

**CHRISTCHURCH LOCAL BODIES' SHIFT ENGINEERS.—AWARD**

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and its amendments; and in the matter of an industrial dispute between the New Zealand Engineering, Coachbuilding, Aircraft, and Related Trades' Industrial Union of Workers (hereinafter called "the union") and the undermentioned Council and Boards (hereinafter called "the employers") :—

Christchurch City Council, 194 Manchester Street,  
Christchurch.

Christchurch Drainage Board, Christchurch.

Christchurch Tramways Board, Christchurch.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives duly appointed, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, doth hereby order and award :—

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that a penalty as by law provided shall be payable by any party or person in respect thereof. And the Court doth further order that this award shall take

effect as hereinafter provided, and shall continue in force until the 31st day of December, 1946, and thereafter as provided by subsection (1) (d) of section 89 of the Industrial Conciliation and Arbitration Act, 1925.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand, this 11th day of April, 1946.

[L.S.]

A. TYNDALL, Judge.

## SCHEDULE

*Hours of Work*

1. (a) A week's work shall consist of forty hours 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 a 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 for the first four hours and double time thereafter in any one day.

*Wages*

3. (a) The minimum rate of wages for shift engineers shall be:—

	Per Annum.
	£ s. d.
From 1st January, 1945 .. ..	390 0 0
From 1st April, 1945 .. ..	407 6 8

(b) (i) Substation attendants employed at the City Council main substation in Armagh Street shall be paid:—

	Per Annum.
	£ s. d.
From 1st January, 1945 .. ..	338 0 0
From 1st April, 1945 .. ..	355 6 8

(ii) Power-station attendants employed at the Tramway Board power-station shall be paid:—

	Per Annum.
	£ s. d.
From 1st January, 1945 .. ..	338 0 0
From 1st April, 1945 .. ..	355 6 8

Provided a shift engineer shall be on each shift, but if an attendant takes charge of a shift he shall be paid the shift engineers' rate.

(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 award.

(d) The foregoing 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.

(e) In recognition of the fact that the total holidays per annum received by ordinary day-workers has increased during past years, and whereas the total holidays per annum received by shift-workers covered by this award has remained the same, a special allowance of six days' pay per annum, in addition to the wages specified in this clause, shall be paid to such shift-workers in lieu of additional holidays or, alternatively, at the option of the employer, six days may be added to the annual holiday.

#### *Increase in Rates of Remuneration*

4. All rates of remuneration, including time and piece wages and overtime and any other special payments, provided for in this award shall be increased to the extent and in the manner prescribed by the two general orders of the Court made under the Rates of Wages Emergency Regulations 1940, and dated the 9th August, 1940, and the 31st March, 1942, respectively.

#### *Annual Leave*

5. (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.

(c) Annual leave shall be mutually arranged as near to the Christmas holidays as possible.

#### *Termination of Employment*

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

#### *Conveniences for Washing and Dressing*

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

#### *Accidents*

8. 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*

9. 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*

10. Any dispute in connection with any matter not provided for in this award 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 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.

*Workers to be Members of Union*

11. (a) Subject to the provisions of subsection (5) of section 18 of the Industrial Conciliation and Arbitration Amendment Act, 1936, it shall not be lawful for any employer bound by this award to employ or to continue to employ in any position or employment subject to this award any adult person who is not for the time being a member of an industrial union of workers bound by this award.

(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 award for workers of the age of twenty-one years and upwards, shall be deemed to be an adult.

(c) Every person who, being obliged to become a member of any union by the operation of the foregoing provisions, fails to become a member of that union when requested so to do by his employer or any officer or representative of the union commits a breach of this award, and shall be liable accordingly.

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

*Preference*

12. 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 Award*

13. This award shall apply only to the parties named herein.

*Term of Award*

14. Except for the wage rates specified in clause 3 of this award, which rates shall come into operation as from the respective dates specified in such clause, this award shall come into force on the day of the date hereof, and shall remain in force until the 31st day of December, 1946.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 11th day of April, 1946.

[L.S.]

A. TYNDALL, Judge.

## MEMORANDUM

The only matter referred to the Court related to a counter-proposal for the inclusion of switchboard attendants in the wages classification covering employees of the Christchurch Drainage Board. After visiting the Drainage Board's pumping-station, the City Council substation, and the Tramway Board's power-station, the Court has decided not to incorporate the counter-claim in the award.

In other respects the award, apart from minor alterations, embodies the recommendations arrived at by the assessors in Conciliation Council. The Court has also inserted, in accordance with statutory requirements, its usual "Workers to be Members of Union" clause.

Wages have been made payable retrospectively, in accordance with the agreement of the parties.

A. TYNDALL, Judge.