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

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of the Economic Stabilization Emergency Regulations 1942; and in the matter of the industrial agreement made on the 15th day of September, 1944, between the New Zealand (except Northern Industrial District) Amalgamated Engineering and Related Trades' Industrial Union of Workers and the Christchurch City Corporation.

WHEREAS by the Economic Stabilization Emergency Regulations 1942 it is provided that no industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, shall come into force until it is filed under section 28 of the said Act: And whereas it is provided further that no such industrial agreement shall be accepted by a Clerk of Awards for filing as aforesaid unless it has been approved by the Court for the purposes of the said regulations: And

whereas application has been made for approval of the industrial agreement made on the 15th day of September, 1944, between the New Zealand (except Northern Industrial District) Amalgamated Engineering and Related Trades' Industrial Union of Workers, of the one part, and the Christchurch City Corporation, of the other part: Now, therefore, the Court, having had regard to and having taken into consideration the matters and things as required by the said regulations, doth hereby approve the said industrial agreement solely for the purposes of the said regulations.

Dated this 25th day of September, 1944.

[L.S.]

A. TYNDALL, Judge.

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 15th day of September, 1944, 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 electricity meters in consumers' premises.

(b) Mechanic means a skilled workshop worker, including fitters, turners, blacksmiths, and motor mechanics other than garage mechanics as defined in subclause (f) of this paragraph.

(c) Electrical worker means a worker engaged on electrical wiring work as defined in the Electrical Wiring Regulations.

(d) Cable-jointer means a worker engaged on the jointing and repairing of electrical cables normally designed for underground use.

(e) Linesman means a worker engaged on the installation of overhead electric lines, the erection and connecting-up of street lamps, and repair and maintenance to overhead mains.

(f) Garage mechanic means a worker in the Municipal Electricity Department vehicle garage engaged on maintenance of vehicles or battery charging.

(g) Linesman's assistant means a worker engaged in assisting a linesman in his work under his direction.

(h) Mechanic's assistant means a worker, whether semi-skilled or unskilled, assisting a mechanic in his work and under his direction.

(i) Cable-jointer's assistant means a worker engaged in assisting a cable-jointer in his work and under his direction.

(j) A charge hand means a linesman in charge of two or more additional workers employed on lines work.

(k) Service electrician means a worker in the Consumers' Service Department doing servicing work on shift hours.

### Wages

2. (a) Subject to any special provisions herein, the following shall be the recognized scale of wages:—

	Per Week.		
	£	s.	d.
Meter-testers .. ..	6	0	0
Mechanics .. ..	5	18	4
A Grade motor mechanics	6	5	0
Motor mechanics .. ..	5	18	4
Electricians .. ..	5	18	4
Linesmen .. ..	5	15	0
Garage mechanics .. ..	6	2	6 (see subclause (d))
Linesmen's assistant .. ..	5	6	8
Mechanic's assistant .. ..	5	8	4
Cable-jointer's assistant..	5	8	4
Service electrician .. ..	5	18	4 (see subclause (d))

(b) 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.

(c) Seven days' written notice shall be given by either party of the termination of the employment, except in the case of casual employees: Provided that nothing in this clause shall prevent the employer from summarily dismissing any worker for wilful misconduct.

(d) In recognition of the fact that regular shift-work involves periodically time worked at week-ends, holidays, and evenings, service electricians shall receive, in addition to the specified rate of pay, a weekly allowance of 2s. 6d., and garage mechanics, in recognition also of night work, a weekly allowance of 5s.

(e) Charge hands shall be paid 1s. per day extra.

#### *Hours of Work*

3. (a) Except as 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 and garage mechanics may work one hundred and twenty hours in any three-weekly period. Should either of these classes of worker be called upon to work beyond the hours of the respective shift, he shall be paid for 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 September, the hours of work for linesmen shall be 8 a.m. to 4.30 p.m., with thirty minutes for lunch.

(d) The representations of the employees concerned shall be taken into account, as far as is practicable, in the arrangement of duty rosters for service electricians and garage mechanics.

#### *Overtime*

4. (a) All time worked in excess of or outside of the hours mentioned in clause 3 hereof shall be paid for at the rate of time and a half for the first three hours and double time thereafter. If an interval occurs, other than a meal interval, between the normal time of ceasing work and the commencement of overtime, a minimum of two hours shall be paid for.

(b) Meal-money: Employers shall allow meal-money at the rate of 2s. per meal when workers are called upon to work overtime after 6 p.m., provided such workers cannot reasonably get home to their meal and return in the time allowed.

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

#### *Holidays: General*

5. (a) The provisions of this clause do not apply to service electricians or garage mechanics.

