

DUNEDIN CITY CORPORATION **FEMALE WORKERS (BOTANIC GARDENS)**—
INDUSTRIAL AGREEMENT

[Filed in the Office of the Clerk of Awards, Dunedin]

THIS industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act, 1954, this 7th day of December, 1954, between the Dunedin City Corporation (hereinafter called the "employer") of the one part and the Dunedin Municipal Clerical and Other Employees (other than Inspectors) Industrial Union of Workers (hereinafter called the "union") of the other part, witnesseth that it is hereby mutually agreed between the employer and the union as follows:—

SCHEDULE

Scope of Agreement

1. This agreement shall apply to female workers employed in the nursery at the Botanic Gardens at Dunedin by the Dunedin City Corporation.

Hours of Work

2. The ordinary hours of work shall not exceed forty per week nor eight per day and shall be worked on the five days of the week Monday to Friday inclusive between the hours of 8 a.m. and 5 p.m.

Overtime

3. (a) All time worked outside the hours provided in clause 2 shall be overtime and shall be paid for at the rate of time and a half for three hours and double rates thereafter. Overtime shall be calculated on a daily basis.

(b) All time worked after mid-day on Saturday or on Sunday shall be paid for at double ordinary rates.

(c) Glasshouse workers required to work on Saturdays shall be paid ordinary time for the hours worked and shall in addition receive an equivalent amount of time off duty at a time to be mutually agreed upon by the employee and the Superintendent of Reserves or failing such agreement at a time to be agreed between the employer and the union.

Holidays

4. (a) The following holidays shall be allowed without deduction of pay: Christmas Day, Boxing Day, New Year's Day, the day following that upon which New Year's Day is observed, Anniversary Day, or a day in lieu of Anniversary Day, Good Friday, Easter Monday, the Birthday of the Reigning Sovereign, Anzac Day, and Labour Day.

(b) Should any of the above-mentioned days, except Anzac Day fall on a Saturday or Sunday, the holiday shall be transferred to the next succeeding working day or days.

(c) Each worker shall be entitled to two weeks' annual leave—Provided that a worker with ten years' service shall be entitled to an additional week's leave on full pay.

Wages

5. (a) The following shall be the minimum rates of wages:—

| | £ | s. | d. |
|------------------|---|----|----|
| First six months | 3 | 0 | 0 |
| Second | 3 | 7 | 6 |
| Third | 3 | 15 | 0 |
| Fourth | 4 | 7 | 6 |
| Fifth | 4 | 15 | 0 |
| Sixth | 5 | 2 | 6 |
| Seventh | 5 | 12 | 6 |
| Eighth | 6 | 2 | 6 |
| Fifth year | 6 | 12 | 6 |
| Sixth year | 7 | 2 | 6 |
| Thereafter | 7 | 10 | 0 |

Provided that a worker of the age of 21 and upwards shall not receive less than £5 17s. 6d. per week.

(b) The minimum salary for the propagator shall be £525 per annum.

(c) The following extra rates shall be paid to holders of certificates, under the Royal New Zealand Institute of Horticulture Act, 1927:—

| | s. | d. |
|--------------|----|-------------|
| Junior | 5 | 0 per week. |
| Intermediate | 7 | 6 „ |
| Diploma | 12 | 6 „ |

Protective Clothing

6. The employer shall provide smocks, gloves, gumboots and clogs where required.

Sick Leave

7. Employees shall be allowed sick leave in accordance with the Council's general policy according to length of service.

Increase in Rates of Remuneration

8. The rates of remuneration determined by this agreement shall be increased to the extent and in the manner prescribed by the general orders of the Court made under the Economic Stabilization Regulations 1953, and dated the 19th day of November, 1953, and the 28th day of October, 1954, respectively.

(EXPLANATORY NOTE.—The general order of the 19th November, 1953, increased rates of remuneration determined by awards and industrial agreements by an amount equal to 10 per cent thereof.

The general order of the 28th October, 1954, revoked the general order of the 19th November, 1953, and increased rates of remuneration determined by awards and industrial agreements by an amount equal to 13 per cent thereof, with effect from the 18th day of November, 1954.

Both orders excluded from the scope of the increases:—

- (1) Such portion of the remuneration of each worker in each week as exceeded the amount of £12 in the case of adult male workers, the amount of £9 in the case of adult female workers, and the amount of £7 in the case of male and female workers under the age of 21 years; and
- (2) All allowances in respect of tools, bicycles, motor vehicles, protective or special clothing, or special footwear.

The term of "remuneration" means salary or wages; and includes time and piece wages and overtime and bonus and other special payments; and also includes allowances, fees, commissions, and any other emolument, whether in one sum or several sums; and also includes travelling expenses.)

Meal-money

9. Any worker who is required to work overtime after 6 p.m. and who has not been given notice the previous day and/or who cannot reasonably get home for a meal shall be paid a meal allowance of 3s. 6d.

Termination of Employment

10. Not less than two weeks' notice of the termination of the employment shall be given by the worker or the employer. Provided that this does not prevent the employer from summarily dismissing a worker for misconduct.

Workers to be Members of Union

11. All workers covered by this agreement shall be members of the Dunedin Municipal Clerical and other Employees (other than Inspectors) Industrial Union of Workers.

Matters Not Provided For

12. All matters not provided for in this agreement and arising out of the employment shall be settled between the employer and the secretary of the union. In the event of a dispute not being settled it shall be referred to the Conciliation Commissioner for the district for decision.

Right of Entry

13. The secretary or other authorized officer of the union shall be entitled to enter at all reasonable times upon the premises or offices of the employer for the purpose of interviewing any employee in connection with the operation of this agreement, but not so as to interfere unreasonably with the employer's business.

Term of Agreement

14. This agreement in so far as it relates to wages shall be deemed to have come into force on the 1st day of April, 1954, and in so far as all other terms and conditions are concerned it shall come into force on the date of making and shall continue in force until the 31st day of March, 1956.

Signed on behalf of the Dunedin Municipal Clerical and Other Employees (other than Inspectors) Industrial Union of Workers—

W. C. McDONNELL, Secretary.

Signed on behalf of the Dunedin City Corporation as employer—

J. C. LUCAS, Town Clerk.