours of Work and Overtime.*

(a) Day-work: Eight hours on five days of the week and four hours on Saturday. Work to cease at noon on Saturdays and at 5 p.m. on the other days of the week. All time in excess of these hours shall be paid for at the rate of time and a half.

(b) Night-work by journeymen in car-cleaning shed: Eight hours on six nights of the week. All time in excess of eight hours per night shall be paid for at the rate of time and a half.

(c) Special circumstances: When special circumstances arise, inseparable from the requirements of public transport, the hours mentioned above may be departed from, but they shall be eight hours per shift.

All time in excess of eight hours shall be paid for at the rate of time and a half. Under these special circumstances, a half hours meal time shall be given and paid for.

25. *New Men.*

Men joining the staff after the 12th July, 1932, shall work the hours and shall receive the wages and overtime rates which are applicable to men in the employment of private firms generally.

26. *Special Days.*

Work done on Sundays, New Year's Day, 2nd January, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, Christmas Day, Boxing Day, shall be paid for at the rate of time and a half.

27. *Dirty Work.*

Dirt-money in addition to the wages mentioned above shall be paid to journeymen engaged on traction-engines, steam locomotives, and power-house boilers, and to journeymen in the pits working on undergear of tram-cars and buses.

The Engineer shall decide whether or not any particular job comes under this clause, subject to an appeal to the General Manager.

The dirt-money shall be 1½d. per hour while the worker is employed on the dirty work, but this pay shall be for not less than four hours on any one day.

28. *Improvers.*

At the conclusion of his term of apprenticeship with the Board or a private employer, an employee may be paid at lower rates than those fixed in clause 23, but not less than the rates paid to improvers by private employers generally, and for a period not exceeding two years.

29. *Engineering Students.*

Any student of any recognized University Engineering College in the Dominion who engages himself to the Board for the purpose of obtaining practical experience during the college vacation, to supplement his theoretical training, shall be exempt from these conditions; provided that the Board shall not dismiss a worker in order to make room for such student.

GENERAL SECTION.

30. *Interpretations.*

When any disagreement arises as to the interpretation or working of any clause in these conditions, no proceedings shall be taken by either party in the dispute until the matter has been submitted to a special committee comprising two members of the Board, and two representatives of the employees in the particular section that may be involved in the dispute.

An agreement, when arrived at, will be binding on both parties.

31. *Passes.*

Motormen, drivers, 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. These passes must be used within two hours of the employee leaving work.

"Petrol-buses to be excluded from the provisions of this clause," subject, however, that application for permit to travel on petrol-buses may be made to the General Manager.

32. *Performing various Duties.*

When an employee is required to perform various duties he shall be paid the rate of wages pertaining to the particular grade of work

at which he is for the time being employed ; providing that the rate of pay at the commencement of any day's work shall not be reduced during that day.

33. Terms of Engagement.

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

This clause shall not apply to permanent-way, overhead, power-station, workshops, or car-shed men with less than six months' continuous service.

34. Suspension, &c.

The employer shall have the right, in addition to its powers under section 33, to suspend without notice or disrate or otherwise punish an employee for breach of its regulations, subject to the employee's right of appeal under the Tramway Amendment Act, 1910.

35. Holidays.

Employees, whose service was not broken by the strike in May, 1932, with not less than one year's continuous service and who are required to work regularly on Sundays or on the majority of public holidays, shall receive holidays in each year at ordinary rates of 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.

Other employees with not less than one year's continuous service and who are required to work regularly on Sundays and on the majority of public holidays shall receive holidays in each year at ordinary rates of pay as follows : After one year's service, seven days ; after two years' service, eight days ; after three years' service, nine days.

The arrangement and allotment of all holidays shall be at the discretion of the Board. The dates of holidays may be varied from time to time in accordance with the exigencies of the service. Employees shall receive at least fourteen days' notice of the holiday dates allotted to them.

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

On application, holiday pay, when holidays are taken on consecutive days, shall be paid in advance.

Employees shall be permitted to extend the period of holidays at their own cost on giving fourteen days' notice, providing that the exigencies of the service permit their work to be done by other employees at no increased cost to the Board.

36. *Employees' Organization.*

Employees shall not be compelled to become members of any organization of employees. Such organization shall not allow any person to be a member thereof who is not employed in the departments of the Board covered by these conditions.

No Inspector or other officer of the Board shall be a member of any of the organizations. In the event of a member of any of the organizations being appointed to the position of Inspector, or any office not provided for in this award, he shall immediately resign from such organization and the organization shall forthwith accept his resignation.

37. *Term.*

These conditions shall come into force on 18th July, 1932, and remain in force for one year.

Signed on behalf of Christ- } ERNEST H. ANDREWS, Chairman.
church Tramway Board } FRANK THOMPSON, General Manager.

Accepted by the Christchurch Tramway Traffic Employees' Association, but excluding the Permanent-way, Overhead, Power-house, and Workshop Sections.

J. B. EDWARDS, President.
C. C. WALKER, Secretary.

Accepted by the Christchurch Tramway Employees' Union, but excluding the Workshop Section.

JOHN WILSON, President.
Tom W. SMITH, Secretary.

At a subsequent conference with representatives of workshop employees who are classified in clause 23 of the above working-conditions, the following arrangement was made with respect to—

38. *Workshop Holidays.*

(a) Workshop employees who are classified in clause 23 shall work fifteen minutes extra per day on five days of each week without pay, notwithstanding the provisions of clause 24.

(b) At the expiration of twelve months from 1st August, 1932, or as soon thereafter as possible, each employee who works extra time under subclause (a) shall be entitled to a holiday of a duration equivalent to the extra hours he may have worked without pay. The Board shall pay him for such holidays at ordinary rates of pay.

(c) The dates of such holidays shall be at the discretion of the Board's Engineer, and may be varied from time to time by him in accordance with the exigencies of the service. Employees shall receive at least fourteen days' notice of the holiday dates allotted to them.

(d) The Board's Engineer may give the said holidays to some employees during Carnival Week or during the Christmas period and before the full year of service mentioned in subclause (b) has been completed.

Such employees shall continue to work the extra time mentioned in subclause (a) for the remainder of the year.

If any such employees leave the service of the Board before the expiration of their full year of service, they shall refund to the Board the value of the holidays for which they may not have worked the extra time. Such refund may be deducted by the Board from any moneys which may be due to them.

Signed on behalf of Christ- } ERNEST H. ANDREWS, Chairman.
church Tramway Board } FRANK THOMPSON, General Manager.

The sections marked "Workshop Section" and "General Sections," and clause 38, dealing with workshop holidays, are accepted by the undersigned, acting on behalf of the workshop employees classified under clause 23.

J. W. SIMPSON, Chairman.
J. W. DUNLOP.
J. CAWThERAY.
GEO. DE MALMANCHE.
REGINALD JONES, Secretary.

Dated this 15th day of August, 1932.

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 1st October, 1932.