

(11196.) **TIMARU MUNICIPAL GARDENERS AND GARDENERS' ASSISTANTS.—INDUSTRIAL AGREEMENT.**

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 17th day of September, 1936, between the Mayor, Councillors, and Citizens of the Borough of Timaru, of the one part, and the Christchurch Gardeners' Industrial Union of Workers, 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 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.

SCHEDULE.*Hours of Work.*

1. The hours of work shall be forty-four per week to be worked between the hours 8 a.m. Monday and 12 noon Saturday.

Definition.

2. For the purpose of this award a gardener is a worker who is competent to and is engaged to do the work of a nurseryman or landscape gardener.

A gardener's assistant is a worker who carries out gardening work under the direction and supervision of a gardener.

Wages.

3. The following wages shall be paid to the employees named herein.

Position.	Employee.	Weekly Wage.
Gardener	Milligan	£ s. d. 5 5 0
Gardener	Dickson	5 5 0
Gardener	Hill	4 15 0
Gardener	Walker	4 15 0
Gardener's Assistant	Alexander	4 8 0
Gardener's Assistant	McKenzie	4 8 0
Gardener's Assistant	Hunt	4 8 0
Gardener's Assistant	Moore	4 8 0
Gardener's Assistant	Shaw	4 8 0
Other Assistants	4 8 0

Assistant in charge of three or more men, 1s. per day extra.

Casual assistants may be employed at a rate not less than 2s. 1d. per hour.

A casual assistant is one who is employed for less than a full week of forty-four hours.

Youths' wages: Youths may be employed at the following rates:—

	Per Week.		
	£	s.	d.
Under seventeen years	1	15	0
Seventeen to eighteen years	2	5	0
Eighteen to nineteen years	2	15	0
Nineteen to twenty years	3	5	0
Twenty to twenty-one years	3	15	0

Female Labour.

4. There shall be no employment of female labour.

Payment of Wages.

5. (a) Wages shall be paid weekly or fortnightly not later than Friday, and not later than the usual time for ceasing work.

(b) No deduction shall be made from the weekly wage of any worker for the prescribed holidays, or for loss of time other than for time lost through the worker's own default, or sickness, or accident.

Overtime.

6. (a) All time worked before 8 a.m. and after 5 p.m. on Mondays to Fridays and noon Saturday shall be deemed to be overtime, and shall be paid for at the rate of time and a half; reasonable notice shall be given by the employer to any worker called upon to work overtime.

(b) Double rates shall be paid for any work done on Sunday or any of the following days: Christmas Day, Good Friday, Anzac Day.

Holidays.

7. The recognized holidays shall be Christmas Day, New Year's Day and the day following, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Sovereign's Birthday, Labour Day, Boxing Day, and Friendly Society's Picnic Day.

A week's annual holiday on full pay shall be granted to all workers, who have completed one year's service, to be taken at the convenience of the Department. No pay shall be given on holidays to workers of under three months' service.

Termination of Employment.

8. One week's notice shall be given by the employer to the workers or by the worker to the employer, as the case may be.

In the event of an employee suspended from duty, he shall have the right of appeal to the Council before being dismissed from its service.

Workers to be Members of Union.

9. (a) It shall not be lawful for any employer bound by this award to employ or to continue to employ in the industry to which this award relates any adult person who is not for the time being a member of an industrial union of workers bound by this award and who is not for the time being a member of a trade-union which was registered as such before the 1st day of May, 1936, and which is bound by this award.

(b) For the purposes of subclause (a) of this clause a person of the age of eighteen years or upwards, and every other person who for the time being is in receipt of not less than the minimum rate of wages prescribed by this award for workers of the age of twenty-one years and upwards, shall be deemed to be an adult.

NOTE.—Attention is drawn to subsection (4) of section 17 of the Industrial Conciliation and Arbitration Amendment Act, 1936, which gives to workers the right to join the union.

(c) The secretary or other representative of the union shall be permitted to interview employees at their place of employment once a month during working-hours.

Under-rate Workers.

10. Court's usual clause.

Scope of Agreement.

11. This agreement shall apply to all gardeners and gardeners' assistants employed by the Timaru Borough Council.

Term of Agreement.

12. One year from the date of the making of this agreement.

In witness whereof the parties have executed these presents the day and year first before written:—

Signed on behalf of the Mayor, Councillors, and Citizens of the Borough of Timaru.

[L.S.]

P. C. VINNELL, Mayor.

E. A. S. KILLICK, Town Clerk.

Signed on behalf of the Christchurch Gardeners' Industrial Union of Workers.

[L.S.]

D. A. CAMPBELL, President.

W. H. MATHISON, Secretary.

Witness—S. Ritchie, Commissioner.