

DUNEDIN CITY CORPORATION **COACHWORKERS**—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 17th day of December, 1954, between the Dunedin City Council of the one part and the Otago and Southland Coachworkers and Wheelwrights' Industrial Union of Workers of the other part witnesseth that it is hereby mutually agreed between the employer and the union as follows.

SCHEDULE

Classification of Labour

1. Two classes of labour shall be recognized—viz., journeymen (including woodmen, painters, panel-beaters, and mechanists) and apprentices.

Hours of Work

2. Forty hours shall constitute an ordinary week's work. Eight hours shall constitute an ordinary day's work. The ordinary working hours shall be between the hours of 7.30 a.m. and 5 p.m. on five days of the week Monday to Friday inclusive.

Wages

3. (a) The minimum rate of wages for journeymen shall be:

(1) For first year 5s. 5d. per hour.

(2) Thereafter 5s. 6d. per hour.

(b) Painters shall be paid $\frac{3}{4}$ d. per hour extra and all other journeymen (including signwriters) $1\frac{1}{2}$ d. per hour extra as a tool allowance.

(c) Wages shall be paid on the regular pay day adopted by the Dunedin City Council.

Increase in Rates of Remuneration

4. 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 "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.)

Clothing Allowance

5. All employees shall be provided with two suits of overalls per annum which overalls shall be laundered at the employer's expense. Alternatively employees may be required to purchase their own overalls and to launder same at least once weekly in which event the employer shall pay 1½d. per hour extra as a clothing allowance.

Overtime

6. Overtime shall be calculated on a daily basis and shall be paid at the rate of time and a half for the first two hours worked each day outside the normal working hours and double time thereafter.

Holidays

7. (a) For all time worked on Sunday double time rates shall be paid.

(b) The following shall be the recognized holidays: New Year's Day, the day following that upon which New Year's Day is observed, Good Friday, Easter Monday, Anzac Day, Labour Day, Birthday of the reigning Sovereign, Christmas Day, Boxing Day, Anniversary Day, and such other holidays as may from time to time be authorized by the Council: Provided that in the cases of Anniversary Day and the day following New Year's Day some other day may be substituted in lieu thereof.

(c) Should any of the holidays, other than Anzac Day, mentioned in sub-clause (b) hereof, fall on a Saturday or a Sunday then the holiday shall be observed on the next succeeding working day or days.

(d) All time worked on any of the holidays mentioned in sub-clause (b) hereof shall be paid for at double time rates in addition to the day's pay.

(e) Workers shall be allowed annual holidays in accordance with the Annual Holiday Act, 1944; provided that every worker who has completed ten years' service with the Council shall be allowed one additional week's annual leave on full pay.

Meal-money

8. The employer shall pay 3s. 6d. as meal money to each worker required to take an interval for a meal after the usual stopping time and before commencing to work overtime provided that this allowance shall not be required to the worker who has been given 24 hours' notice that he will be required to work overtime if he can reasonably return to his home for a meal within the interval allowed.

Dirty Work

9. Workers required to carry out work on the under-gear of tramcars, or buses or any other work mutually agreed upon as dirty work shall be paid 2s. 4d. per day extra as dirty money. The day shall mean any portion of the twenty-four hours during which the worker has been employed at such work.

Night Work

10. (a) Notwithstanding anything contained in clause 2 hereof, workers may be employed regularly at night, and for such work shall be paid 3s. 6d. per shift extra. Workers employed under this clause shall be allowed thirty minutes crib time without deduction from pay. Men shall not be employed under this clause for less than one week.

(b) Work performed on a Saturday shall be paid for at not less than time and a half rates.

Rest Periods

11. Ten minutes rest period shall be allowed morning and afternoon for refreshments.

Washing Facilities

12. Adequate washing facilities including hot water and soap shall be provided as at present and each worker shall be provided with one new hand-towel per annum.

Matters Not Provided For

13. The essence of this agreement being that the work of the employer shall not on any account be impeded but shall at all times proceed as if no dispute had arisen between the parties as to any matter whatsoever arising out of or connected therewith and not specifically dealt with herein, every such dispute or difference shall be referred to a committee to be composed of two representatives of each side together with an independent chairman to be mutually agreed on or in default of agreement, to be appointed by the Conciliation Commissioner. The decision of the majority of the committee shall be binding, and if no decision is arrived at, either party may appeal to the Court of Arbitration, giving notice of such appeal to the other party within fourteen days after the failure of the Disputes Committee to arrive at a decision, or the Disputes Committee itself may refer the matter to the Court of Arbitration for decision.

Workers to be Members of Union

14. It shall not be lawful for the employer to employ or to continue to employ in any position or employment subject to this industrial agreement any person who is not for the time being a member of the Otago and Southland Coachworkers and Wheelwrights' Industrial Union of Workers.

Term of Agreement

15. This agreement shall, in so far as wages are concerned, be deemed to have come into effect on the twenty-fifth day of February, 1954, and in so far as the other conditions are concerned it shall come into force on the day of the making hereof and shall continue in force until the twenty-fourth day of February, 1956.

Signed on behalf of the Otago and Southland Coachworkers and Wheelwrights Industrial Union of Workers—

W. C. McDONNELL, Secretary.

Signed on behalf of the Dunedin City Council—

J. C. LUCAS, Town Clerk.