

NORTHERN (AUCKLAND) INDUSTRIAL DISTRICT.

(11369.) AUCKLAND CITY COUNCIL LABOURERS, ETC.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 17th day of December, 1936, between the Auckland City Council (hereinafter called "the Council") of the one part, and the Auckland and Suburban Local Bodies' Labourers' and Related Trades Industrial Union of Workers (hereinafter called "the union") of the other part, whereby it is mutually agreed by and between the said parties as set out in the following schedule:—

SCHEDULE.

Hours of Work.

1. (a) Unless otherwise specified, the working-time per week shall not exceed forty hours.

(b) The working-time per day shall not exceed eight hours on five days of the week.

(c) Work shall commence not earlier than 7.30 a.m. and shall cease not later than 4.30 p.m.

The interval for meals shall be a matter of mutual arrangement between the employer or his representative and the employees.

(d) Men engaged on work such as streets cleaning, collection and disposal of refuse, tidal work, baths, conveniences, waterworks-dam caretakers and valve attendants, greenkeepers, glasshouse-keepers, zoological-park keepers and gate-attendants, motor-camp attendants, caretakers of parks and reserves may work such hours without payment of overtime as are deemed necessary for essential services to be efficiently carried out, provided that they do not work more than eight hours in any one day or more than forty hours in any one week.

Wages.

2. The following minimum rates of wages shall be paid to men employed in the following branches of work:—

(a) General labourers: Pick-and-shovel work, general concrete work, sewer work, laying and cleaning drains, sweeping and cleaning streets, cutting and scything grass, gardening labourers, emptying cesspits, road and path formation and night watchmen, bath-attendants (male), camp attendant (motor camp)—2s. 3d. per hour.

(b) Quarry and scoria-pit men, premix, tar, tar-oil and bitumen workers, hammer and drill work, rock-workers in

trenches, gate-keepers, crematorium attendant, blue-metal and scoria spreaders (2 in. or more), hand packers, grave diggers, flame-blowers—2s. 4d. per hour.

(c) Leading hands, concrete screeders and finishers, wall-builders, kerb-setters, sewer-patrol men, caulkers, jointers and water-service men—2s. 5d. per hour.

(d) Gangers, machine-drill men (all classes), shot-firers, scaffold-erectors, motor-attendant at Mount Eden Quarry, drain and water pipe layers, greenkeepers, glasshouse attendants, propagators, zoo-park keepers, caretakers of parks and reserves (other than the caretakers of the Auckland Domain and Victoria Park), excavation in sumps, shafts, or tunnels as defined in clause 4, bath-attendants who take money—2s. 6d. per hour.

(e) Destructor employees: Receivers, 2s. 4½d. per hour; firemen and chargers, 2s. 6d. per hour; leading hands, 2s. 7½d. per hour. Refuse-lifters, 2s. 4½d. per hour. Convenience attendants (male), tipmen, and weighbridge-attendant, £4 per week. Convenience attendants (female) and bath-attendants (female), £3 per week.

Overtime and Special Payments.

3. (a) Except where otherwise provided, all time worked beyond the hours hereinbefore mentioned shall be considered overtime and shall be paid at the following rates: Time and a half for the first three hours and thereafter double time.

(b) All work done on Sundays shall be paid at the rate of double time, except when done as part of a week's work or shift.

(c) Overtime for men employed as lamp-lighters shall be paid for at the rate of time and a half.

(d) Where workers are employed in quarries or scoria pits and are authorized to collect money in addition to performing their ordinary work they shall be paid 1s. per day extra.

(e) Where any worker turns out and reports on the job on a wet day and does not subsequently work on that day, he shall receive two hours pay.

(f) The unloading and stacking of alum at the filtration plant shall be paid for at the rate of 3d. per hour extra.

(g) Any man called out for special works such as wash-outs, urgent road repairs, or work of a similar nature shall be paid at the rate of double time for the first hour and thereafter ordinary overtime rates with a minimum payment of 2s. 6d.

Tunnels, Shafts, Sumps, &c.

4. (a) Where men are employed in tunnels, shafts, or sumps the shifts shall not exceed eight hours, and this period shall include half an hour crib-time: Provided that this shall not

apply where a drive or tunnel is less than 20 ft. in length and in shafts or sumps less than 15 ft. below the surface, measured bank to bank.

(b) The provisions of the Scaffolding and Excavation Act, 1922, and its regulations, shall apply to all scaffolding and excavation work carried out under this agreement.

(c) Where the conditions are wet and muddy and men are required to work they shall be provided with gum boots and butterfly skin backs.

Travelling-time.

5. Men employed by the Waterworks Department or on special jobs who are required to work outside the city boundary shall be conveyed by the waterworks transport to and from such work free of charge, and the time of starting shall be from the valve-house, Karangahape Road, or Depot, not earlier than 7 a.m., and the men shall be returned to the same point not later than 4.30 p.m.

