

(10553.) CHRISTCHURCH TRAMWAY BOARD WORKSHOPS
EMPLOYEES.—AGREEMENT UNDER LABOUR DISPUTES
INVESTIGATION ACT, 1913.

An agreement made between the Christchurch Tramway Board and representatives of tramway employees as enumerated below.

1. *Wages.*

The minimum wages for the undermentioned men in the employ of the Board shall be as follows:—

	Per Hour.	
	s.	d.
Journeymen—		
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.

2. *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-hour's meal-time shall be given and paid for.

3. *New Men.*

Men whose engagement with the Board commenced 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.

4. *Special Days.*

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

Men employed at night are not included in this subclause (a).

(b) Work done by the journeyman fitter employed at night in the car-cleaning shed on Sundays, Anzac Day, Christmas Day, and Good Friday shall be paid for at time and a half rates.

5. *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.

6. *Clothing.*

Car-adjusters and labourers permanently employed in pits shall be supplied with one suit of overalls per year.

7. *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 1, but not less than the rates paid to improvers by private employers generally, and for a period not exceeding two years.

8. *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.

9. *Medical Certificates.*

Employees absent through illness for four or more days will be required to present a medical certificate before returning to work. The object of this clause is to prevent men on sick-leave returning to work before they are fit to do so.

10. *Workshop Holidays.*

(a) Workshop employees who are classified in clause 1 shall work fifteen minutes extra per day on six days of each week without pay, notwithstanding the provisions of clause 2.

(b) At the expiration of twelve months from date of this agreement, 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.

Permanent-way arc welders, and men employed at night are not included in these subclauses (a) and (b).

(c) Journeymen employed at night in the car-cleaning shed, because they have to work on public holidays and Sundays, 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.

As permanent-way arc welders work under the same conditions as permanent-way men as to travelling-time, they shall receive the same annual holidays which were given to permanent-way men consequent upon a change in those conditions—viz., seven days per year at ordinary rates of pay.

(d) The dates of all 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.

(e) 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 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.

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

(g) Employees shall be permitted to extend the period of holidays at their own cost on giving fourteen days' notice.

11. *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 men with less than six months' continuous service.

12. *Suspension, &c.*

The employer shall have the right, in addition to its powers under section 11, 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.

13. *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.

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

14. *Passes.*

Employees shall be provided with passes to allow them to travel free on the cars while going to or returning from work. The passes must be used within two hours of the employee leaving work.

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

15. *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.

16. *Term.*

These conditions shall come into force on the date of this agreement, and remain in force for one year.

Dated this 24th day of October, 1933.

Signed by the following representatives of the employees—

JAMES WILLIAM SIMPSON, Chairman.

JAMES WILLIAM DUNLOP.

WILLIAM EATHORNE MALLOCH.

JOHN CAWThERAY.

SAMUEL DAVIES.

REGINALD JONES, Hon. Secretary.

In the presence of—T. Bain.

Signed by representatives of the Board—

GEO. T. BOOTH.

ERNEST H. ANDREWS.

W. HAYWARD.

In the presence of—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.