

CHRISTCHURCH CITY COUNCIL **LABOURERS.**—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 16th day of June, 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 City Council (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 This agreement shall continue in force from the day of date hereof, and thereafter continue in force until superseded by another agreement or by an award made under the provisions of the said Act.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.

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SCHEDULE.

*Hours of Work.*

1. The hours of work shall not exceed forty hours per week, to be worked on the first five days of the week between 7.30 a.m. and 5 p.m., with an hour for dinner. Men engaged on street-cleaning, channel-work, and sanitary work may start work at such hour as may be deemed necessary, provided they do not work more than eight hours on five days of the week.

The hours of work for quarrymen shall not exceed forty hours per week, on the first five days of the week between 7.30 a.m. and 4.15 p.m., with three-quarters of an hour for dinner.

Notwithstanding the above, in the Works Department nine men shall be available for cleaning up, &c., on Saturday morning, and during the autumn this number shall be increased to fifteen.

In the Reserves Department ten men shall be available for preparing sports-grounds, cemeteries, and general cleaning up, and, in addition, two extra shall be available for plantations from October to May inclusive.

The above men are to be selected from those available in the separate departments in rotation.

No addition shall be made to the weekly payments for such work, but equivalent time shall be added to the annual holiday, or, alternatively, equivalent time shall be allowed off in the week following the Saturday the work is done.

### *Wages.*

2. (a) Unless otherwise specified, the following workers shall be paid a minimum rate of £4 15s. per week: Men employed on pick-and-shovel work, sewer-work, laying and cleaning drains, sweeping and cleaning streets, cutting grass, gardening, digging graves, road and path formation (other than tarring), screening materials, yardmen, and all other work of a similar nature.

When men are employed by the M.E.D. on casual work they shall be paid at a *pro rata* rate based on the above wage and 15 per cent. shall be added thereto. If casual work is required in any other department, arrangement shall be made between the Council and the union.

A casual worker is one who is employed for less than a normal week of five days. Further, all days worked in excess of any five days, or any multiple of five days worked consecutively, shall be deemed to be casual work. A normal week shall be from Monday to Friday, both days inclusive.

(b) Men employed as tar-workers or grit-spreaders with tar gang and men dipping and wrapping pipes shall be paid 1s. per day extra whilst so employed.

(c) Men employed as refuse-lifters, or loading tins, household, general, and special-order rubbish, shall be paid 1s. per day extra or part thereof.

(d) Men employed at controlled tips shall be paid 1s. per day extra whilst so employed.

(e) Men employed as leading hands in pipe-laying, kerb-setting, and building sumps shall be paid 2s. per day extra.

(f) Men employed sweeping and cleaning streets, or channel-sweeping who commence work between 6 a.m. and 7 a.m. shall receive 1s. per day extra.

(g) Men operating mechanical tar and bitumen sprayers and men engaged in cleaning out tar-pits shall be paid 4s. per day extra whilst so employed.

(h) Men employed as tunnelmen and timbermen in excavations shall be paid 1s. per day extra whilst so employed.

(i) Workers employed cleaning sumps and rodding drains shall be paid 1s. per day extra.

(j) Men employed on nightsoil work shall be paid not less than £6 5s. per week whilst so engaged, and shall be supplied with suitable oilskins and sou'westers, and an allowance of 1s. 6d. per month for acetylene-lamp and supplied with carbide, and 1s. 6d. per week bicycle allowance.

(k) Men employed on mechanical concrete-mixers over 10 cubic feet capacity, men in charge of smaller mixers, and men substantially engaged in handling cement shall be paid 1s. per day extra whilst so engaged.

(l) Men in charge of pumps shall be paid a flat rate of £5 7s. per week of forty-five hours. Sundays and holidays to be paid at overtime rates for the actual time worked, with a minimum of one hour, such time to be counted from the time the employee leaves home.

(m) Leading hands laying water-pipes and work incidental thereto shall be paid £5 6s. per week.

(n) Gangers in charge of jobs shall be paid 1s. per day extra.

(o) Men employed topping trees, and axemen, shall be paid 1s. per day extra.

(p) Yardmen who are required to do clerical work in addition to the ordinary yardman's duties shall be paid 1s. per day extra.

(q) Men engaged at the quarries shall have their present wages increased by 7s. per week.

(r) Waterworks men who use their bicycles for Council purposes shall be paid 1s. per week extra.

#### *Hot-mix Plant.*

(s) Men operating the mixer, and oil-burner operative, shall be paid 3s. 4d. per day extra.

(t) Men engaged filling, charging, cleaning, and scaling kettles and men weighing bitumen shall be paid 2s. 8d. per day extra.

(u) Men feeding elevators shall be paid 1s. 6d. per day extra.

(v) Men engaged cleaning out dust-pits and tunnels shall be paid 2s. per day extra.

(w) Men spreading hot mix shall be paid 2s. 8d. per day extra.

(x) Men engaged at fire-fighting within the Bottle Lake Fire District, at Chaney's and the vicinity thereof, at Victoria Park and its vicinity, shall be paid a flat rate of 2s. 6d. per hour whilst so engaged.

(y) Men employed as patrolmen at band concerts shall be paid 3s. per hour.

#### *Overtime.*

3. All time worked beyond the hours hereinbefore mentioned shall be considered overtime, and shall be paid for at the rate of time and a half for the first two hours and thereafter double time. All work done on Sundays shall be paid for at the rate of double ordinary time.

