

INVERCARGILL **MUNICIPAL EMPLOYEES.**—INDUSTRIAL
AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 7th day of June, 1938, between the Southland Labourers and Related Trades' Industrial Union of Workers (hereinafter called "the union"), of the one part, and the Invercargill City Council (hereinafter called "the employer"), of the other part, whereby it is mutually agreed by and between the parties as follows:—

Hours of Work.

1. Agreed that wherever possible the hours of work shall be forty (40) per week: Provided that time lost through weather conditions as decided by the head of the department concerned must be made up in the following week to eight hours, provided that the employee must receive not less than two weeks' pay per fortnight, subject, however, to no payment for time taken off by the employee. The right to work up the lost time referred to must not involve Saturday work, with the exception of the Reserves Department.

Wages.

2. Works Department—

Gangers	£5 per week.
Storemen	£5 per week.
Labourers	£4 12s. 6d. per week.

Licensed drainlayers connected with active, foul, or open sewers or drains shall be paid £5 per week. Assistants to licensed drainlayers connected with active, foul, or open sewers or drains shall be paid £4 15s. per week.

3. Waterworks Department—

Pump-attendants ..	£5 7s. per week.
Service-layers ..	£4 16s. 8d. per week.
Caulkers ..	3d. per hour extra when engaged in caulking lead joints.
Labourers ..	£4 12s. 6d. per week.

4. Sewerage Department—

Pump-attendants ..	£5 7s. per week.
Assistant pump-attendants	£5 per week.
Labourers ..	£4 18s. 4d. per week.

The definition of a sewerage labourer: "A worker who is required actually to handle or to come into contact with sewers in which foul sewage is, or normally is, flowing, or manholes, tanks, or similar structures actually holding foul sewage."

5. Abattoirs—

Yardman ..	£5 2s. 6d. per week.
Labourers ..	£4 12s. 6d. per week.

Junior workers under the age of twenty-one years employed as abattoir assistants to be paid £1 10s. per week, with annual rises of 10s. per week until adult rate is reached.

Time and a half for Saturday after 1 p.m. and double time for Sunday work.

6. Cemetery—

Sexton ..	A yearly salary of £260.
Assistant sexton ..	A yearly salary of £247.
Labourers ..	£4 12s. 6d. per week.

Twelve shillings extra for each Sunday funeral divisible between the men engaged thereon.

The Council shall provide accommodation to enable cemetery workers to change their clothes and have their meals with adequate light and a heater.

7. Reserves Department—

Gardeners holding by examination the National Diploma of Horticulture	£5 per week.
Leading hands ..	£4 17s. per week.
Workers with fifteen years' service or over, or five years' apprenticeship commenced before 1931	£4 15s. per week.
Labourers ..	£4 12s. 6d. per week.

Junior workers engaged since 1931 to be employed at the rate of £1 per week at commencement, with annual rises of 10s. per week until twenty-one years of age, when at least the basic wage shall be paid, thereafter annual increases of 10s. per week until full award rate is reached.

Proportion, not more than one youth to four adult workers or proportion thereof.

8. Convenience attendants—

Convenience attendants shall be paid £4 per week.

9. General—

All casual labourers, 2s. 4d. per hour.

All workers employed on the foreshore and affected by the ebb and flow of tides shall be paid 1s. per day extra.

Workers employed on tar or bitumen work shall be paid 1s. per day extra, and the men engaged on the actual spraying 2s. per day extra. Workers actually operating tar or bitumen sprayers shall be supplied with boots, overalls, and oil.

Men on kettles and those directing sprayers shall be supplied with overalls.

Workers engaged in cleaning septic tanks to be paid 4s. per hour whilst employed on this work.

Tipmen, 2s. 6d. per week extra.

Where a worker is required to use a bicycle in connection with his work he shall be provided with same at the employer's expense.

Workers employed 10 ft. or over from the ground topping or pruning trees, cutting back branches, &c., 3d. per hour extra.

Workers employed on lamp-lighting on Saturday or Sunday or statutory holidays shall receive a minimum payment of 6s. up to twelve lamps and 6d. each in excess of twelve on each job.

For labourers employed in tunnels or shafts exceeding 8 ft. in depth, or trenches of a depth of 6 ft. or over, or in timbering trenches over 6 ft. in depth, the rate of pay shall be 2s. 6d. per hour.

