

## (10691.) CHRISTCHURCH CITY COUNCIL LABOURERS.—INDUSTRIAL AGREEMENT DECLARED TO BE AN AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.

Friday, the 16th day of November, 1934.

WHEREAS on the 12th day of October, 1934, an industrial agreement was made between the Canterbury Builders' and General Labourers, Quarry-workers, and Wool and Grain Store Employees' Industrial Union of Workers (Registered), (hereinafter called "the union") of the one part, and the Christchurch City Council (hereinafter referred to as "the employers"), of the other part: And whereas a duplicate original of the said industrial agreement was, on the 19th day of October, 1934, filed in the office of the Clerk of Awards at Christchurch: And whereas on the 23rd day of October, 1934, an application was made to the Court by the parties to the said agreement for an order declaring the said agreement to be an award of the Court: And whereas the Court is satisfied that the said industrial agreement is binding on an employer who employs a majority of City Council labourers in the Canterbury Industrial District, in which district the said industrial agreement was made: Now, therefore, the Court, in pursuance and exercise of the powers vested in it by section 33 of the Industrial Conciliation and Arbitration Act, 1925, and of every other power in that behalf thereunto enabling it, doth hereby order and declare that the said industrial agreement, a copy of which is hereto subjoined, shall, as from the day of the date hereof, be an award of the Court.

[L.S.]

F. V. FRAZER, Judge.

## CHRISTCHURCH CITY COUNCIL LABOURERS' INDUSTRIAL AGREEMENT.

## SCHEDULE.

*Hours of Work.*

1. The hours of work shall not exceed eight hours each day on five days of the week, and four hours on Saturday, between 7.30 a.m. and 5 p.m. on the first five days of the week, with an hour for dinner, and 7.30 a.m. to 12 noon on Saturdays. Men engaged on street-cleaning, channel-work, and sanitary 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. Hours of men at destructor to remain as at present.

Hours of work for quarrymen shall not exceed eight hours each day on five days of the week, between 7.30 a.m. and 4.15 p.m. with three-quarters of an hour for dinner, and a full day off on Saturday, provided that, in the event of time being lost through wet weather, the men shall be allowed to make this time up on Saturday mornings as instructed by the City Engineer.

*Wages.*

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

(b) Men employed as tar-workers, or grit-spreaders with tar-gang, men employed at destructor sorting out refuse and raking same into the fire-boxes, and men employed as refuse-lifters shall be paid 1s. per day in addition to the rates set out in subclause (a) hereof whilst so engaged.

(c) Men employed spreading metal, loading and spreading clinkers, tins, household, general and special-order rubbish, and men employed on mechanical concrete-mixers over 10 cubic feet capacity, men in charge of smaller mixers, and men substantially engaged in handling cement, shall be paid 1s. per day in addition to the rate set out in subclause (a) hereof while so engaged.

(d) Men employed as leading pipe-layers or kerb-setters, or building sumps, shall be paid 2s. per day in addition to the rates set out in subclause (a) hereof whilst so employed.

(e) Men employed sweeping and cleaning streets, or channel-sweeping, who commence work between 6 a.m. and 7 a.m. shall receive 1s. per day in addition to the wages set out in subclause (a) hereof.

(f) Men operating mechanical tar and bitumen spreaders shall be paid 2s. 6d. per hour, and be supplied with clogs or boots, overalls, and goggles, also leather gloves, whilst so employed.

(g) Men engaged in cleaning out tar-pits shall be paid 2s. 6d. per hour and supplied with overalls and boots whilst so engaged. A minimum of four hours to be paid in any one day.

(h) Men employed as timbermen in excavations shall be paid 3d. per hour in addition to the rates set out in subclause (a) hereof whilst so employed. This subclause is applicable to the worker actually fixing the timber in excavations.

(i) Men engaged on nightsoil work shall be paid not less than £6 per week whilst so engaged, and shall be supplied with suitable oil-skins and sou'westers, and an allowance of 1s. 6d. per month for acetylene-lamp, and supplied with carbide and 1s. 6d. per week bicycle allowance.

(j) All men engaged in quarries shall be paid 2s. 2d. per hour.

(k) Hot-mix plant: Men employed on platform—Supervisor, 2s. 5d. per hour; other workers, 2s. 4d. per hour, and supplied with goggles, respirators, boiler suits, boots, and gloves.

(l) Oil-burner, 2s. 4d. per hour, and supplied with boiler suit and goggles.

(m) Men feeding elevators, 2s. 2d. per hour, and supplied with goggles and overalls.

(n) Men employed charging and filling kettles, 2s. 4d. per hour whilst so employed, and supplied with clogs and overalls.

(o) Men employed spreading hot mix, 2s. 4d. per hour and supplied with clogs.