Suburban Work.

6. (a) Where work to be performed is situated at a greater distance than two miles by the nearest means of access for pedestrians from the corner of Symonds Street and Khyber Pass Road in the City of Auckland (or any other point upon which the parties may mutually agree) the employer shall arrange for the free transport of workers to and from such work once in each day, or pay train, tram, or bus fares.

(b) All employees shall be at the place where the work is to be performed at the hour appointed for the commencement of the work.

(c) Provided that any worker who resides within a radius of two miles of the place where the work is to be performed or those who are substantially engaged in any one locality shall not be entitled to any benefit from this clause.

Piecework.

7. Piecework by labourers is prohibited.

Holidays.

8. (a) The recognized holidays shall be New Year's Day, 2nd January, the working-days between Christmas Day and the 2nd January, 29th January, Good Friday, Easter Monday, Sovereign's Birthday, Anzac Day, Labour Day, Christmas Day, and Boxing Day, and no deductions from wages shall be made in respect of such holidays: Provided that casual hands shall not be entitled to any pay for any of such holidays until after one month's service. And provided further that the employees

entitled to the working-days between Christmas Day and the 2nd January shall take these holidays only if such can be arranged by the head of the Department concerned, but if the employee is required to work on these days he shall be entitled to a similar number of days at a later date to be arranged by the head of the Department concerned.

(b) Employees entitled to the above-mentioned holidays and required to work on any of the above-mentioned holidays shall be entitled to receive payment at ordinary rates in addition to the holiday pay, but this shall not apply to those employees engaged on essential services nor to those employees mentioned in subclause (d) hereof and who receive annual holidays, nor to employees for work done on the working-days between Christmas Day and the 2nd January when such employees are entitled to a similar number of days' holiday at a later date.

(c) Casual hands required to work on Christmas Day and Good Friday shall be paid at the rate of double time and on the remaining holidays above mentioned they shall be paid at the rate of time and a half, such payment to be made for the actual time worked only.

(d) In addition to the above-mentioned holidays, workers employed in the Destructor Department, latrine-attendants, swimming-bath attendants, and nightwatchmen shall receive ten days' leave on full pay on the completion of each year of service, such leave to be arranged by mutual consent: Provided that the employees mentioned in this subclause shall not be entitled to regard the working-days between Christmas Day and the 2nd January as holidays.

Higher-grade Workers.

9. Any worker put to do work of a higher grade shall receive the wages of such grade while so employed.

Tools and Accessories.

10. (a) All tools shall be provided and kept in good order by the employer.

(b) Hydrant-men shall be supplied with gum boots, overalls, and hand protectors; street-washers with boots and rainproof oilskins; and drainers in wet places with gum boots and skin backs.

(c) Jointers required to joint up pipes with cement or lime mortar or any other deleterious substance causing injury to the hands, shall be supplied with suitable gloves.

(d) The present practice of the Council in respect of supplying employees with oilskins, gum boots, rubber gloves, &c., shall continue during the currency of this agreement.

Wet places.

11. Six hours shall constitute a day's work in tunnelling-work where workers are working in wet places or foul air, and shall be paid for as if the workers had worked eight hours.

One shilling per day additional shall be paid to workers working in wet places, but this provision shall only take effect when a worker is engaged in one place for the greater part of the day, and does not apply to intermittent work in wet places.

"Wet place" shall mean where the workers are standing in water 3 in. or more in depth, or where water (other than rain) is dripping on them; but if the employer shall provide the worker with overalls or gum boots, or both, the place shall not be deemed a wet place.

Ventilation.

12. In all drives and tunnels where the air is bad, adequate provision shall be made whereby workers at the face shall be supplied with fresh air equivalent to 30 cubic feet per man per minute.

Tar or Bitumen Workers.

13. (a) The Council shall supply men engaged in premix, bitumen, or tar work with gloves, boots, overalls, oil, &c.

(b) Where it is necessary for an employee to commence tarring, and through some unavoidable circumstance occurring on the part of the employer he is stopped doing such tarring, he shall be paid tar-workers' rates for that day.

Quarry-workers.

14. (a) Water shall be laid on for use of popper-drills, and fans or water-sprinklers shall be provided over the jaws of the crushing-machines if considered necessary by the Inspector of quarries.

(b) Machine-drill men shall be allowed not less than fifteen minutes for washing, cleaning, and changing their clothes.

Sewer-workers.

15. (a) Workers employed cleaning silt from sewers shall be supplied with gum boots and overalls.

(b) Repairers of old sewers and branch connections shall, where necessary, be supplied with liquid disinfectant, gum boots, and overalls.