#### *Payment of Wages.*

4. Wages shall be paid weekly and in money, and paid in the employer's time. The Council shall be entitled to make a rateable deduction from the weekly wages specified in this award for any time lost through a worker's default.

#### *Holidays.*

5. (a) The following shall be the recognized holidays: New Year's Day, 2nd January, Good Friday, Easter Monday, Anzac Day, Sovereign's Birthday, Labour Day, Anniversary Day, Show Day, Christmas Day, Boxing Day, and a day to be set aside for an annual picnic.

(b) In addition to the above, all workers who, on the 8th October, 1937, have completed one year's service shall be entitled to receive an annual holiday of five and a half working-days on full pay: Provided that a worker leaving his employment or being dismissed at any time shall be entitled to a holiday or equivalent of pay proportionate to the time he has served.

(c) Men engaged on nightsoil work shall receive the five and a half days' annual leave and an additional day for each of the recognized holidays mentioned above.

(d) For work done on Sunday, Christmas Day, or Good Friday workers shall be paid at the rate of double time; for work done on other holidays mentioned in this award they shall be paid at the rate of time and a half. The above payments to be in addition to the ordinary holiday pay, with a minimum payment as for two hours' work.

#### *Wet Places.*

5. (a) When workers are working in a wet place (other than direct rain) or foul air, six hours shall constitute a

day's work; eight hours to be paid for; half an hour shall be allowed for crib without deduction from pay. If so employed for less than six hours, workers to be paid at the rate of 2s. 6d. per hour.

(b) A "wet place" means a place where a worker is standing in not less than 6 in. of water. When workers are working in not less than 2 in. of water, gum boots shall be provided by the employer.

#### *Suburban Work.*

6. When the work is outside the city boundary, each worker shall be paid the ordinary rate of wages for the time occupied in proceeding thereto and therefrom at the rate of four miles for every hour, with a proportionate allowance for more or less than one hour; but in the event of a worker residing within one mile and a half of such work he shall not be paid for the time occupied in travelling thereto and therefrom. When the employer provides a conveyance, only the actual time in travelling shall be paid for.

#### *Accommodation and Sanitation.*

6. The Council shall provide accommodation in each yard to enable workers to change their clothes and take their meals, and shall provide sanitary accommodation for the workers. Washing-basins shall also be provided. These conditions shall also apply to the quarry and the controlled tips, with the addition at the tips and the destructor of hot and cold water and basins for washing.

#### *Tools.*

7. All tools shall be provided by the employer.

#### *Under-rate Workers.*

8. Usual Court's clause.

#### *Oilskins, Leggings, and Overalls.*

9. Permanent workers whose work is outside shall be provided with oilskin coats and leggings when required, but not more than once in any one year; household and general refuse lifters shall be supplied with aprons, gloves, and goggles; men cleaning sumps, rodding drains, and cement-loaders on mechanical mixers shall be supplied with overalls.

Men operating mechanical tar and bitumen sprayers shall be supplied with clogs or boots, goggles, overalls, and leather gloves.

Men engaged cleaning out tar-pits shall be supplied with overalls and boots; a minimum of four hours to be paid in any one day.

Men sweeping tar shall be supplied with clogs.

Men employed charging kettles, cleaning and scaling, and men employed spreading hot mix shall be supplied with clogs and overalls.

Men on platform or oil-burner shall be supplied with goggles, respirators, boiler suits, boots, and gloves.

Men feeding elevators shall be supplied with goggles and overalls.

#### *Termination of Engagement.*

10. The Council shall give a worker one week's notice, or one week's pay in lieu thereof, prior to his 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: Provided that, in the event of a worker with over three months' continuous service being suspended from duty for any cause, he shall have the right of appeal first to the departmental head, and, failing satisfactory settlement, to the Committee concerned, before being dismissed from the Council's service; but nothing in this clause shall prevent the employer from summarily dismissing any worker for wilful misconduct.

Men employed on casual work and being paid at casual rates shall be subject to an hour's notice on either side.

#### *Accidents.*

11. Modern first-aid emergency cases, fully equipped, shall be kept in convenient and accessible places on each job, and small outfits shall be supplied to all refuse conveyances.

#### *Special Provisions for Sextons.*

12. *Hours of Work.*—The hours of work shall not exceed forty hours per week, to be worked between the hours of 7.30 a.m. and 5 p.m. on the first five days of the week and 7.30 a.m. and 12 noon on Saturdays, with an hour for dinner.

*Wages.*—The minimum rate of wages shall be £4 15s. per week, with an allowance of three cords of firewood per year and a free house. When there are one or more funerals on Saturday afternoon, 10s. extra shall be paid.

For each funeral on Sundays 10s. extra shall be paid.

*Holidays.*—Sextons shall be granted a holiday of twenty-one days' leave during each year of service. No deduction of pay to be made in respect of such holiday.

For work done on Christmas Day or Good Friday 10s. extra shall be paid for each funeral.

*Preference.*

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

*Scope of Agreement.*

14. This agreement shall apply only to the parties named herein.

*Term of Agreement.*

15. One year.

Signed on behalf of the Christchurch City Council—

[L.S.]

R. M. MACFARLANE, Mayor.

J. S. NEVILLE, Town Clerk.

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.

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