

CHRISTCHURCH CITY COUNCIL **ELECTRICAL WORKERS,
MECHANICS, AND THEIR ASSISTANTS.**—INDUSTRIAL
AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 24th day of November, 1939, between the New Zealand (except Northern) Amalgamated Engineering and Related Trades' Industrial Union of Workers (hereinafter called "the union"), of the one part, and the Christchurch City Council, of the other part.

That, as between the parties hereto, the terms, conditions, stipulations, and provisions contained and set out in the schedule hereto shall be binding upon the said parties, and the said terms, conditions, stipulations, and provisions shall be and are hereby incorporated in and declared to form part of this agreement; that the said parties hereto shall observe and perform every matter and thing by this agreement and by the said terms, conditions, and provisions required to be 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. Any failure to observe the conditions, stipulations, and provisions contained herein shall be deemed to be a breach of this industrial agreement.

SCHEDULE.

Interpretation.

1. (a) Meter-tester means a worker who normally carries out routine testing of watt-hour service meters in consumers' premises.

(b) Mechanics shall mean and include fitters, turners, and blacksmiths.

(c) Electrical workers' work shall mean and include all work defined as electrical wiring work in the Electrical Wiremen's Registration Regulations 1929.

(d) Cable-jointers' work shall mean and include all work in connection with jointing and repairing electric cables normally designed for underground use.

(e) Linesmen's work means and includes the complete installation of overhead electric light and power lines from the supply station to the point of connection to the consumers' premises, the erection and connecting-up of street lamps, and all repair and maintenance work in connection with overhead mains.

(f) Linesmen's assistants' work means and includes the carrying-out of all necessary work of assisting linesmen and under their direction.

(g) Mechanics' assistants shall mean and include all semi- and un-skilled workers engaged as assistants to mechanics.

(h) Cable-jointers' assistant shall mean a worker assisting a cable-jointer in any way and under his direction.

(i) Charge hand shall mean a linesman in charge of two or more additional workers employed on lines-work and in charge of the job.

Working in Pairs.

2. Except in emergency, no linesman shall be required to work in connection with live wires unless accompanied by an assistant linesman.

Wet-weather Work.

3. Subject to the control of the Mains Superintendent, it shall, during wet weather, be the duty of the charge hand of each gang to determine when circumstances warrant the men sheltering.

Wages.

4. (a) The following shall be the recognized scale of wages:—

	Per Week.		
	£	s.	d.
Mechanics	5	15	10
Electricians.. .. .	5	15	10
Linesmen	5	12	6
Linesmen's assistants	5	4	2
Mechanics' assistants	5	5	10
Cable-jointers' assistants	5	5	10

(b) Linesmen in charge of two or more workers shall be paid 1s. per day extra.

(c) Any assistant linesman who has had five years' satisfactory experience in lines-work with the City Council or any other recognized supply authority shall be graded as a linesman and paid the appropriate rate.

(d) Except in the case of casuals, the employment shall be deemed to be weekly employment, and no deduction shall be made from the weekly wage except for time lost through the worker's sickness or default, or his absence from work through no fault of the employer.

(e) No less than seven days' written notice shall be given by either party of the termination of the employment, except in the case of casual hands: Provided that nothing in this clause shall prevent the employer from summarily dismissing any worker for wilful misconduct.

Hours of Work.

5. (a) Unless otherwise specified herein, forty hours shall constitute a week's work, and the working-hours shall be between the hours of 8 a.m. and 5 p.m. on the first five days of the week, Monday to Friday inclusive.

(b) Service electricians (consumers' service) may work 120 hours in any three-weekly period, and should such worker be called upon to work beyond the hours of his respective shift he shall be paid for all such time at the rate of time and a half for the first three hours and double time thereafter.

(c) For the period of the year from 15th May to 15th August, the hours of work for linesmen shall be 8 a.m. to 4.30 p.m., with thirty minutes for lunch.

Overtime.

6. (a) All time worked in excess or outside of the hours mentioned in clause 5 hereof shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b) If at any time a worker is called out after having ceased work, then the time so worked shall be paid for at ordinary overtime rates, to be computed from the time of leaving home to the time of his return.

(c) When a worker is called back to work after reaching his home, he shall be paid the minimum of two hours at time and a half up to 9 p.m. and double time thereafter.

(d) Meal-money: Employers shall allow meal-money at the rate of 1s. 6d. per meal when workers are called upon to work overtime after 6 p.m., provided such workers cannot reasonably get home to their meals and return in one hour.

(e) Supper and crib time when working overtime shall be paid for.

(f) No worker, other than troublemen, shall work overtime on Friday night except on breakdown work, and no worker shall work more than sixty-eight hours in any one pay period.

Holidays.

7. (a) For all time worked on Sundays and recognized holidays as provided hereafter, or authorized from time to time, rates as follows shall be paid: Christmas Day, Good Friday, treble rate; other recognized holidays, $2\frac{1}{2}$ rate; Sundays, double rate.

(b) The following shall be the recognized holidays, and no deductions from wages shall be made in respect to such holidays: New Year's Day, 2nd January, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Show

Day, Anniversary Day, Christmas Day, Boxing Day, and Anzac Day, and such additional holidays as may from time to time be authorized.

