
CHRISTCHURCH CITY COUNCIL **CUSTODIANS, ETC.—**
INDUSTRIAL AGREEMENT

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 26th day of January, 1943, between the Christchurch Cleaners', Caretakers', and Lift Attendants' Industrial Union of Workers, of the one part, and the Christchurch City Council, of the other part, whereby it is mutually agreed by and between the parties hereto as follows:—

Definitions

1. "The custodian" shall mean any employee responsible for the supervision of others in the cleaning or safeguarding of the Council's property.

"Attendants" shall mean employees responsible for the cleaning or safeguarding of any property of the Council, but who are not required to supervise other employees.

"Cleaners" shall mean employees who do cleaning work of any kind, but who do not come within the definition of "custodian" or "attendant."

Hours of Work

2. (a) Except as otherwise provided, the normal hours of work shall not exceed forty in any one week, Monday to Sunday inclusive, except as hereinafter provided.

A roster shall be prepared and the hours to be worked by attendants and cleaners shall be submitted to the union. Such roster shall not provide for more than forty hours to be worked in any one week.

(b) The hours of work of the custodian of the municipal buildings shall not be limited.

(c) The normal hours of the custodian of the Robert McDougall Art Gallery shall not exceed forty per week, to be worked on six days of the week, including the two hours each Sunday, which shall count as double time.

Wages

	Per Week.		
	£	s.	d.
3. The custodian, municipal buildings, with free living-quarters, fuel, and lighting ..	5	2	6
Custodian, art gallery	5	7	6
Attendants, municipal baths	5	7	6
Attendants, art gallery	3	0	0
Attendants, conveniences	5	2	6
Attendants, women's rest-room	3	0	0
Attendant in charge, women's rest-room ..	4	0	0
Cleaners: Male	4	17	6
Cleaners: Female.. .. .	3	2	6
		Per Hour.	
		s.	d.
Hourly workers: Male		2	6
Hourly workers: Female		2	0

Female cleaners employed at the municipal offices shall be paid at the rate of £2 7s. 6d. per week and shall be subject to the same working-conditions as to hours and holidays as at present obtaining.

Coats shall be provided free of cost to the convenience attendants.

Payment of Wages

4. (a) All wages shall be paid weekly and not later than Thursday.

(b) No deduction shall be made from the weekly wage of any worker for the prescribed holidays, or for loss of time other than for time lost through the worker's own default or sickness.

Overtime

5. Except as otherwise provided in clause 2 (b) and (c), all time worked in excess of forty hours per week shall be paid for at the rate of time and a half for the first two hours and double time thereafter, providing that attendants at men's conveniences shall be paid double time for the first two hours in excess of forty in each week.

Recognized Holidays

6. *Hourly Workers:* As in Cleaners', Caretakers', &c., award. *Custodian and Attendants at Art Gallery:* Good Friday, Anzac Day, and Christmas Day.

Attendants at Municipal Baths: New Year's Day, 2nd January, Good Friday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Show Day, Christmas Day, and Boxing Day.

Women's Rest-room Custodian and Creche Attendants: New Year's Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, and Christmas Day.

Parcels Office and Rest-room Attendants: Good Friday, Christmas Day, and Anzac Day.

All work done on any of the above holidays shall be paid for at double rates.

The holidays of the custodian of the municipal buildings shall, when possible, be the same as those observed by the municipal officers.

Annual Holidays

7. On completion of twelve months' service the following holidays shall be given and taken at a time to be mutually agreed upon. Custodian, municipal buildings, and custodian and attendants at art gallery, and attendants at men's conveniences, parcels-office, and rest-room shall receive three weeks' holiday on full pay. Other employees shall receive two weeks. Full pay for hourly workers on annual leave shall be on a basis of average earnings for previous twelve months.

If the employment is terminated for any reason other than for misconduct of the worker at any time after the first year of service or after six months of the first year of service is completed, the worker shall be given a paid holiday of proportionate duration for the period served or shall be given the holiday payment when the employment is terminated.

All employees shall receive one clear day off in seven.

Civic Theatre Duties

8. When the custodian of the municipal building is called upon for duty in the Civic Theatre or the band rotunda on Sundays, he shall receive 10s. for each performance so attended.

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 president of the union, and in default of any agreement being arrived at, then such dispute shall be referred to the 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 written notice of such appeal to the other party within fourteen days after such decision shall have been communicated to the party desiring to appeal.

Workers to be Members of the Union

10. Court's clause.

Under-rate Workers

11. Court's clause.

Application of Agreement

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

General Orders under Rates of Wages Emergency Regulations 1940

13. The two general orders made under the Rates of Wages Emergency Regulations 1940, and dated 9th August, 1940, and 31st March, 1942, respectively, shall be deemed to be incorporated in this agreement and shall have effect according to their tenor.

Term of Agreement

14. The wages provided in clause 3 of this agreement shall be payable as from the 5th November, 1942, and the other terms and conditions herein shall operate from the day of the date hereof, and this industrial agreement shall continue in force to 5th November, 1944.

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

The common seal of the Christchurch City Council was hereto affixed in the presence of—

[L.S.]

ERNEST H. ANDREWS, Mayor.
H. S. FEAST, Town Clerk.

The common seal of the Christchurch Cleaners', Caretakers', and Lift Attendants' Industrial Union of Workers was hereto affixed in the presence of—

[L.S.]

ROBERT BURNS, President.
W. H. MATHISON, Secretary.
