

**CHRISTCHURCH LOCAL BODIES' SHIFT ENGINEERS.—**  
**INDUSTRIAL AGREEMENT.**

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 11th day of May, 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, Christchurch Tramway Board, and the Christchurch Drainage Board, 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 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.

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#### SCHEDULE.

##### *Hours of Work.*

1. (a) A week's work shall consist of forty hours per week averaged over the period of the shift roster.

(b) Shifts shall be arranged and shall revolve according to the requirements of the work.

##### *Overtime.*

2. In the event of any breakdown in the plant, or any other emergency, the chief engineer may recall any shift engineer to work in order to effect repairs or to meet the emergency. Time so worked shall be paid for at time and a half rates.

##### *Wages.*

3. (a) The minimum rate of wages for shift engineers shall be £377 per annum.

(b) Converter station attendants employed at the City Council converter station shall be paid £325 per annum.

(c) No worker who is now in receipt of a wage higher than the above minimum shall have such wage reduced during the period of this agreement.

(d) It is understood and agreed between the parties that the above annual salaries include any payment that may be called for by the Factories Act and its amendments for work done on Saturdays, Sundays, and statutory holidays.

##### *Annual Leave.*

4. (a) Three weeks' annual leave on full pay shall be granted each year after one complete year of service.

(b) All workers shall receive proportionate holiday allowance if and when their employment is determined.

*Termination of Employment.*

5. Except in case of dismissal for misconduct, one month's notice shall be given on either side.

*Conveniences for Washing and Dressing.*

6. Reasonable provision shall be made for washing and dressing, with separate lockers and facilities for obtaining hot water.

*Accidents.*

7. A modern first-aid emergency case, fully equipped, shall be kept in a convenient and accessible place in or near the engine-room.

*Dirty Work.*

8. When shift engineers are on dirty work overalls shall be provided for such work. Dirty work means work done at the back end of the boilers or in combustion chambers.

*Matters not provided for.*

9. Any dispute in connection with any matter not provided for in this agreement shall be settled between the particular employer concerned and the secretary or the president of the union, and in default of any agreement being arrived at, then such dispute shall be referred to the local Conciliation Commissioner, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner, may appeal to the Court upon giving notice in writing of such appeal to the other party within seven days after such decision shall have been communicated to the party desiring to appeal.

*Preference.*

10. In engaging workers preference shall be given to members of the Shift Engineers Section of the union, provided such members are available, and provided membership of the union is open to all workers of good character and sober habits for an entrance fee not exceeding 5s., and a subsequent weekly payment not exceeding 9d. per week.

*Scope of Agreement.*

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

*Term of Agreement.*

12. This agreement, in so far as it relates to salary, shall be deemed to have come into operation on 1st December, 1938,

and, so far as the other conditions are concerned, on the date hereof, and shall continue in force for twelve months from that date.

Signed on behalf of the New Zealand (except Northern) Amalgamated Engineering and Related Trades Industrial Union of Workers, this 11th day of May, 1939—

[L.S.]

H. GUNNS, President.

G. T. THURSTON, Secretary.

For the Christchurch City Council—

R. M. MACFARLANE, Mayor.

J. S. NEVILLE, Town Clerk.

For the Christchurch Tramway Board—

JOHN MATHISON, Chairman.

H. E. JARMAN, General Manager.

For the Christchurch Drainage Board—

T. MILLIKEN, Chairman.

C. F. CHAMPION, Secretary.