(c) If any of the above-mentioned holidays, except Anzac Day, fall on a Sunday, then, for the purpose of this agreement, such holiday shall be observed on the following Monday.

(d) Two weeks' annual leave on full pay shall be granted to all workers covered by this agreement on completion of twelve months' service with the department, and should any worker's services be dispensed with he shall receive proportionate holiday allowance if and when his employment is determined.

(e) In recognition of the fact that their shift-work involves periodically time worked at week-ends, holidays, and evenings, servicemen in the consumers' service department shall receive, in addition to the rate of pay, a weekly allowance of 2s. 3d.

Night Shift.

8. (a) A night shift shall mean a shift of eight hours worked between the ordinary time of leaving off in the evening and the starting of work in the morning. Should any worker be required to work on any night shift for less than three nights in succession, he shall be paid for such work at over-time rates.

(b) Workers engaged on night shift shall be paid 3s. per shift extra if working on three or more consecutive nights.

(c) Any worker having worked all night and day and being required to continue working on into the next night shall be paid double rates for all such time worked.

Suburban Work.

9. (a) Suburban work means work performed by a worker at a distance of over a mile and a half from the employer's place of business or some central place to be agreed upon.

(b) Workers shall be at the place where work is to be performed at the hour appointed for commencement of work, but if such place is distant more than one and a half miles from the employer's office or place of business or the central place selected workers employed thereon shall be allowed and paid for the time reasonably occupied by them in travelling to and from such work beyond the radius of one and a half miles, or they shall be conveyed to and from such work at the cost of the employer; but no worker residing less than one and a half miles by a convenient mode of access for foot-passengers from the place where the work is to be performed

shall be entitled to the allowance mentioned in this clause. All time travelled beyond the first one and a half miles shall be allowed for at the rate of one hour for each four miles so travelled.

General Provisions.

10. (a) The Council shall provide their electrical employees with such engineering tools as soldering-bolts, metal tops, conduit fittings, files, blow-lamps, rasps, hacksaw blades and frames, grills and keyhole-saw blades, and carpenter's saw. Servicemen shall be supplied with torches and batteries.

(b) Linesmen and assistants shall be provided with rubber gloves and lifebelts, and all necessary tools including one knife each year, but the employee who receives such tools shall sign for them and be held responsible for their safety. In the event of the tools being lost, they shall be replaced by the employee responsible for their safety.

(c) Any worker subject to this agreement must devote the whole of his working-time to the best interests of the Council.

(d) During the period of his employment a worker shall not use any of the tools or materials of the Council for work other than that assigned to him.

(e) Electricians shall be responsible for all tools and material supplied to them and shall make good any loss, fair wear-and-tear excepted, provided that, where necessary, the Council supplies facilities for locking up such tools and materials securely.

(f) All workers who are required to work outside in wet weather and who provide themselves with gum boots, oilskins, and sou'westers for this purpose shall receive an allowance of 1s. 3d. per week.

(g) Meter-installers, trouble and service department workers, and electricians using their own bicycle in connection with the employer's business and with his consent shall be paid a cycle allowance of 1s. 6d. per week.

(h) A crib-time of ten minutes shall be allowed during each morning or afternoon without deduction of wages.

Accidents.

11. (a) A modern first-aid emergency case, fully equipped, shall be kept in a convenient and accessible place in every workshop, also conveniences for a supply of hot water at short notice.

(b) A suitable ambulance first-aid outfit shall be available for any worker to take when employed on outside work, and a similar outfit shall be supplied to each cart in the lines department and tool-box in underground department.

Dirt-money.

12. Dirt-money at the rate of 1s. 6d. per day or portion of a day shall be paid for all work done by any worker covered by the provisions of this agreement in cement-works, chemical-works, soap-works, foundries, tunnels, or repairing damage done by fire where the worker comes into contact with charred materials, or in freezing chambers while freezing is being carried on, or storage-battery work involving the handling of acid. Other work such as dirty installation work or dirty demolition work which may be agreed upon as coming under the term "dirty work" shall be paid for at the same rate.

Piecework.

13. Piecework or premium-bonus work shall be prohibited.

Access to Workshops.

14. The union secretary may, by consent of the employer, interview any worker on matters coming within the scope of this agreement.

Preference.

15. In engaging workers, preference shall be given to members of the Christchurch Branch of the New Zealand (except Northern) Amalgamated Engineering and Related Trades' Industrial Union of Workers, provided such members are available and provided membership of the union is open to all workers of good character and sober habits with an entrance fee not exceeding 5s. and subsequent weekly payments not exceeding 9d.

Scope of Agreement.

16. This agreement shall apply to the parties named herein.

Term of Agreement.

17. One year from 30th August, 1939.

Signed on behalf of the New Zealand (except Northern) Amalgamated Engineering and Related Trades' Industrial Union of Workers—

[L.S.]

H. GUNNS, President.

G. T. THURSTON, General Secretary.

Signed on behalf of the Christchurch City Council—

[L.S.]

R. M. MACFARLANE, Mayor.

J. S. NEVILLE, Town Clerk.