

INVERCARGILL **TRAMWAY AND OMNIBUS EMPLOYEES.**—  
INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 25th day of July, 1938, between the Mayor, Councillors, and Citizens of the City of Invercargill of the one part and the Invercargill Tramways Industrial Union of Workers of the other part.

SCHEDULE.

*Wages.*

1. The following shall be the minimum rates of wages payable to the undermentioned employees:—

	Per Hour.	
	s.	d.
Motormen—		
First and second year as motormen-cleaners	2	3
Third to fifth year .. ..	2	4
Over five years .. ..	2	6
Car adjusters and examiners—		
Day .. ..	2	5
Night (4 p.m. to 8 a.m.) .. ..	2	6
Car-cleaners—		
Day .. ..	2	3 $\frac{3}{4}$
Night (4 p.m. to 8 a.m.) .. ..	2	4 $\frac{1}{4}$
Car-shed labourers .. ..	2	4
Permanent-way labourers .. ..	2	3 $\frac{3}{4}$
	Per Week.	
	£	s. d.
Track-cleaners and point-adjusters ..	4	15 0
	Per Hour.	
	s.	d.
Firemen and greasers—		
Day .. ..	2	4 $\frac{1}{4}$
Night (4 p.m. to 8 a.m.) .. ..	2	4 $\frac{3}{4}$
Trimmers—		
Day .. ..	2	3 $\frac{3}{4}$
Night (4 p.m. to 8 a.m.) .. ..	2	4 $\frac{1}{4}$
Bus-drivers same as motormen.		

Motormen and bus-drivers on full roster shifts to be paid 2d. per hour additional, and at these rates during holidays and stand-by.

Car-adjusters and examiners who are required to undertake electrical linesmen's work as part of their regular duties shall be paid such additional amount as will bring the rate equal to such linesmen's rates.

*Sunday Work.*

2. (a) All work done on Sunday shall be paid for at double rates. A minimum of three hours' pay at ordinary rates to be paid.

(b) Whenever a man is required to work a minimum of eight hours on a Sunday he shall be allowed one week-day off in lieu thereof. If, however, he is required to work on such week-day he shall be paid time and a quarter rates for the first eight hours of such day, and time and a half thereafter.

(c) A roster shall be prepared and posted, showing the particular day in the week to be observed as a day off for those workers employed on Sunday.

*"Shorts" and "Overs."*

3. Motormen and bus-drivers shall be notified of shortages within twenty-four hours after paying in their cash each day, excepting Saturdays, Sundays, and public holidays, when notice within forty-eight hours shall be given. Shortages shall be set off against "overs" every day. Credit balances shall be carried forward. The account shall be balanced monthly, and then credit balances (if any) shall not be carried forward. Motormen and bus-drivers shall be allowed to make up their own bags.

*Signing on and off Time.*

4. Motormen shall sign on ten minutes previous to taking on their cars, and shall be allowed ten minutes after finishing work. Motormen on broken shifts and call-back duty shall be allowed five minutes each time for signing on or off intermediate shifts, and seven minutes after signing off for the day.

*Hours of Work.*

5. (a) Forty hours shall constitute a week's work, and shall be worked on five days of the week, with not less than eight hours on each day worked. Any time worked beyond eight hours a day shall be paid for at time and a half rates.

(b) The hours of work for motormen shall average eight hours per day. Not less than eight hours' work shall be provided on any one week-day. Men shall not be signed off for less than one hour.

(c) The foregoing provisions shall not apply in any cases of suspension or absence from duty through the worker's own default.

(d) All time worked beyond eight hours on any week-day shall be paid for at time and a half rates.

(e) A straight shift shall be worked continuously.

(f) All broken shifts shall be completed within eleven hours, except on one week-day in each week and except on statutory and public holidays, when they shall not exceed twelve hours; but this shall not prevent men being employed over a longer period at double rates. This subelause shall not apply to workers performing call-back or call-forward duty.

