

CHRISTCHURCH DRAINAGE BOARD EMPLOYEES.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 28th day of January, 1938, between the Canterbury Builders' and General Labourers and Related Workers' 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 This agreement shall continue in force from the day of the date hereof, and thereafter continue in force until superseded by another agreement or by an award made under the provisions of the said Act.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. One hour shall be allowed for dinner to all hands except during the months of April, May, June, July, and August, when half an hour will be allowed.

*Wages.*

2. (a) Unless otherwise specified, workers shall be paid a minimum rate of £4 12s. 6d. per week. Time lost through sickness or for any reason within the control of the worker shall not be paid for.

(b) Men employed cleaning manholes and vents, clearing covered drains, clearing or repairing sewers and storm-water 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.

This clause shall also apply to men cleaning effluent drains on the farm.

(f) Watermen shall be paid £5 2s. 6d. per week, inclusive of all statutory holidays and Sundays on which they work.

(g) Tunnel-men and timber-men, 2s. 6d. per hour; assistant timber-men, 2s. 4d. per hour.

Timber-men are those men appointed to work in the trench and be responsible for the timbering, including placing of walings, struts, and supervising driving of sheeting.

Assistant timber-men are men instructed to work in the trench to assist in handling and placing trench timber.

Men working above ground driving timber, carrying timber, or men working in the trench spading timber down shall not be classed as timber-men.

(h) All men employed on a sewer-repair gang shall receive 2d. per hour extra after the trench or excavation has reached the depth of 6 ft.

This payment shall be made in addition to any payment for dirty work which may be payable under subclause (b) hereof.

*Payment of Wages.*

3. Wages shall be paid fortnightly, and in money, and paid in the employer's time.

*Overtime.*

4. All work in excess of the daily hours fixed in clause 1 of this award shall count as overtime, and shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

*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. and 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: Anzac Day, 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 shall be granted an annual holiday of six working-days in each year of service, to be taken where possible in conjunction with Christmas and New Year or Easter holidays.

(c) Watermen shall be given six working-days' holiday in each complete year of service, and receive an additional day for each statutory holiday.

(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 Saturdays or other holidays mentioned in this award they shall be paid at the rate of time and a half for the first three hours and double time thereafter, with a minimum payment as for two hours' work.

(e) Should any man, having served at least six months, leave his employment, he shall be paid a proportionate allowance in lieu of annual holidays.

*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 storm-water drains, shall be provided with adequate light.

Flushers and men cleaning out rivers and open drains shall receive a bicycle allowance of £5 per year, payable half-yearly.

The special flusher shall be provided with two pairs of overalls each year.

When men are working in rain, a waterproof shelter shall be provided for the purpose of taking meals.

Where men are working on one job for the duration of more than three hours, an adequate supply of pure drinking-water shall be provided.

*Crib-time.*

9. A crib-time of ten minutes in the morning and ten minutes in the afternoon shall be allowed.

*Termination of Engagement.*

10. The Board shall give its permanent workers one week's notice or one week's pay in lieu thereof prior to 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 the worker is guilty of wilful misconduct.

*Tools.*

11. All tools shall be provided by the employer.

*Travelling-time.*

12. 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.*

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

*Preference.*

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

*Scope of Agreement.*

15. 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.*

16. One year, but so far as wages are concerned to be retrospective to 22nd November, 1937.

Signed on behalf of the Christchurch Drainage Board—

[L.S.]

J. S. BARNETT, Chairman.

C. F. CHAMPION, Secretary.

Signed on behalf of the Canterbury Builders' and General Labourers and Related Workers' Industrial Union of Workers—

[L.S.]

ARTHUR R. J. JEMMETT, President.

M. B. HOWARD, Secretary.