

CHRISTCHURCH FIRE-BRIGADES OFFICERS.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 23rd day of May, 1941, between the Christchurch Fire-brigades' Employees' Industrial Union of Workers (hereinafter called "the union"), of the one part, and the Christchurch Fire Board (hereinafter referred to as "the employers"), of the other part, whereby it is mutually agreed by and between the parties hereto as follows:—

Application of Agreement.

1. This agreement shall apply to all permanent fire-brigade officers in the employ of the Christchurch Fire Board, with the exception of the superintendent and the deputy-superintendent of the Christchurch Fire Brigade, to whom it shall not apply.

Daily Routine.

2. (a) Roll call on week days shall be at 7 a.m. and 7 p.m., but officers who have been previously notified and detailed for afternoon duties "other than fire calls" shall not attend 7 a.m. roll calls.

(b) Roll call on Sunday and public holidays shall be at 8 a.m. and 7 p.m.

(c) Routine hours for officers detailed for afternoon duties shall be from 9.15 a.m. to noon and 1 p.m. to 3.30 p.m., from Monday to Friday inclusive.

(d) Routine hours shall not apply to inspection of theatres, the duty officer, and work in connection with roll call, alarms, and the work-book.

(e) Unless otherwise mutually agreed, one hour and a quarter shall be allowed for personal toilet, and breakfast from 8 a.m. to 9.15 a.m., and one hour shall be allowed from 12 noon to 1 p.m. for midday meal.

Salaries.

3. The minimum salaries to be paid to the officers coming within the scope of this agreement shall be as follows:—

		Per Week.		
		£	s.	d.
(a)	Junior station officer	..	..	6 8 0
	Senior station officer	..	..	6 15 0
	Fourth officer	..	..	7 2 0
	Third officer	..	..	7 9 0

(b) The present practice relating to the provision of lighting and firing for men who turn out during leave periods shall continue.

(c) Salaries shall be paid fortnightly.

(d) Driving licenses shall be paid by the Board in the case of officers appointed as drivers.

Special Duties.

4. (a) Officers when called upon for salvage work on ships or flood damage, servicing Drainage Board equipment, or where special calls are made on the brigade's service to deal with escapes of noxious fumes or gases, shall be paid on a flat rate of 5s. per hour.

(b) Officers maintaining and servicing out appliances outside routine hours shall be given time off duty at a time to be arranged with the superintendent and the officer.

Uniforms.

5. (a) The Board shall supply to each officer the following uniform free of charge: Cap, double-breasted jacket, waist-coat, two pairs of trousers, two shirts and four collars (if procurable), and not more than two ties per year, and a pair of officers ankle boots.

(b) The Board shall issue to each officer, free of charge, leather knee boots and fire tunics when same are issued to firemen in the Board's employ.

(c) When considered necessary by the superintendent, all uniforms shall be kept in repair by the Board. All articles shall be renewed when damaged by fire beyond repair.

(d) All uniforms shall be made to measure where possible.

(e) In the event of any dispute arising in connection with the issue of uniforms, the brigade superintendent, together with the secretary of the union, shall adjust such dispute.

Transfer.

6. Where practicable, not less than seven days' notice shall be given where an officer is under transfer. The cost of the transport of effects, where necessary, shall be supplied by the employer.

Ordinary Leave of Absence.

7. (a) Each officer shall be allowed leave of absence, without deduction of pay, as follows: Twenty-four hours' continuous leave commencing at 8 a.m. every fourth day:

Provided that in cases of emergency—*i.e.*, fire duty or sickness—preventing such leave being given, such leave shall be made up to the officer subsequently.

(b) Officers may, with the permission of the superintendent (which permission shall not be unreasonably withheld), change leave between themselves.

Extended Leave.

8. (a) Each officer within each six months of continuous service (based on the date on which his employment commenced) shall be granted holidays without deduction of pay as follows: Twenty-eight consecutive days (inclusive of Sundays), such leave to be given and taken at a time to be determined by the superintendent. A roster indicating the day and time when leave commences shall be posted on the notice board.

(b) Payment of wages covering the holiday period shall be made prior to the officer going on leave.

Sickness.

9. (a) When an officer is rendered unfit for duty as a result of an accident he shall be paid full wages during the first fourteen days of his incapacity in lieu of the compensation provided by the terms of the Workers' Compensation Act. In the case of sickness he shall be paid full wages during the first fourteen days of such incapacity, and at the expiration of that time the employer shall review the case with the object of extending payment for a further period.

(b) Where medical examination is required by the Board it shall be paid for by the Board.

Reports.

10. An officer, having been reported to the superintendent for any matter arising out of his employment, shall have a right to a copy of the report and to receive three days' notice, if he so desires, before being paraded, and to have a representative of the union to accompany him when paraded before the chief officer.

General.

11. The employer shall, as far as may be practicable, make arrangements that officers are not employed at the scene of a fire for periods exceeding four hours without receiving refreshments.

Termination of Employment.

12. Fourteen days' notice of termination of the employment shall be given by either side, but shall not prevent the summary dismissal or suspension of any officer for misconduct prejudicial to good order and discipline: Provided that such officer may appeal to the Board for consideration and may have the assistance of a representative of the union.

Matters not provided for.

13. Any dispute in connection with any matter not provided for in this agreement shall be settled between the employer and an official of the union, and in default of any agreement being reached, then such dispute shall be referred to the Conciliation Commissioner for the district, who may either decide 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 written notice of such appeal to the other party within fourteen days after such decision has been communicated to the party desiring to appeal.

Workers to be Members of the Union.

14. (a) It shall not be lawful for any employer bound by this agreement to employ or to continue to employ in any position or employment subject to this agreement any adult person who is not for the time being a member of an industrial union of workers bound by this agreement or who is not for the time being a member of a trade-union which was registered as such before the 1st day of May, 1936, and which is bound by this agreement: Provided, however, that any non-unionist may be continued in any position or employment by any employer bound by this agreement during any time while there is no member of a union bound by this agreement who is available to perform the particular work required to be done and is ready and willing to undertake it.

(b) For the purposes of subclause (a) of this clause a person of the age of eighteen years or upwards, and every other person who for the time being is in receipt of not less than the minimum rate of wages prescribed by this agreement for workers of the age of twenty-one years and upwards, shall be deemed to be an adult.

(NOTE.—Attention is drawn to subsection (4) of section 18 of the Industrial Conciliation and Arbitration Amendment Act, 1936, which gives the workers the right to join the union.)

Scope of Agreement.

15. This agreement shall apply to the Christchurch Fire Board and the Christchurch Fire-brigades' Employees' Industrial Union of Workers.

Term of Agreement.

16. This agreement shall come into operation on the 3rd day of June, 1941, and shall operate until the 1st day of June, 1943.

In witness whereof the parties hereto have executed these presents the day and year first before written.

The common seal of the Christchurch Fire Board was hereto affixed in the presence of—

[L.S.]

E. PARLANE, Chairman.

J. D. CAREY, Member.

K. COLLINS, for Secretary.

The common seal of the Christchurch Fire-brigades' Employees' Industrial Union of Workers was hereto affixed in the presence of—

[L.S.]

H. R. T. FRASER, President.

W. H. MATHISON, Secretary.