(c) Before work on an old sewer is commenced it must first receive adequate ventilation and disinfection where necessary.

Dirty Work.

16. (a) Where the conditions of work are more injurious to health or clothing than those conditions in which the worker is usually engaged upon, then the worker so employed shall be paid 3d. per hour extra for the time he is actually engaged at such work.

(b) What is to be determined as dirty work shall be a matter of mutual agreement between the employer and the worker, or a representative of the union, and should they be unable to agree the matter shall be referred to the local Inspector of Awards, whose decision shall be final; but such reference shall not involve the stoppage of the work.

(c) This clause shall not apply where a special rate of wages has been provided for special classes of work.

Accommodation.

17. Each employer shall provide accommodation to the satisfaction of the Inspector of Factories to enable workers to change and dry their clothes and have their meals. Such accommodation shall be for the use of all workers on the job. No lime, cement, or tools shall be stored in the change-house. The employer shall also provide proper sanitary accommodation, which must be placed at a reasonable distance from the change-house, and make provision for boiling water for meals. Change-houses to be thoroughly cleaned and disinfected at least once a week. At the destructor or such other similar places where the work is of a permanent character, baths or shower baths, with hot and cold water, and soap shall be provided.

Accidents.

18. (a) A fully equipped modern first-aid emergency kit or case, provided by the employing authority, shall, to the satisfaction of the Inspector of Awards, be kept in a convenient and accessible position on each job where men are employed, and instruments, appliances, and stocks of or for such kit or case shall be kept clean, efficient, and replenished to the like satisfaction.

(b) Whenever possible, a man with a knowledge for "first aid" shall be included in each gang employed.

(c) Any employee injured whilst employed shall, as soon as possible after such injury, report the nature, cause, circumstances, and time of such injury to the person in charge of the job, who shall note the name of such employee, the nature, cause, circumstances, and time of the said injury and the nature of first-aid rendered, if any, and shall duly report all the said matters to the employing authority.

(d) If in the opinion of the person in charge of a job, or failing such person, the workmate or workmates of any injured employee, such employee requires medical attention, or, failing that, the attention of a chemist, or that conveyance of such employee for the purpose of such attention is necessary, the reasonable cost of such attendance and conveyance shall be borne by the employing authority.

Meal-money.

19. (a) Where any worker is called upon to work in excess of two hours after the ordinary times for ceasing work, such worker shall receive 1s. 6d. meal-money, unless he has been notified on the previous day that he would be required to work overtime.

(b) When workers are required to work under tidal conditions continuously without a meal, then such workers shall be paid double rates for the period usually observed as "dinner-time."

(c) When any shift-worker is employed at the request of the employer on an extra shift in any department within the scope of this agreement, 1s. 6d. tea-money shall be allowed.

Morning Tea.

20. An interval of not more than ten minutes shall be allowed for morning tea.

Payment of Wages.

21. (a) Wages shall be paid in full, weekly, in cash, and during working-hours, except in cases approved of.

(b) In the case of dismissal, workers shall be paid within half an hour of the termination of employment, and if detained longer than the time mentioned they shall be paid such time extra as they are detained.

Workers' Representative.

22. The workers' representative shall have the right of entry at all reasonable times on any of the works being carried out by Council for the purpose of interviewing any of the workers, but such entry shall not interfere unreasonably with such works.

Workers to be Members of Union.

23. (a) It shall not be lawful for the Council to employ on any work to which this agreement relates any adult person who is not for the time being a member of an industrial union of workers bound by this agreement or 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 agreement.

(b) For the purpose 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 agreement for workers of the age of twenty-one years and upwards shall be deemed to be an adult.

Matters not provided for.

24. Any dispute in connection with any matter not provided for in this agreement shall be settled between the employer and the union or such other person as may be appointed to act, and in default of any agreement being arrived at, then such dispute shall be referred to the Conciliation Commissioner for the district, who may either decide same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Conciliation Commissioner, may appeal to the Court upon giving written notice of such appeal to the other party within seven days after the decision shall have been communicated to the party desiring to appeal.

Workers not provided for.

25. Any worker not enumerated in this agreement shall be paid such rate of wages as may be agreed upon between the employer and the representative of the union.

Scope of Agreement.

26. The operation of this agreement shall cover all employees of the Council coming within its scope.

Term of Agreement.

27. This agreement shall come into force on the 1st September, 1936, and shall continue in force until the 31st August, 1938.

For and on behalf of the Auckland City Council—

E. J. PHELAN, Councillor.

ARTHUR ROSSER, Councillor.

For and on behalf of the Auckland and Suburban Local Bodies' Labourers' and Related Trades Industrial Union of Workers—

FREDERICK MACLEOD.

A. NEWBOLD.

B. MCGEEHAN.

BERNARD CLEWS.