

NORTH CANTERBURY HOSPITAL BOARD **CARPENTERS AND JOINERS.**—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 1st day of April, 1938, between the North Canterbury Hospital Board, Riccarton Road, Christchurch, C. 1, of the one part, and the Christchurch Branch of the Amalgamated Society of Carpenters and Joiners, Joiners' Machinists, and Shipwrights' Industrial Union of Workers of the Trades Hall, Gloucester Street, Christchurch, C. 1 (hereinafter referred to as "the union"), of the other, witnesseth that it is hereby 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.

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SCHEDULE.

Hours of Work.

1. (a) Except as hereinafter provided, the hours of work shall be from 8 a.m. to 5 p.m. each day from Monday to Friday inclusive, one hour being allowed each day for dinner.

(b) The Board shall have the right under this agreement, in the case of emergency work, to employ the workers on Saturday morning between the hours of 8 a.m. and 12 noon at ordinary rates of pay.

Wages.

2. (a) The minimum wage for a carpenter, joiner, or joiners' machinist shall be 2s. 9 $\frac{3}{4}$ d. per hour. Any worker in charge of work and who gives instructions to other workers shall be paid not less than 1s. per day in addition to the above-mentioned wages.

(b) Notwithstanding anything contained herein, the above minimum wages shall be subject to any increase of the minimum wages obtained under the provisions of the respective award or industrial agreement covering the above-mentioned workers.

Fire Work.

3. Workers required to do repair work to any building or fittings destroyed or damaged by fire shall be paid for such work as provided for in the New Zealand Carpenters and Joiners' award, clause 6 (d). Any overtime on fire work shall be paid for as set out in clause 3 of the above-mentioned award.

Overtime.

4. All work done in excess of the daily hours fixed in this agreement shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

Holidays.

5. (a) Ten working-days' holidays per annum on full pay shall be granted to workers who have been in the Board's service for a period of one year. The ordinary days off per week (unpaid) shall run consecutively with the above period of ten days, giving a total absence from work of not less than fourteen consecutive days.

(b) Such holidays shall be given and taken within a period of two months after the completion of twelve months' service.

(c) If any worker completes at least six months', but not less than twelve months', continuous service, such worker shall be entitled to a proportionate allowance for holidays. Such qualifying period shall date from the commencement of the employment or from the expiry date of the last qualifying period in respect of which the worker received payment or became entitled to a holiday.

(d) Any worker entitled to holidays shall receive payment for same prior to commencing the holidays.

(e) The worker shall be entitled to the following holidays with pay—namely, New Year's Day, 2nd January, Good Friday, Easter Monday, Anzac Day, Labour Day, Christmas Day, Boxing Day, and King's Birthday. Should a worker be required to work on any such day or Sundays he shall receive either (a) an extra day's pay for any such day worked, or (b) an eight-hour day from work on full pay as soon as possible following the regular holiday; the option of exercising either (a) or (b) to be at the discretion of the Board.

Sick Leave.

6. The sick leave as provided by the Board in its by-laws at page 3, clause 11, shall apply to the workers under this agreement.

Medical or Surgical Treatment.

7. Every worker shall be entitled to free medical or surgical treatment as an in-patient or an out-patient at the Christchurch Hospital.

Country Work.

8. Any worker required to work at any of the Board's institutions, including country hospitals, other than the main hospital, Riccarton Road, shall be conveyed to and from such work at the expense of the employer. Time occupied in travelling shall be paid at ordinary rates as will extra time worked at such institutions and country hospitals.

Notice of Leaving or Dismissal.

9. In the case of dismissal of any worker, or any worker leaving of his own accord, not less than twenty-four hours' notice shall be given on either side.

Preference.

10. The Christchurch Hospital Board shall employ and continue to employ on all carpentering work none but members of the industrial union.

Definition.

11. The term "worker" used in this agreement shall mean any carpenter, joiner, or joiners' machinist employed by the North Canterbury Hospital Board.

Disputes.

12. The essence of this agreement being that the work of the employers shall not on any account whatsoever be impeded but shall always proceed as if no dispute had arisen, it is provided that if any dispute or difference shall arise between the parties bound by this agreement, or any of them, as to any matter whatsoever arising out of or connected therewith and not dealt with in this agreement, every such dispute or difference shall be referred to a committee to be composed of two representatives of each side, together with an independent chairman to be mutually agreed upon or, in default of agreement, to be appointed by the Conciliation Commissioner for the district. Either side shall have the right to appeal to the Court against a decision of any such committee upon giving to the other side written notice of such appeal within fourteen days after such decision has been made known to the party desirous of appealing.

Terms of Agreement.

13. This agreement shall come into force on the first day of April, 1938, and shall continue in force until the 31st day of March, 1939.

In witness whereof the parties hereto have hereunto set their hands the day and the year first hereinbefore written.

Signed on behalf of the North Canterbury Hospital Board—

H. J. OTLEY, Chairman.

Signed on behalf of the Christchurch Branch of the Amalgamated Society of Carpenters and Joiners, Joiners' Machinists, and Shipwrights Industrial Union of Workers—

E. C. SUTCLIFFE, Secretary.