(g) All call-forward and call-back duty shall be paid for at time and a half rates for the first three hours, and thereafter double time, with a minimum of one and a half hours. Extra time worked between midnight and 6 a.m. shall be paid for at double rates.

(h) In the event of employees applying for exchange of duties the department shall not be liable for any overtime incurred by the granting of such application.

(i) All time worked on Christmas Day, Good Friday, or Anzac Day shall be paid for at double rates.

(j) Motormen on duty shall be paid while waiting at sports, races, public functions, and amusements.

#### *Holidays.*

6. (a) Employees covered by this award who are required to work on public and statutory holidays, and who do not receive overtime rates for such work, shall receive holidays on full ordinary pay as follows: After nine months' service, eight working-days (covering ten consecutive week-days); after eighteen months' service, ten working-days (covering twelve consecutive week-days) every nine months.

(b) All other employees covered by this award shall receive holidays in each year on full ordinary pay as follows: After one year's service, eight working-days (covering ten consecutive week-days); over two years' service, ten working-days (covering twelve consecutive week-days).

(c) On application, holiday pay shall be paid in advance.

(d) Any employee leaving the service or being dismissed after the initial period of nine or twelve months' respectively shall receive holiday pay *pro rata*.

#### *Reports.*

7. (a) No charge laid by an officer against an employee shall be considered unless the intention to lay such charge has been made known to such employee at the time of such alleged offence, or as soon after as practicable. Every charge shall be in writing, and shall be open to the inspection of the employee concerned before he is required to answer same.

(b) In the event of a report being made by any member of the general public against an employee, the employee shall be furnished with particulars within twenty-four hours of it

being received. The employee shall answer such report within forty-eight hours of its notification to him, but before doing so he shall be entitled to see and make a copy of the original.

(c) No charge shall be preferred against an employee on the complaint of any member of the general public unless such complaint has been made in writing by the person concerned within three days of the alleged offence.

(d) In computing time with respect to the above subclause Sundays and holidays shall be excluded. The time an employee may be away from duty shall also be excluded.

(e) For breaches of discipline or other offences the manager of the undertaking may, in lieu of or in addition to inflicting suspension from duty as a punishment, reduce a motorman to a lower grade, or withhold promotion, irrespective of length of service.

(f) Any employee shall be permitted to call evidence in defence when an inquiry is held by the employer, and the employer shall, should he deem it necessary, have the person making the complaint in attendance at such inquiry.

(g) If, pending an inquiry, an employee has been suspended, and if he is exonerated, the employee shall be paid for the time so lost at ordinary rates of pay.

(h) In case of serious accident (where men are not relieved for the purpose) fifteen minutes shall be allowed for the purpose of making out No. 1 reports.

(i) No entry shall be made against any employee on his service record unless the employee concerned has had due notice. An employee, on application to the manager, may be allowed to inspect his record.

#### *Promotions.*

8. When any appointments are made in the service preference shall be given to employees, subject, however, in all cases to the seniority, suitability, capability, and record of the employee concerned, subject to the right of appeal conferred by the Tramways Amendment Act, 1910. This clause shall only apply to positions affected by this award.

#### *Terms of Engagement.*

9. (a) Not less than one week's notice of termination of employment shall be given by employee and employer; but this shall not apply to casuals and probationary cleaners, who may be dismissed without notice.

(b) The provisions of the above subclause shall not be deemed to prevent the employer dismissing any employee without notice for a good and substantial reason.

(c) "Casuals" and "probationary cleaners" shall be deemed to mean employees with less than three months' service.

(d) Any motorman who has left the service and afterwards rejoins shall not enter the traffic department in a higher grade than a motorman in the first year, or may be employed as a motorman-cleaner.

*Preference.*

10. (a) If any employer shall hereafter engage any worker coming within the scope of this award who shall not be a member of the union, and who shall not become a member thereof within one month after his engagement and remain such member, the employer shall dismiss such worker from his service if requested to do so by the union, provided there is then a member of the union equally qualified to perform the particular work required to be done, and ready and willing to undertake the same.

