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CHRISTCHURCH CITY COUNCIL CLERICAL EMPLOYEES.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 14th day of July, 1937, between the Christchurch Clerks, Cashiers, and Office Employees' Union of Workers (hereinafter called "the union"), of the one part, and the Corporation of the City of Christchurch (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agreement shall continue in force from the day of the date hereof, and thereof, and thereafter continue in force until superseded by another agreement or by an award made under the provisions of the said Act.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 as hereafter written.

The common seal of the Mayor, Councillors, and citizens of the City of Christchurch was hereto affixed, this 14th day of July, 1937, in the presence of—

[L.S.]

JOHN W. BEANLAND, Mayor.
J. S. NEVILLE, Town Clerk.

Signed on behalf of the Christchurch Clerks, Cashiers, and Office Employees' Union this 14th day of July, 1937—

[L.S.]

HENRY W. FRIEDMAN, President.
THOS. NUTTALL, Secretary.

SCHEDULE.

1. This agreement shall apply to all workers employed in clerical work in the office of the Christchurch City Council, who shall be workers engaged wholly or substantially in writing or typing, or any other form of clerical work.

Hours of Work.

(a) The hours of work shall be $37\frac{1}{2}$ per week, with a maximum of 84 hours per fortnight, unless the exigencies of the service require an extension of these hours.

(b) Overtime at time and a half rates to be paid for time worked in excess of 84 hours in any two weeks. If office work is carried out on Sundays or statutory holidays, overtime at double time rates to be paid. The Council to reserve the right to allow time off in lieu of payment of overtime when extra hours have been worked during rush periods. All employees shall be prepared to work overtime if required to do so by Chief Executive Officer of the Council, the Council or its Chief Executive Officer to be the deciding authority when overtime shall be worked.

(c) Tea-money of 1s. 6d. shall be paid when overtime is worked, provided that two or more hours are worked.

Wages.

As per attached schedule:—

MALES.

Age at commencing Employment.	First Year.		Second Year.		Third Year.		Fourth Year.	
	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.
Under 16 ..	15/-	20/-	25/-	30/-	35/-	40/-	45/-	52/6
16 to 17 ..	20/-	25/-	30/-	35/-	40/-	45/-	52/6	60/-
17 to 18 ..	25/-	30/-	35/-	40/-	45/-	52/6	60/-	67/6
18 to 19 ..	32/6	37/6	42/6	50/-	57/6	65/-	76/-	
19 to 20 ..	40/-	47/6	57/6	67/6	76/-		80/-	
20 to 21 ..	55/-	65/-	76/-		80/-		85/-	
Over 21 ..	76/-		80/-		87/6		95/-	

Age at commencing Employment.	Fifth Year.		Sixth Year.	Seventh Year.	Eighth Year.	Ninth Year.
	First Half.	Second Half.				
Under 16 ..	60/-	67/6	76/-	85/-	95/-	105/-
16 to 17 ..	67/6	76/-	85/-	95/-	105/-	..
17 to 18 ..	76/-		85/-	95/-	105/-	..
18 to 19 ..	85/-		90/-	95/-	105/-	..
19 to 20 ..	85/-		90/-	95/-	105/-	..
20 to 21 ..	90/-		95/-	105/-	..	..
Over 21 ..	105/-		..	..	..	..

Provided that a worker of the age of twenty-one years or upwards shall receive not less than the basic wage for the time being prevailing.

FEMALES.

Age at commencing Employment.	First Year.		Second Year.		Third Year.		Fourth Year.	Fifth Year.	Sixth Year.	Seventh Year.
	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.				
Under 17	15/-	19/-	23/-	27/-	31/-	35/-	40/-	45/-	50/-	55/-
17 to 18	18/-	22/-	26/-	30/-	34/-	40/-	45/-	50/-	55/-	..
18 to 19	21/-	25/-	29/-	33/-	37/-	40/-	45/-	50/-	55/-	..
19 to 20	24/-	28/-	32/-	36/-	40/-	43/-	46/-	50/-	55/-	..
20 to 21	27/-	31/-	36/-	40/-	43/-	46/-	50/-	55/-	..	..
Over 21	36/-	40/-	45/-		55/-		..	..	..	..

Provided that a worker of the age of twenty-one years or upward shall receive not less than the basic wage for the time being prevailing.

It is agreed that, in respect of those employees outside the scope of this agreement, the Council will immediately institute a

grading-system in respect of salaries and positions to ensure that the officers are adequately recompensed for their services. No deductions are to be made from the salary of any employee at present in receipt of a higher wage than the scale shown above.

Holidays.

(a) Employees shall in addition to the holidays mentioned in subclause (c) hereof be entitled to an annual holiday of two consecutive weeks on full pay on the completion of each year of service with the Council.

(b) In every case holidays to be taken at a time to be mutually agreed upon between the employer and employee.

(c) The following shall be the recognized holidays: Christmas Day, Boxing Day, New Year's Day, 2nd January, Good Friday to Easter Tuesday (both days inclusive), Anzac Day, King's Birthday, Labour Day, Show Day, and Anniversary Day (staff picnic).

Termination of Employment.

One month's notice of the intended termination of the engagement shall be given by the employer or employee, but nothing shall prevent the Council from instantly dismissing or suspending any employee guilty of serious misconduct.

Promotion.

When appointments are made preference shall be given to employees already in office, full consideration to be given to efficiency, seniority, and suitability.

Term of Award.

This award, so far as it relates to wages, shall come into force as from the 1st day of June, 1937, and so far as all the other provisions of this award are concerned, it shall come into force on the date hereof, and this award shall continue in force until the 31st May, 1939.