

CANTERBURY INDUSTRIAL DISTRICT.

(10431.) SOUTH CANTERBURY LOCAL BODIES LABOURERS.— INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 28th day of March, 1933, between the Canterbury Builders and General Labourers, Quarry Workers, and Wool and Grain Store Employees' Industrial Union of Workers (hereinafter called "the union") of the one part, and the undermentioned Councils (hereinafter called "the employers") of the other part, whereby it is mutually agreed by and between the parties as follows:—

Timaru Borough Council.
Waimate Borough Council.
Temuka Borough Council.
Geraldine Borough Council.

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.

3. This agreement shall continue in force from the day of the date hereof, and thereafter continue in force until superseded by another agreement or by an award made under the provisions of the said Act.

In witness whereof the parties hereto have executed these presents the day and the year first before written.

SCHEDULE.

Hours of Work.

1. (a) The hours of work shall not exceed eight hours each day on five days of the week, and four hours on Saturday—between 8 a.m. and 5 p.m. on the first five days of the week, with an hour for dinner, and from 8 a.m. to 12 noon on Saturdays or the statutory half-holiday. Men engaged on street-cleaning, channel-work, and sanitary and tidal work may start work at such hour as may be deemed necessary, provided they do not work more than eight hours on five days of the week and four hours on Saturday or the statutory half-holiday.

(b) Where it is necessary to close or partially close a road against vehicular traffic for certain work, arrangements may be made with the union as to the starting-time of the workers, provided that not more than eight hours' work in any one day shall be worked without payment of overtime.

Wages.

2. (a) Unless otherwise specified, the following workers shall be paid the minimum rate of 1s. 7½d. per hour: Men employed on concrete work, pick and shovel work, sewer work, laying and cleaning drains, sweeping and cleaning streets, cutting grass, gardening, road and path formation (other than tarring), screening materials, and all other work of a similar nature.

(b) Men employed as pipe-layers shall be paid ¾d. per hour in addition to the above rates whilst so employed. (Pipelaying shall mean the laying of pipes for sewerage purposes, storm-water, or water-mains only.)

(c) Men employed as tar workers shall be paid ¾d. per hour in addition to the above rates whilst so employed.

(d) Men employed at asphalt-mixing shall also be supplied whilst so employed with clogs or boots.

(e) Certificated men using explosives in quarries shall be paid 2¾d. per hour in addition to the above rates.

(f) All other workers in quarries shall be paid ¾d. per hour in addition to the above rates.

(g) Where men are called out to work and their services are not required they shall receive at least the equivalent of two hours' pay.

(h) Subclauses (b), (c), (d), (e), and (f), of this clause shall apply only to the Timaru Borough Council.

Payment of Wages.

3. Wages shall be paid fortnightly and in money; and, when not paid in the employer's time, all time exceeding fifteen minutes shall be paid for at overtime rates.

Overtime.

4. All time worked beyond the hours hereinbefore mentioned shall be considered overtime, and shall be paid for at the rate of time and a quarter for the first four hours and thereafter time and a half.

Holidays.

5. The following shall be the recognized holidays, and no deduction from wages shall be made in respect of such holidays from the wages of men who have served the Council for three months or more: New Year's Day, Good Friday, Easter Monday, Labour Day, Sovereign's Birthday, Christmas Day, Boxing Day, and the friendly societies' picnic day, Show Day, and Easter Saturday.

Work done on Sundays, Anzac Day, Good Friday, and Christmas Day shall be paid for at double time rates, and work done on New Year's Day, Easter Monday, Labour Day, Sovereign's Birthday, Boxing Day, and the friendly societies' picnic day to be paid for at the rate of time and a quarter.

Wet Places.

6. In boroughs six hours shall constitute a day's work where workers are working in wet places or foul air, and shall be paid for as if the workers had worked eight hours. A "wet place" shall mean a place where workers are standing in water 3 in. or more in depth, or where water other than rain water is dripping on them; but if the employer shall provide the workers with oilskins or gum boots, or both if needed, the place shall not be deemed to be a wet place.

Accommodation and Sanitation.

7. Each employer shall provide accommodation to enable workers to change their clothes, and he shall also provide sanitary accommodation for the workers on the job.

Tools.

8. All tools shall be provided by the employer.

Country Work.

9. All men sent to a country job shall be conveyed or have their travelling-expenses paid, and have their time paid both going to and

returning from the job, but once only during the continuance of the work if the work is continuous, and an addition of 5s. per day for six days per week when the distance necessitates their lodging from home ; but the employer may, in lieu thereof, provide such workers free of charge with suitable board and lodgings whilst so engaged. They may work such hours as may be agreed upon between them and their employers for the same rate of wages as set out in clause 2 hereof.

Termination of Engagement.

10. The employer shall give a worker one hour's notice or one hour's pay in lieu of notice prior to his dismissal. Each worker shall give his employer one hour's notice that he is about to leave his employment, or shall forfeit in lieu thereof one hour's pay to be deducted from the wages due to him. In the event of any worker being dismissed or leaving his employment all wages due to him shall be paid to him by his employer within twenty-four hours, and, if not so paid, all waiting time shall be paid for at overtime rates.

Preference.

11 (a) If any employer shall hereinafter engage any worker within the scope of this award who shall not be a member of the union, and who shall not become a member thereof within fourteen days after his engagement and remain such member, the employer shall dismiss such worker from his service if requested to do so by the union, provided there is then a member of the union equally qualified to perform the particular work required to be done, and ready and willing to undertake the same.

(b) The provisions of this clause shall operate only if and so long as the rules of the union shall permit any worker coming within the scope of this award of good character and sober habits to become a member of the union 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 1s. per week.

(c) An employer shall on request furnish a list of his employees to the secretary of the union, but not more than once in three months.

Accidents.

12. A first-aid emergency case, fully equipped, shall be kept by the employer in a convenient and accessible place.

Under-rate Workers.

13. (a) Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may from time to time be fixed, on the application of the worker after due notice to the union, by the local Inspector of Awards or such

other person as the Court may from time to time appoint for that purpose; and such Inspector or other person in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector or other person shall think fit to consider, after hearing such evidence and argument as the union and such worker shall offer.

(b) Such permit shall be for such period, not exceeding six months, as such Inspector or other person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been given to such worker by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability it may be fixed for such longer period as such Inspector or other person shall think fit.

(c) Notwithstanding the foregoing, it shall be competent for a worker to agree in writing with the president or secretary of the union upon such wage without having the same so fixed.

(d) It shall be the duty of the union to give notice to the Inspector of Awards of every agreement made with a worker pursuant hereto.

(e) It shall be the duty of any employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

Terms of Agreement.

14. This agreement shall come into force on the 1st day of April, 1933, and shall continue in force until the 31st day of March, 1934.

Signed on behalf of the Timaru Borough Council—

[SEAL.]

W. SATTERTHWAITE, Mayor.

In the presence of—S. Killick, Town Clerk.

Signed on behalf of the Waimate Borough Council—

[SEAL.]

GEO. DASH, Mayor.

In the presence of—B. S. Runciman, Town Clerk.

Signed on behalf of the Temuka Borough Council—

[SEAL.]

A. W. BUZAN, Mayor.

In the presence of—N. Durey, Town Clerk.

Signed on behalf of the Geraldine Borough Council—

[SEAL.]

B. R. MACDONALD, Mayor.

In the presence of—B. Hayes, Town Clerk.

Signed on behalf of the Canterbury Builders and General Labourers, Quarry-workers, and Wool and Grain Store Employees' Industrial Union of Workers—

[SEAL.]

H. WORRALL, Secretary.

In the presence of—James Shankland, President.