

**NORTH CANTERBURY ELECTRIC-POWER BOARDS'  
EMPLOYEES.—AWARD.**

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925; and in the matter of an industrial dispute between the Christchurch Branch of the Amalgamated Engineering and Allied Trades Industrial Union of Workers (hereinafter called “the union”) and the undermentioned Boards (hereinafter called “the employers”) :—

Ashburton Electric-power Board, Ashburton.  
Banks Peninsula Electric-power Board, Little River.  
Malvern Electric-power Board, Darfield.  
North Canterbury Power Board, Rangiora.  
Springs-Ellesmere Electric-power Board, Leeston.

THE Court of Arbitration of New Zealand (hereinafter called “the Court”), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives duly appointed, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, doth hereby order and award :—

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this

award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that a penalty as by law provided shall be payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect as hereinafter provided, and shall continue in force until the 1st day of April, 1938, and thereafter as provided by subsection (1) (d) of section 89 of the Industrial Conciliation and Arbitration Act, 1925.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand, this 19th day of April, 1937.

[L.S.]

E. H. NORTHCROFT, Judge.

#### SCHEDULE.

##### *Interpretation.*

1. (a) "Linesmen's work" means and includes the complete installation of overhead electric-light and power mains from the supply-station to the point of connection of the consumers' premises, the erecting and connecting-up of street lamps, and all repair work in connection with overhead mains.

(b) "Linesmen's assistants' work" means and includes the carrying-out of all necessary work in assisting linesmen at work included in subclause (a) hereof.

(c) "Labourers' work" means and includes all work other than linesmen's or linesmen's assistants' work as defined herein.

(d) The work of servicemen shall include repair work on consumers' premises and that coming within the duties of a linesman.

(e) "Electrical workers" means workers doing work as defined in the current Canterbury Electrical Workers' award.

(f) "Workers" means and includes servicemen, electrical workers, linesmen, linesmen's assistants, and labourers.

##### *Wages.*

2. (a) Servicemen shall be paid not less than £5 per week.

(b) Electrical workers shall be paid at the rate of not less than 2s. 6d. per hour.

(c) Linesmen shall be paid at the rate of not less than 2s. 5d. per hour.

(d) Linesmen's assistants shall be paid at the rate of not less than 2s. 2½d. per hour.

(e) Labourers shall be paid at the rate of not less than 2s. 1½d. per hour.

(f) All wages shall be paid in accordance with the existing practice.

#### *Hours of Work.*

3. (a) Except in the case of servicemen forty hours shall constitute a week's work, exclusive of time occupied in travelling from the depot to the job and in returning therefrom, provided that the travelling shall be counted only once each day.

(b) Except in the case of servicemen the ordinary hours of work shall be not more than eight per day, to be worked from Monday to Friday inclusive.

(c) The hours of work for servicemen shall not exceed 160 hours in each four weeks, and such hours shall not be worked on more than twenty-two days in each consecutive four-weekly period.

(d) Travelling-time as defined in subclause (a) hereof shall be paid for at ordinary rates.

(e) Every endeavour shall be made to find work for regular hands during wet weather.

(f) If it is necessary for work to cease owing to wet weather, the men shall be paid for no period less than half a day after once having commenced work: Provided that only actual time worked shall be counted for the purposes of subclauses (a) and (b) hereof, and the balance of such time paid for may be made up before overtime is payable, except where men are engaged on other work during the period that work has ceased because of wet weather.

#### *Overtime.*

4. (a) All time worked in excess of the hours mentioned in clause 3 hereof shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

(b) If at any time a worker is called out after having ceased work, except in the case of stoppage through wet weather, then he shall be compensated for the time so worked at ordinary overtime rates, to be computed from the time of leaving home to the time of his return.

(c) Should the worker receive notification of his being called out prior to his ceasing his ordinary work, he shall in such case only be entitled to overtime rates for the time he has actually worked.

(d) No worker shall be required to work more than five hours without an interval for a meal.

(e) Supper and crib time when working overtime shall be paid for.

(f) When a worker is employed on work at such a distance that he is unable to return to his permanent home at night, he may agree with his employer to work outside or in excess of the hours prescribed in clause 3 hereof: Provided, however, that all time worked outside or in excess of such prescribed hours shall be considered overtime and shall be paid for at the rate of 1d. per hour in addition to the ordinary rates. This shall not apply to work done on Sundays.

#### *Holidays.*

5. (a) The following shall be the recognized holidays: New Year's Day, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Christmas Day, and Boxing Day, and either the local Show Day or Christchurch Show Day.

(b) All workers who have been in the employ of the employer for a period of six months or more shall be entitled to ordinary wages in respect of the holidays mentioned.

(c) Except in the case of servicemen, all time worked on Sundays, Anzac Day, or the above-mentioned holidays, shall be paid for at double time.

(d) Servicemen shall be allowed two weeks' holiday on full pay on completion of each year's service: Provided that any such worker who has completed six months' service since his last holiday shall, on leaving the Board's service for reasons other than misconduct, be granted proportionate pay in lieu of holidays.

#### *Tools.*

6. All necessary tools, including knives, shall be provided by the employer, but the employee who receives such tools shall sign for them and shall be held responsible for their safety. In the event of the tools being lost, they shall be replaced by the employee responsible for their safety.

#### *Accidents.*

7. A suitable first-aid ambulance outfit shall be supplied to each gang.

#### *General.*

8. Workers shall when necessary be supplied with best-quality gloves and lifebelts when working on live overhead work, and best-quality gloves and mats when on live underground work, and permanent servicemen, linesmen, and linesmen's assistants shall be supplied with oilskins and sou'westers.

#### *Use of Preservatives.*

9. Workers required to erect cross arms wet with preservatives or to apply preservatives to cross arms in position,

shall be paid 3d. per hour extra. Preservatives for the purpose of this award shall be peterlinium or tar-oil or other preparation injurious to the clothes or flesh of the worker.

*Matters not provided for.*

10. Any dispute in connection with any matter not provided for in this award shall be settled between the employer's representative and the secretary or president of the union, 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 the 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 notice of such appeal to the other party within fourteen days after such decision shall have been communicated to the party desiring to appeal.

*Workers to be Members of Union.*

11. (a) It shall not be lawful for any employer bound by this award to employ or to continue to employ in any position or employment subject to this award any adult person who is not for the time being a member of an industrial union of workers bound by this award 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 award:

Provided, however, that any non-unionist may be continued in any position or employment by an employer bound by this award during any time while there is no member of a union bound by this award who is available to perform the particular work required to be done and is ready and willing to undertake it.

(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 18 of the Industrial Conciliation and Arbitration Amendment Act, 1936, which gives to workers the right to join the union.)

*Under-rate Workers.*

12. (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.

#### *Scope of Award.*

13. This award shall apply only to the parties named herein, and to such additional parties as the Court may from time to time add.

#### *Term of Award.*

14. This award, in so far as it relates to wages, shall be deemed to have come into force on the 1st day of April, 1937, and so far as all the other conditions of this award are concerned it shall come into force on the day of the date hereof; and this award shall continue in force until the 1st day of April, 1938.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 19th day of April, 1937.

[L.S.]

E. H. NORTHCROFT, Judge.

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#### MEMORANDUM.

The only matter referred to the Court related to under-rate workers. In other respects the award embodies the recommendations arrived at by the assessors in Conciliation Council.

E. H. NORTHCROFT, Judge.