

## CANTERBURY INDUSTRIAL DISTRICT.

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(10503.) CHRISTCHURCH TRAMWAY BOARD TRAMWAY AND OMNIBUS EMPLOYEES (TRAFFIC SECTION).—AGREEMENT UNDER LABOUR DISPUTES INVESTIGATION ACT, 1913.

THIS agreement, made in pursuance of the Labour Disputes Investigation Act, 1913, between the Christchurch Tramway Board of the one part and the Christchurch Tramway Traffic Employees' Association of the other part, whereby it is mutually agreed by and between the parties hereto as follows:—

(1) That the terms, conditions, stipulations, and provisions contained and set out in the Schedule hereto shall be binding upon the said parties, and they shall be deemed to be and are hereby incorporated in and declared to form part of this agreement.

(2) That in the event of the Government making a general order increasing rates of wages, such increase shall apply to the rates of wages herein set out.

(3) The said parties hereto shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, stipulations, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this agreement or of the said terms, conditions, stipulations, and provisions, but shall in all respects abide by and perform the same.

#### SCHEDULE.

##### TRAFFIC SECTION.

##### *Wages.*

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

	Per Hour.	
	s.	d.
Conductors—	1	6½
First three months .. ..	1	7¼
Next twenty-one months .. ..	1	8¼
Third and following years .. ..	1	9
Motormen (on two-men electric cars)—	1	8½
First and second years .. ..	1	9
Third and following years .. ..	1	9

Petrol-bus drivers and trolly-bus drivers, when employed as such, shall receive an addition of 2d. per hour to the above graded rates.

One-man electric-car drivers, when employed as such, shall receive an addition of 2½d. per hour to the above graded rates.

##### *Hours of Work.*

2. (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.

This clause shall be subject to the rationing clause 2 (i) hereunder.

(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) The above clauses shall not prevent the Board from assenting to the request of an employee to be relieved from duty with a consequent reduction of hours to be worked and paid for.

(e) 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. Such day off shall be called a "weekly day off."

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

(g) 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.

(h) 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.

(i) Inasmuch as there is a surplus of men in the Traffic Department, and as it is not desired that any men should in consequence of that alone be discharged, it is agreed that while there is such surplus an additional "day off" shall be given by the Board, reducing the hours to be worked per fortnight accordingly: Provided, however, that the additional "day off" shall not be given oftener than once every six weeks, and that one day's notice be given to the employee on each occasion.

This "day off" shall be called a "rationed day off," as distinct from the "weekly day off" provided for in subclause (e) hereof.

If an employee is required by the Board to work on his "rationed day off," he shall be paid therefor at ordinary time rates, but with a minimum of seven hours per day.

The "rationed days off" shall be distributed over the staff as evenly as practicable.

It is also agreed that while the above rationing of work continues no additional or new men shall be engaged in the Traffic Department by the Board.

#### *Overtime.*

3. (a) 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.

(b) "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.

(c) "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).

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

*Time Allowances.*

4. (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) An additional five minutes at ordinary rates of pay shall be allowed one-man-car drivers when signing on and taking cars out of Falsgrave Street depot or town shed, and an additional five minutes when signing off and taking cars into that depot, providing that the rostered time allowed for driving cars between depot and Cathedral Square shall be the same as for two-men cars—viz., eight minutes.

(c) 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.

(d) 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.

(e) Fifteen minutes at ordinary rates of pay shall be allowed motormen and conductors for writing reports of accidents.

*Uniforms.*

5. 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.

*Miscellaneous.*

6. (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.

(d) When a motorman is required to act as a conductor he shall receive the same rate of pay as a senior conductor. This does not apply in cases of disratment.

*Reports.*

7. (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.

*Shortages and Overs.*

8. (a) Conductors' and drivers' "overs" shall be placed in juxtaposition to shortages every day, and balanced every fortnight. Credits for "overs" shall be carried over succeeding fortnight if the amount is 1s. or more.

(b) 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.

(c) 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.

(d) The Tramway Traffic Association shall nominate a member of the traffic staff for the position of checker and another member for the position of substitute checker. Opportunity shall be given to the Tramway Employees' Union to do the same. If the nominations are acceptable to the Board, it shall select one of the nominations of the association for one of the positions named, and one of the nominations of the union for the other position named. The men so selected shall alternate the duties of checker and substitute checker every six months. If the nominations are not acceptable to the Board it shall give either the association or the union, or both, the opportunity to submit fresh nominations.

(e) 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 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 substitute checker shall carry out the same duties in the absence of the checker.

#### *Seats, &c.*

9. 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.

Provision shall be made in the cars to assist in the cleanly care of overcoats when not being worn.

(MEMO. — Clauses numbered 10 to 22 inclusive are used by Permanent-way, Overhead, Power-house, and Car-shed Sections.)

#### GENERAL SECTIONS.

##### *Interpretations.*

23. 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 representatives from each of the parties to this agreement. An agreement when arrived at will be binding on both parties.

*Passes.*

24. 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 provision of this clause, subject, however, that application for permit to travel on petrol buses may be made to the General Manager.

*Performing various Duties.*

25. 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.

*Terms of Engagement.*

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

*Suspension, &c.*

27. 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.

*Holidays.*

28. (a) As motormen and conductors are required to work regularly on many Sundays and on many public holidays, they shall receive holidays in each year at ordinary rates of pay as follows: After one year's continuous service, eight days; after two years' continuous service, nine days; after three years' continuous service, ten days; after four years' continuous service, eleven days; after five years' continuous service, twelve days.

(b) The arrangement and allotment of all holidays shall be at the discretion of the Board. The dates of the 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.

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

(d) 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.

*Employees' Organization.*

29. (a) It is a condition of employment of all employees whose work is dealt with by the agreement that they shall join either the Traffic Employees' Association or the Tramway Employees' Union.

(b) Employees shall join one or other of the organizations above mentioned within one month of their joining the service, and continue their membership so long as they remain in the service.

(c) The provisions of the foregoing clauses shall operate only if and so long as the rules of the union or the association shall permit any worker coming within the scope of this agreement of good character and sober habits to become a member of the union or association 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.

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

(e) No inspector or other officer of the undertaking shall be a member of the union or the association. In the event of a member of any of these organizations being appointed to the position of inspector, or any other office not provided for in the agreement, he shall immediately resign from the organization concerned, and such organization shall forthwith accept his resignation.

*Term.*

This agreement shall come into force on the 14th day of August, 1933, and continue in force for two years.

Signed on behalf of the Board—

GEO. T. BOOTH, Chairman.

FRANK THOMPSON, General Manager.

Signed on behalf of the Association—

J. B. EDWARDS, President.

C. C. WALKER, Secretary.

14th August, 1933.

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 August, 1933.