Where shafts are sunk to a depth exceeding 8 ft., then the following rates of pay shall operate—

Excavations from 8 ft. to 20 ft.

in depth 2s. 8d. per hour.

Excavations from 20 ft. to 30 ft.

in depth 2s. 9d. per hour.

Excavations in excess of 30 ft. 3s. per hour.

First-aid kits to be kept in convenient positions.

Overtime.

10. Subject to provisions of clause 1, work in excess of normal hours each day—time and a half for the first three hours and double time thereafter in any one day.

Throughout the service generally, where necessary a skeleton staff to work on Saturdays and have equivalent time off.

Holidays.

11. The following holidays shall be observed and shall be paid for: Christmas Day, Boxing Day, New Year's Day, 2nd January, Good Friday, Easter Monday, Labour Day, Sovereign's Birthday, and half-day for People's Day at the Summer Show.

There shall be no deduction in pay for time allowed off on Anzac Day.

In addition to the above, all workers shall be entitled to receive an annual holiday of seven working-days, the time of service to be reckoned from the coming into force of this agreement.

When any holiday falls on a Sunday, the following day to be observed as a holiday.

For workers other than shift-workers any work done on any of the stated holidays shall be paid at ordinary rates in addition to the pay for the holiday, subject to a minimum payment of 10s. If a worker is required to work on Sunday he shall receive double pay, subject to a minimum of 10s.

A weekly employee upon giving a week's notice and leaving his employment or being dismissed at any time shall be entitled to a holiday or equivalent in pay proportionate to the time he has served.

A weekly employee is one employed by the Council for not less than six months.

In respect to shift-workers, extra annual leave of one day for each award holiday worked to be granted in lieu of extra day's pay.

Suburban Work.

12. Where the work is more than three miles from the post-office, travelling-time beyond that distance to be within the working-hours, calculated at five minutes per mile.

Country Work.

13. Country work shall be deemed to mean work done by a worker which necessitates his sleeping away from his home.

Any worker employed on country work shall be conveyed by his employer to and from such work free of charge, or his travelling-expenses going to and from such work shall be paid

by his employer, but once only during the continuance of the work if the work is continuous and the worker is not in the meantime recalled by his employer.

Time occupied in travelling shall be paid for at ordinary rates of pay.

Workers employed on country work shall be paid an additional sum of 5s. per day, but the employer may in lieu thereof provide at his own expense the worker with suitable board and lodging.

Wet Places.

14. A wet place shall be deemed to be a place where workers are standing in water 3 in. or more in depth, or where water other than rain-water is dripping upon them. Should the employer provide the workers with oilskin coats or gum boots, or both, the place shall not be deemed to be a wet place.

All gum boots, on being relinquished, shall be thoroughly cleansed before being reissued.

Six hours shall constitute a day's work where workers are working in a wet place within the meaning of this clause, or in foul air, and shall be paid for as if the worker had worked eight hours.

Payment of Wages.

15. Wages to be paid fortnightly in cash on the job or at the Council's office or at such other place as may be arranged from time to time, payment to be made in working-hours not later than Thursday in any week, provided one day (not being a holiday) intervenes. In the event of a worker being dismissed he shall be paid all wages due to him as soon as possible, but not later than the following working day.

Nothing in this agreement shall prevent any worker covered by it from doing work covered by another award or this agreement, provided that whilst so engaged he shall be paid the rate of wages whichever is the greater.

Workers receiving more than the Minimum.

16. In the case of employees at present employed by the Council who are receiving more than the minimum rate provided by the agreement, their wages shall not be reduced by virtue of this agreement.

Disputes.

17. Provided that if any dispute shall arise in connection with the operation of this agreement, questions in dispute are to be submitted to the Council and dealt with as expeditiously as possible.

Preference.

18. Pursuant to the provisions of the statute, preference of the employment shall be given to members of the Southland General Labourers' Union.

Scope of Agreement.

19. This agreement shall apply to the Invercargill City Council and its employees.

Term of Agreement.

20. This agreement shall come into force on the 1st day of July, 1938, and shall continue in force until the 30th day of June, 1939.

The common seal of the Mayor, Councillors, and Citizens of the City of Invercargill was hereunto affixed in the presence of—

JOHN MILLER, Mayor.

W. F. STURMAN, Town Clerk.

The Southland Labourers and Related Trades' Industrial Union of Workers—

[L.S.]

A. B. CLOAKE, President.

D. HARRIS, Secretary.