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

(c) The following shall be the recognized holidays, and no deductions from wages shall be made in respect of them: New Year's Day, 2nd January, Good Friday, Easter Saturday, Easter Monday, Sovereign's Birthday, Labour Day, Show Day, Anniversary Day, Christmas Day, Boxing Day, and Anzac Day, and a day which may be authorized by the Council as staff picnic day.

(d) If any of the above-mentioned holidays, except Anzac Day and Easter Saturday, fall on a Saturday or a Sunday, then for the purposes of this agreement such holiday shall be observed on the following Monday or Tuesday.

(e) For all time worked on Sundays and recognized holidays as provided herein or authorized from time to time, rates as follows shall be paid: Christmas Day and Good Friday, treble rate; other recognized holidays, 2½ rate; Sundays, double rate.

#### *Holidays: Regular Shift-workers*

6. (a) Regular shift-workers—viz., service electricians and garage mechanics—shall, at the discretion of the Council, receive such of the holidays mentioned in clause 5 (c) above as can be conveniently arranged without detriment or interruption to the work for which they are engaged.

(b) Service electricians and garage mechanics shall receive two weeks' annual leave on full pay on completion of twelve months' service, and should any such worker's services be dispensed with, he shall receive proportionate allowance if and when his employment is determined.

*Night Shift*

7. (a) A night shift shall mean a shift of eight hours' work between the ordinary time of leaving off in the evening and the starting of work in the morning by any employee who is not a regular shift-worker. Should any such worker be required to work on any night shift for less than three nights in succession, he shall be paid for such work at overtime rates.

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

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

*Suburban Work*

8. (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. 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 agreed upon, 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. 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. Time allowed for travelling under this clause shall be estimated at the rate of one hour for each four miles so travelled.

*General Provisions*

9. (a) The Council shall provide those employees whose work requires them with such tools as soldering-bolts, metal-pots, conduit fittings, files, blow-lamps, rasps, hacksaw blades and frames, drills, and keyhole-saw blades, mitre-box, and carpenter's saws. Consumers' servicemen shall be provided with torches and batteries.

(b) Workers under this agreement shall be responsible for all tools and materials supplied to them and shall make good any loss, fair wear-and-tear excepted: Provided that, where necessary, the Council will supply facilities for locking up tools and materials.

(c) All workers who are required to work outside in wet weather and who provide themselves with gum boots, oilskins, and sou'westers or other approved protection from wet weather shall receive for this purpose an allowance as follows: linesmen and assistant linesmen, 2s. per week; other employees, 1s. 6d. per week.

(d) All workers using their own bicycles in the employer's business and with his consent shall be paid cycle allowance as follows:—

	Per Annum. Payable Quarterly.		
	£	s.	d.
Service electricians, troublemen in Wiring Department, meter-testers ..	5	0	0
Wiremen and linesmen ..	3	15	0

For the duration of the war and the succeeding six months, these amounts of cycle allowance will be subject to an increase of 20 per cent.

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

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

(g) A crib time of ten minutes shall be allowed during each morning and afternoon without deduction of wages.

#### *Lines Department*

10. (a) Except in an emergency, no linesman shall be required to work with live wires unless accompanied by another linesman or assistant linesman.

(b) 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 taking shelter.

(c) Linesmen and their assistants shall be provided with rubber gloves, if obtainable, and safety-belts, and all necessary tools, including one knife each year. The employee who receives such tools shall sign for them and be held responsible for their safety. In the event of tools being lost or damaged, they shall be replaced by the employee responsible for their safety, provided that there is adequate evidence that the cause was undue carelessness.

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

*First-aid Equipment*

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 the 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 demolition work which may be agreed upon as between the employer and the union as coming under the term "dirty work" shall be paid for at the same rate.

*Access to Workshops*

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

*Preference*

14. 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. per week.

*Increase in Rates of Remuneration*

15. All rates of remuneration, including overtime and other special payments, provided for in this agreement, with the exception of clothing and cycle allowances and dirt-money, shall be subject to the provision of the general order dated 9th August, 1940, under the Rates of Wages Emergency Regulation 1940, and such other orders as may be gazetted in that behalf, increasing rates of remuneration by the amount specified in the order.

*Scope of Agreement*

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

*Term of Agreement*

17. This agreement, in so far as it relates to wages and other special payments, shall be deemed to come into force on 1st July, 1943, and in so far as other conditions are concerned it shall operate as from the day of the date hereof, and shall continue in force until the 15th day of September, 1946.

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, Secretary.

Signed on behalf of the Christchurch City Council—

ERNEST H. ANDREWS, Mayor.

H. S. FEAST, Town Clerk.

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