

DUNEDIN CITY CORPORATION LIBRARIANS AND THEIR ASSISTANTS—AWARD

In the Court of Arbitration of New Zealand, Otago and Southland 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 Dunedin Municipal Clerical and other Employees' (other than Inspectors) Industrial Union of Workers (hereinafter called "the union") and the undermentioned Corporation (hereinafter called "the employers") :—

Dunedin City Corporation, Dunedin.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the terms of settlement arrived at in the above-mentioned dispute and forwarded directly to the Court pursuant to the provisions of section 3 of the Industrial Conciliation and Arbitration Amendment Act (No. 2), 1939, 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 March, 1951, 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 13th day of August, 1949.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Workers to Whom Award Applies

1. This award shall apply to workers employed in the Dunedin Public Library.

Salaries

2. The following shall be the minimum salaries for the positions indicated:—

	1st Year.	2nd Year.	3rd Year.	4th Year.	5th Year.
	£	£	£	£	£
Deputy Librarian	486	501	536	561	..
*Cataloguer					
*Children's Librarian					
*Chief Reference Librarian	426	461	486
*Chief Lending Librarian					
Schools Assistant	326	351	376	401	..
**Reading Room Librarians (Commercial, Socio- logy, New Zealand Literature)	301	316	331	341	..
† Assistants in charge of Routines—					
Assistant Cataloguer					
Reservations					
Children's Library	206	226	251	276	286
Overdues					
Periodicals					
Typist Assistants					
Temporary Assistants—					
Under twenty-one years of age	150	165
Over twenty-one years of age	190

* These rates are for workers possessing the qualification of Certificate or Diploma of the Library School. The salary position within the scale for those workers not so qualified to date as from the 1st April, 1949. Unqualified workers holding any of the positions in this section to be paid a maximum salary of £426 within the scale. Workers qualifying after the 1st April, 1949, to advance a step in the scale as from date of qualification.

** New appointees to the positions of Reading Room Librarians holding N.Z.L.A. Certificates or five units of a degree shall commence at £316. Reading Room Librarians who hold these qualifications shall be entitled to proceed a further step to £366.

† Assistants in charge of routines holding the N.Z.L.A. General Certificate or five units of a degree shall proceed to £311 per annum. Assistants shall, whilst acting as hospital librarians, be paid at the rate of 10s. per week extra.

Male Clerical Library Assistants: Scale in accordance with commencing scale in the Dunedin City Council and Dunedin Drainage and Sewerage Board Clerical and Other Employees' award.

Holidays and Annual Leave

3. (a) Except as otherwise provided for in subclause (b) hereof, all employees shall be entitled to the following public holidays without deduction of pay—viz., New Year's Day, the day following New Year's Day, Anniversary Day, Good Friday, Easter Monday, the birthday of the reigning Sovereign, Labour Day, Christmas Day, and Boxing Day.

(b) All employees after twelve months' continuous service shall be entitled to three weeks' recreational leave on full pay exclusive of any of the holidays mentioned in subclause (a) hereof. Should the employment of an employee be terminated for any reason after having served less than twelve months such employee shall be paid a proportionate allowance for holidays.

(c) Annual leave may accumulate for, but not beyond, two years with the consent of the employer.

(d) At least fourteen days' notice of the commencement of the annual leave shall be given by the employer to the employee.

Smocks

4. Smocks shall be supplied to the staff by the employer as required.

Complaints

5. Any employee called upon to answer any charge arising out of a complaint against him or her shall be entitled to have the assistance of the secretary of the union or other person appointed to act in that behalf by the union at any inquiry and shall be entitled to call evidence.

Terms of Employment

6. (a) Vacant positions shall be filled, where practicable, by promotions of employees already on the staff of the Council: Provided that the decision of the Council as to the fitness or otherwise of any employee for promotion shall be final.

(b) All appointments, promotions, or transfers shall be, in the first place, for a probationary period of six months.

Workers to be Members of Union

7. It shall not be lawful for the Council to employ or to continue to employ in any position subject to this award any person who is not for the time being a member of the Dunedin Municipal Clerical and other Employees' (other than Inspectors) Industrial Union of Workers.

Matters Not Provided For and Appeals

8. Any dispute in connection with any matter not provided for in this award shall be settled between the employer and the secretary of the union, and in default of any agreement being arrived at, then such dispute shall be referred to the Conciliation Commissioner for the district who shall 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 and to the Commissioner within fourteen days after such decision shall have been communicated to the party desiring to appeal.

Right of Entry

9. The secretary or other authorized officer of the union shall be entitled to enter at all reasonable times upon the premises of the library for the purpose of interviewing any employee in connection with the employment, but not so as to interfere unreasonably with the Council's business.

Higher-grade Duties

10. Any employee who is hereafter instructed to perform the full duties of a higher grade employee shall, if he or she occupies the higher grade position for more than eight weeks continuously, be paid from the date upon which he or she commenced the higher grade duty at a rate not less than the minimum salary for such higher grade position.

Term of Award

11. This award, in so far as salaries are concerned, shall be deemed to have come into force on the 1st day of April, 1949, and so far as all the other conditions of this award are concerned it shall come into force, on the day of the date hereof; and this award shall continue in force until the 31st day of March, 1951.

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 13th day of August, 1949.

[L.S.]

A. TYNDALL, Judge.

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MEMORANDUM

The award embodies the terms of settlement arrived at by the assessors in Conciliation Council.

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

A. TYNDALL, Judge.