(b) The provisions of this clause shall operate only if and so long as the rules of the union shall permit any worker coming within the scope of this award of good character and sober habits to become a member of the union, upon payment of an entrance fee not exceeding 5s. upon a written application, without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 6d. per week, or 7s. 6d. per quarter, and such fines as may be lawfully imposed on him for non-attendance without reasonable excuse at a specially called meeting of the union of which written notice has been given to him or sent to him by post at his last address as notified by him to the union, or for misconduct at a meeting of the union, or for being more than three months in arrear, without reasonable excuse, in his contributions to the union: Provided that the maximum fine shall not exceed 2s. 6d. for non-attendance at a meeting of the union or for being in arrear with his contributions, and £1 for misconduct at a meeting of the union. The contribution of 7s. 6d. per quarter shall not become payable until after the expiration of one month after joining the union.

(c) No inspector or other officer of the undertaking shall be a member of the union. In the event of a member of the union being appointed to the position of inspector or any other office not provided for in the award he shall immediately resign from the union, and the union shall forthwith accept such resignation.

*Passes.*

11. All men in uniform or carrying passes, to be provided for that purpose, shall be allowed to travel free while going to or returning from work.

Employees carrying passes must observe the conditions printed thereon. Should any employee attempt to travel free at any other time, or to travel to and from work without uniform and without paying fare, or without producing the pass promptly and without delay, or break in any way the conditions printed on the passes, the privilege shall be withdrawn in respect of the employee concerned for a period of one month, and for a second offence may be withdrawn altogether.

#### *Uniforms.*

12. (a) All employees required to wear uniforms, including overcoats and oilskins, shall be supplied with the same by the employer. Oilskins shall be provided by the employer for track-cleaners.

(b) Waterproof overcoats and leggings shall be provided for overhead men and track-cleaners.

(c) All uniforms and clothing shall remain the property of the employer.

#### *Meal Relief.*

13. All employees on night shift starting work after 11 p.m. shall be entitled to thirty minutes' meal allowance; such time to be paid for.

#### *Seats.*

14. Each car shall be provided with a seat for the motorman, subject to such reasonable regulations as shall be issued from time to time by the manager.

#### *Change of Duty.*

15. (a) When an employee is required to perform various duties he shall be paid the rate of wages pertaining to the higher grade of work.

(b) Any motorman when not required for traffic shall fill in his time on car-cleaning. When so engaged no alteration in his usual rate of pay will be made.

#### *General.*

16. (a) If a motorman at any time after taking up his duties finds that he is not fitted for the work he shall, subject to the manager's approval, have the option of going back to his former position as soon as the requirements of the service permit.

(b) Eligibility for increase in motorman's rate of pay shall date from the time a cleaner first acts as a motorman.

(c) Motormen shall be paid 1s. per day extra when they are training students. Students shall not train on late shopping nights (excepting two nights at end of training period) and shall not train for more than four hours daily.

*Disputes.*

17. When any disagreement arises between the employer and the union no proceedings shall be taken by either party until the matter in dispute has been submitted to and dealt with by a special committee comprising three representatives of the employer and three representatives of the union. When a decision has been arrived at by this special committee it shall be binding on all parties to the dispute.

18. The award shall apply only to the parties named herein.

19. This award shall come into force on the 14th day of July, 1938, and continue in force for one year.

Signed by the assessors on behalf of Tramway Union.

ROBERT WOOD, Motorman.

THOMAS WALKER, Motorman.

DOUGLAS CLARK, President.

ROBERT FERGUSON, Fitter.

S. W. PERKINS, Secretary.

[L.S.]

Signed by the assessors appointed on behalf of the employers.

The common seal of the Mayor, Councillors, and Citizens of the City of Invercargill was hereunto affixed this 25th day of July, 1938, in the presence of—

JOHN MILLER, Mayor.

W. F. STRUMAN, Town Clerk.

[L.S.]