(p) Leading hands laying water-pipes and work incidental thereto shall be paid 2s. 3d. per hour.

(q) Men employed on waterworks who use their bicycles for Council purposes shall be supplied with tires at the discretion of the City Engineer.

(r) Men in charge of pumps shall be paid a flat rate of £5 per week of 49½ hours, Sundays and holidays to be paid at overtime rates for actual time worked, with a minimum of one hour, such time to be counted from the time the employee leaves home.

#### *Payment of Wages.*

3. Wages shall be paid weekly and in money, and paid in the employer's time.

#### *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 half for the first two hours and thereafter double time. All work done on Sundays shall be paid for at the rate of double ordinary time.

#### *Holidays.*

5. (a) The following shall be recognized holidays: New Year's Day, 2nd January, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Anniversary Day, Show Day, Christmas Day, Boxing Day, and a Saturday to be set aside for an annual picnic. No deduction in wages shall be made in respect of such holidays, except in the case of the picnic day when payment will not be made to men who absent themselves from the picnic without reasonable excuse. Men engaged on nightsoil work shall receive an annual holiday of twelve clear days in lieu of the above holidays.

When any of the above-mentioned holidays fall on a Saturday the men employed at the quarries shall receive payment for half-day.

(b) In addition to the above, all workers who on the 1st April, 1934, have completed one year's service shall be entitled to receive an annual holiday of five and a half working-days on full pay, to be taken at the discretion of the departmental head.

(c) For work done on Sunday, Christmas Day, or Good Friday, workers shall be paid at the rate of double time; for work done on other holidays mentioned in this award they shall be paid at the rate of time and a half. The above payments to be in addition to the ordinary holiday pay, with a minimum payment as for two hours' work.

*Wet Places.*

6. (a) When workers are working in a wet place (other than direct rain) or foul air, six hours shall constitute a day's work ; eight hours to be paid for ; half an hour shall be allowed for crib without deduction from pay. If so employed for less than six hours, workers to be paid at the rate of 2s. 6d. per hour.

(b) A "wet place" means a place where a worker is standing in not less than 6 in. of water. When workers are working in not less than 2 in. of water gum boots shall be provided by the employer.

*Suburban Work.*

7. When the work is outside the city boundary, each worker shall be paid the ordinary rate of wages for the time occupied in proceeding thereto and therefrom, at the rate of four miles for every hour, with a proportionate allowance for more or less than one hour ; but in the event of a worker residing within one mile and a half of such work he shall not be paid for the time occupied in travelling thereto and therefrom. When the employer provides a conveyance, only the actual time in travelling shall be paid for.

*Country Work.*

8. 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 job 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 worker, 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.

*Accommodation and Sanitation.*

9. The Council shall provide accommodation in each yard to enable workers to change their clothes and take their meals, and shall provide sanitary accommodation for the workers.

*Tools.*

10. All tools shall be provided by the employer.

*Under-rate Workers.*

11. (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 an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

#### *Oilskins, Leggings, and Overalls.*

12. Permanent workers whose work is outside shall be provided with oilskin coats and leggings when required, but not more than once in any one year ; household and general refuse lifters shall be supplied with aprons, gloves, and goggles ; men cleaning sumps, rodding drains, and cement loaders on mechanical mixers shall be supplied with overalls.

#### *Dirty Places.*

13. Workers employed cleaning sumps and rodding drains to be paid 1s. per day extra.

#### *Termination of Engagement.*

14. The Council shall give a worker one hour's notice or one hour's pay in lieu thereof, 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 wages due to him : Provided that, in the event of a worker with over three months' continuous service being suspended from duty for any cause, he shall have the right of appeal first to the departmental head, and, failing satisfactory settlement, to the Committee concerned, before being dismissed from the Council's service.

*Accidents.*

15. A modern first-aid emergency case, fully equipped, shall be kept by the employer in a convenient and accessible place at each yard, and small outfits shall be supplied to all refuse conveyances.

*Preference.*

16. Preference of employment shall be given to members of the Canterbury General Labourers' Union.

*Scope of Award.*

17. This award shall apply only to the parties named herein.

*Term of Award.*

18. Three years.

*Terms of Agreement.*

This agreement shall take effect from the 8th day of October, 1934, and shall continue in force until the 8th day of October, 1937.

The common seal of the Christchurch City Corporation was hereto affixed in the presence of—

[L.S.]

J. K. ARCHER, Deputy Mayor.

J. S. NEVILLE, Town Clerk.

The common seal of the Canterbury Builders' and General Labourers, Quarry-workers, and Wool and Grain Store Employees' Industrial Union of Workers (Registered) was affixed hereto in the presence of—

[L.S.]

ARTHUR R. J. JEMMETT, President.

M. B. HOWARD, Secretary.