

CANTERBURY INDUSTRIAL DISTRICT.

(10552.) CHRISTCHURCH TRAMWAY, OMNIBUS, AND POWER-HOUSE EMPLOYEES.—AGREEMENT UNDER LABOUR DISPUTES INVESTIGATION ACT, 1913.

THIS agreement, made in pursuance of the Labour Disputes Investigation Act, 1913, this 24th day of October, 1933, between the Christchurch Tramway Board, of the one part, and the Christchurch Tramway Industrial Union of Workers, 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. 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.

1. *Wages.*

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

	Per Hour.
	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 (known as first grade)	1 9

Petrol-bus drivers and trolley-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.

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) 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 employee 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.

(i) 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.

(a) Any time worked in excess of the fortnightly or daily hours prescribed or on a cancelled weekly 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.

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) An additional five minutes at ordinary rates of pay shall be allowed one-man-car drivers, petrol and trolley bus drivers, when signing on and taking cars out of Falsgrave Street Depot, 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) Rosters shall be arranged to cover all work required to be done so that no man is required to do work for which he is not paid. For this purpose five minutes shall be allowed to motormen instead of three minutes as at present for work to be done before cars are on the road, and three minutes shall be allowed to motormen as at present for work done after cars leave the road.

The present practice of paying for additional time worked, if approved by the Traffic Manager, shall continue.

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

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) An employee shall be deemed to be appointed as a motorman when he is shown on the roster as such, and he shall be paid at a motorman's rate of pay for a period of one month thereafter, even if he is required to do conductor's work during that period. If at the end of one month he is doing conductor's work he shall be paid conductor's rates of pay.

If a first-grade motorman should be required to do conductor's work for any reason other than punishment, he shall continue to receive first-grade motorman's rate of pay.

(d) For the purposes of promotion to regular runs, a list shall be provided showing in numerical order the position of assisting conductors, spare-list men, and men on sick and holiday relief work.

For the same purpose a list shall be provided showing the position of conductors holding motormen's certificates.

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.

○ Credits for "overs" shall be carried over to the 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 Employees' Union 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 Traffic Association to do the same.

If the nominations are acceptable to the Board; it shall select one of the nominations of the union for one of the positions named, and one of the nominations of the association 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 union or the association 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.

9. *Seats, &c.*

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.

PERMANENT WAY SECTION.

10. *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, bondsmen, points-examiners, or jointsmen 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. $8\frac{1}{2}$ 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. $8\frac{1}{2}$ d. per hour.

11. 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, with an additional 1d. per hour for any work done between 8 p.m. and 4 a.m.

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.

(f) Permanent-way men reporting for work at night and not required because of weather conditions shall be allowed one hour at ordinary rates.

12. Overtime.

All time worked on any one day or shift in excess of the time prescribed in section 11 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.

13. 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 must be cared for in a reasonable manner, and shall remain the property of the Board.

14. Travelling-time.

(a) When work is being done outside the boundaries of the City of Christchurch during the times when ordinary time-table cars are running, men shall be allowed to leave the job by a car which would arrive at the city boundary at a time nearest to the knocking-off time provided for in section 11.

The Board may, however, provide special transport during the said times which would arrive at the city boundary at the knocking-off time.

(b) If men are required to work at a job outside the boundaries of the City of Christchurch on night-work or Sundays when time-table cars are not running they shall be transported from permanent-way yard to the job and back again if they so require.

(c) The above two clauses shall not apply to men employed at shingle-pit, Sockburn.

OVERHEAD AND POWERHOUSE SECTION.

15. Wages.

The following shall be the minimum rates of wages:—

	Per Hour.	
	s.	d.
Firemen and greasers	1	8½
Overhead linesmen	1	9½
Assistant linesmen	1	8½
Emergency linesmen	1	9½

16. *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.

17. *Overtime.*

All time worked in excess of the hours prescribed in section 16 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.

18. *Gum-boots, &c.*

Gum-boots, rubber gloves, oilskins, and sou'westers shall be supplied to overhead men on their request.

These articles must be cared for in a reasonable manner, and shall remain the property of the Board.

CAR-SHED SECTION.

This section applies to men working at night in the car-cleaning shed, but not to men in the workshops covered by the workshops employees' agreement.

19. *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

20. *Hours of Work.*

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

21. *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.

(c) Overalls shall be supplied annually to men regularly employed in the pits. These shall remain the property of the Board.

GENERAL SECTION.

22. *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 representatives from each of the parties to this agreement.

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

23. *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.

24. *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.

25. *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.

26. *Suspension, &c.*

The employer shall have the right, in addition to its powers under section 25, 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 Tramways Amendment Act, 1910.

27. *Holidays.*

(a) As motormen and conductors and men employed at power-house, night-work in car-shed, and in overhead department are required to work frequently on Sundays and on 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) Permanent-way men, having agreed to a change in travelling-time allowance, shall receive seven days' holiday in each year at ordinary rates of pay. Such holiday shall be due on the completion of one year's continuous service. Some of these holidays shall be given on public holidays, but the remainder shall be on consecutive days.

(c) The period for which holidays are given under this agreement shall be deemed to commence on 31st March, 1933, but the arrangement and allotment of 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.

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

(e) 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.

28. *Employees' Organizations.*

(a) It is a condition of employment of all employees whose work is dealt with by this agreement that they shall join one or other of the organizations relating to their particular work as follows :—

Employees in permanent-way section, overhead and power-house section, and night-work car-shed section, shall join the Tramway Employees' Union.

Employees in traffic section shall join either the Tramway Employees' Union or the Traffic Employees' Association.

Employees on day-work section in the workshops shall join either the Tramway Employees' Union or the Workshop Employees' Association.

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

(c) If an employee's duty is changed from one section to another he shall be at liberty to remain in the employees' organization to which he first belonged.

(d) The provisions of the foregoing clauses shall operate only if and so long as the rules of the union or the associations 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 associations 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.

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

(f) No Inspector or other officer of the undertaking shall be a member of the union or the associations. 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.

29. Term.

This agreement shall come into force on the date hereof and continue in force for one year.

Signed on behalf of the Tramway Employees' Union by—

[SEAL.]

JOHN WILSON, President.
CHARLES GUY, Shop Steward.
TOM W. SMITH, Secretary.

Signed on behalf of the Christchurch Tramway Board by—

GEO. T. BOOTH.
ERNEST N. ANDREWS.
W. HAYWARD.
FRANK THOMPSON, General Manager.

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 27th October, 1933.