

(11158.) CHRISTCHURCH **DRAINAGE BOARD EMPLOYEES.**—  
INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 30th day of July, 1936, 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 Christchurch Drainage Board (hereinafter called "the employer"), of the other part, whereby it is mutually agreed by and between the parties 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.

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 This agreement shall continue in force from the day of the date hereof, and thereafter continue in force until superseded by another agreement or by an award made under the provisions of the said Act.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

## SCHEDULE.

*Hours of Work.*

1. The hours of work shall not exceed forty hours per week, to be worked between the hours of 8 a.m. and 5 p.m. on the first five days of the week, with an hour for dinner.

The hours of watermen shall be forty per week, but may be worked in shifts of eight hours at any time during the day or night, and shall include two Sundays in each four weeks.

*Wages.*

2. (a) Unless otherwise specified, workers shall be paid a minimum rate of £4 8s. per week. Time lost through sickness, or for any reason within the control of the worker, shall not be paid for.

(b) Flushers employed cleaning dirty manholes, clearing blocked drains and vents and stormwater sewers, shall be paid 6d. per hour extra whilst so employed.

(c) The special flusher cleaning pumping-station tanks shall be paid a minimum rate of £6 per week.

(d) Farm hands working on septic tanks and the lift shall be paid 6d. per hour extra whilst so employed.

(e) Men engaged in cleaning out rivers and open drains shall be paid 1½d. per hour extra whilst so employed.

(f) Watermen shall be paid £5 per week, inclusive of all statutory holidays and Sundays on which they work.

*Payment of Wages.*

3. Wages shall be paid fortnightly, 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 three hours and thereafter double time.

*Shift Work.*

5. Where it is necessary to do so for the purpose of carrying out urgent works, shifts may be worked at ordinary rates without regard to the hours hereinbefore prescribed, but subject to the condition that overtime shall be paid for all time worked in excess of eight hours in any one day by any worker. Shifts worked before 8 a.m. or after 5 p.m. shall be eight hours including the meal-hour, which shall be paid for.

*Holidays.*

6. (a) The following shall be the recognized holidays: New Year's Day, 2nd January, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Show Day, Christmas Day, and Boxing Day. No deduction in wages shall be made in respect of such holidays.

(b) In addition to the above, workers (except watermen) who, on the 1st June, 1936, have completed one year's service shall be entitled to receive an annual holiday of six working-days, to be taken in conjunction with Christmas and New Year, or Easter holidays.

(c) Watermen shall be given ten working-days' holiday in each complete year of service.

(d) For work done on Sunday, Christmas Day, Good Friday, or Anzac Day, workers shall be paid at the rate of double time; for work done on Saturday or other holidays mentioned in this award they shall be paid at the rate of time and a half, with a minimum payment as for two hours' work.

*Accommodation and Sanitation at the Sewage Farm.*

7. The employer shall provide adequate dining and lavatory accommodation at the farm, together with facilities for changing clothes. Washing facilities shall also be provided. Separate accommodation shall be provided for men on the tanks, and they shall also be provided with hot water for washing. Shelters shall be erected by the Board for the use of men for lunch during wet weather, when they are working at a distance from the central dining-room.

*Special Conditions.*

8. Adequate gum boots and oilskin coats shall be provided by the Board for all employees. Flushers shall also be provided with overalls once a year. When working with barbed wire, employees shall be provided with gloves.

Watermen, and flushers when crawling through sewers and stormwater drains, shall be provided with an adequate light.

Flushers shall receive a bicycle allowance of £5 per year payable half yearly.

*Termination of Engagement.*

9. The Board shall give its permanent workers one week's notice or one week's pay in lieu thereof prior to his dismissal. Each worker shall give his employer one week's notice that he is about to leave his employment, or shall forfeit in lieu thereof one week's pay to be deducted from the wages due to him.

This shall not apply when a worker is guilty of wilful misconduct.

*Tools.*

10. All tools shall be provided by the employer.

*Travelling-time.*

11. Casual employees employed cleaning open drains distant more than two miles from the Board's office or their homes (whichever is the nearer) shall be paid the ordinary rates of wages for the time occupied in proceeding thereto and therefrom, but not exceeding half an hour in any one day.

*Accidents.*

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

*Preference.*

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

*Scope of Agreement.*

14. This agreement shall apply to permanent employees of the Board, and to casuals employed on maintenance work, except where otherwise specifically stated.

Men working as casuals on any work other than maintenance work shall come under the scope of the general award covering the particular class of work involved. Casual labourers engaged on any work covered by the dirt clauses herein shall be paid the additional allowance provided for that work.

*Term of Agreement.*

15. One year, but so far as wages are concerned to be retrospective to July 1st, 1936, and as far as hours are concerned the forty-hour week will operate as from September 1st, 1936.

Signed on behalf of the Christchurch Drainage Board—

[L.S.]

W. R. CAREY.

In the presence of—G. H. Sampson.

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

[L.S.]

M. B. HOWARD, Secretary.

In the presence of—Arthur R. J. Jemmett, President.