

(10419.) CHRISTCHURCH FIRE BRIGADE EMPLOYEES.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 28th day of March, 1933, between the Christchurch Fire Brigade Employees' Industrial Union of Workers (hereinafter called "the union") of the one part, and the Christchurch Fire Board, Gloucester Street, Christchurch (hereinafter called "the employer") of the other part, whereby it is mutually agreed by and between the parties hereto as follows, that is to say: That the terms, conditions, stipulations, and provisions 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.

SCHEDULE.

Hours of Work.

1. The hours of work and drills at stations shall be as follows:—

During the period from the 1st day of October and the 31st day of March: From 6.45 a.m. to 8 a.m., 9 a.m. to 12 noon, 1 p.m. to 2.30 p.m., on Mondays, Wednesdays, and Thursdays.

On Tuesdays and Fridays the same hours, but work finished at 1.30 p.m., and drill from 2 to 3 p.m.

During the period from the 1st day of April and the 30th day of September, the same hours, with the exception that work commences at 7 a.m.

Meal-money.

2. The Fire Board shall pay the sum of 1s. per meal to men on relieving duty who have meals outside of their own stations.

Leave of Absence.

3. Each worker shall be allowed leave of absence without deduction from pay as follows: Twenty-four hours' leave commencing at 9 a.m. on every fifth day: Provided that in cases where an emergency prevents such leave being given the leave shall be made up to the worker subsequently. If the worker desires for any special purpose to change his leave-day, provided he makes his request to the Superintendent in writing at least twenty-four hours previously and provides a substitute, such leave shall be granted.

Wages.

4. (a) The minimum of wages to be paid to the several classes of firemen shall be as follows:—

| | Per Week. | | |
|------------------------------|-----------|----|----|
| | £ | s. | d. |
| Probationer | 3 | 4 | 10 |
| Third-class firemen | 3 | 8 | 5 |
| Second-class firemen | 3 | 12 | 0 |
| First-class firemen | 4 | 0 | 6½ |
| Senior firemen | 4 | 1 | 0 |

(b) In addition to above rates of wages motor-drivers shall be paid 2s. 6d. per week.

(c) The carpenter shall be paid 2s. 6d. per week extra.

(d) Definition of workers: A "probationer" shall mean a worker serving a probationary period of three months. A "third-class fireman" shall mean a worker who has completed the probationary period and not otherwise classified hereunder. A "second-class fireman," a "first-class fireman," and a "senior fireman" respectively, shall mean a worker, who, having passed the necessary examinations, has been appointed such by the Superintendent. In the event of a fireman not passing the examinations he shall be given another chance in three months' time, and in the event of failing again after a further three months, he shall be considered unfit for the Board's service.

(e) Married men who are not provided with quarters shall, after completion of three years' service, be granted a house allowance of 18s. per week.

Promotion.

5. The appointment of Deputy-Superintendent and officers shall be made by the Board on the recommendation of the Superintendent either by promotion of officers or men in the Board's service or by engagement of men not heretofore in the service of the Board. Promotion to rank above that of first-class fireman shall not necessarily be by seniority.

Holidays.

6. Every member of the brigade shall receive the following leave without stoppage of pay:—

(a) Each worker on completion of each year of continuous service (based on the date on which his employment commenced) shall be granted an annual holiday, without deduction from pay, as follows: Fourteen consecutive days (inclusive of Sundays).

(b) In respect of the fifth or any subsequent year of continuous service, twenty-one consecutive days (inclusive of Sundays) shall be granted.

(c) Such leave shall be given and taken at a time to be determined by the Superintendent and as soon as reasonably practicable after the date of such holiday becoming due.

(d) Payment of wages covering holiday period shall be made prior to the worker going on leave, provided the worker shall have previously accounted to the Superintendent for all his uniform outfit the property of the employer.

Uniforms.

7. (a) On joining the Brigade each member shall be supplied with (free of charge) a thoroughly sterilized and clean outfit of working-clothes as follows:—

One peak cap.

One pair sea-boots.

Two fire tunics.

One fire jersey.

One blue-jean jumper.

Two pairs of working uniform trousers and one new pair.

One uniform undress jacket.

One pair walking-boots.

All boots to be kept in repair by the Board.

(b) A kit inspection shall be held once every three months and at such other times as the Superintendent may determine for the purpose of adjusting the uniform equipment.

Beds and Bedding.

8. Each member shall be supplied with four blankets, two quilts (one coloured and one white), one pillow-slip, and two sheets; one pillow-slip and one sheet to be issued clean each week.

Quarters.

9. The existing regulations in force relating to these and single men's mess shall be incorporated with and form part of this agreement.

Accident and Sickness.

10. Subject to the provisions of the Workers' Compensation Act the employer shall be entitled to make a rateable deduction from the wages and allowances of any worker for time lost through accident to or sickness or default of the worker.

Heating.

11. Hot water shall be provided every day for baths and heating and provision made for washing clothes. Wash-hand basins shall be provided in married men's quarters.

Drying-room.

12. A properly equipped drying-room shall be provided.

Termination of Engagement.

13. Seven days' notice of termination of engagement shall be given on either side. This clause shall not prevent the employer from summarily dismissing an employee for wilful misconduct.

Disputes.

14. Any dispute in connection with any matter provided for in this agreement shall be settled between the Fire Board and the secretary or president of the union, and, in default of any agreement being arrived at, then such dispute shall be referred to the Conciliation Commissioner, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner, may appeal to the Court upon giving written notice of such appeal to the other party within seven days after such decision shall have been communicated to the party desiring to appeal.

Preference.

15. (a) From and after the coming into operation of this agreement all permanent employees and new members shall, within seven days of becoming permanently employed, become members of the union, the entrance fee to which shall not exceed 5s. and the subscription 9d. per week.

(b) It shall be a condition of employment of permanent employees that such employees shall join the union as heretofore prescribed and remain such members while they are in the brigade and are competent to become members of the union.

(c) If any employee joining the brigade shall neglect to become a member of the union within the specified time he shall be dismissed.

(d) If any person who has already joined the union or who shall, pursuant to the provisions of this agreement, join the union voluntarily and of his own accord resign from the union, he shall be liable to dismissal, and shall receive notification from the Superintendent that he is so liable, and that unless he rejoins the union within one week from the date of service of the notice, his employment shall cease on the expiry of one week.

Visitors' Hours.

16. 3 p.m. to 5 p.m., and 7 to 9 p.m., on Thursdays and Sundays.

Scope of Agreement.

17. This industrial agreement shall extend to and bind the parties named herein.

Term of Agreement.

18. This industrial agreement shall come into force on the 28th day of March, 1933, and shall remain in force until the 27th day of March, 1935.

Signed on behalf of the Christchurch Fire Board—

T. M. CHARTERS, Chairman.

[SEAL.]

E. H. ANDREWS, Deputy Chairman.

C. J. TRELEAVEN, Secretary.

Signed on behalf of the Christchurch Fire Brigade Employees' Industrial Union of Workers—

[SEAL.]

J. W. HEPBURN, President.

ARTHUR TONGUE, Secretary.

Witness to signatures—S. Ritchie, Conciliation Commissioner.
