

NORTH CANTERBURY HOSPITAL BOARD **LAUNDRY WORKERS**—INDUSTRIAL
AGREEMENT

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

THIS industrial agreement made pursuant to the Industrial Conciliation and Arbitration Act, 1954, and its amendments on 2nd May, 1955 between the North Canterbury Hospital Board (hereinafter called "the employer") of the one part, and the Christchurch Laundry Workers, Dyers, and Dry Cleaners' Industrial Union of Workers (hereinafter called "the union"), of the other part, witnesseth that is mutually agreed between the employer and the union as follows:

SCHEDULE

Hours of Work

1. The ordinary hours of work shall not exceed forty per week, and except as hereinafter provided shall be worked on five days of the week, Mondays to Fridays, both days inclusive, between the hours of 8 a.m. and 5 p.m., except that on the first working-day of each week or on the day immediately preceding the Christmas, New Year, or Easter holidays the hours may be worked between 8 a.m. and 6 p.m. On Fridays the finishing hour for packers may be 6 p.m.

Overtime

2. All time worked in excess of the hours provided in clause 1 hereof shall be paid for at the rate of time and a half for the first three hours on any day from Monday to Friday and for the first four hours on Saturday, and double time thereafter. Overtime shall be calculated on a daily basis.

Meal-money

3. The employer shall allow meal-money at the rate of 3s. 6d. per meal when workers are called upon to work overtime after 6 p.m.

Wages

4. (a) The following shall be the minimum weekly rates of wages:

MALE WORKERS

Age Commencing at Trade	First Year		Second Year		Third Year		Fourth Year		Fifth Year	
	First Half	Second Half	First Half	Second Half	First Half	Second Half	First Half	Second Half	First Half	Second Half
Under 16 years	2 3 5	2 11 7	2 19 10	3 9 0	3 17 8	4 5 10	4 14 0	5 5 3	6 2 8	7 2 1
16-17 years ..	2 11 7	2 19 10	3 9 0	3 17 8	4 5 10	4 14 0	5 5 3	6 2 8	7 2 1	.. ..
17-18 years ..	2 19 10	3 9 0	3 17 8	4 5 10	4 14 0	5 5 3	6 2 8	7 2 1	.. ..	.. ..
18-19 years ..	3 13 7	4 2 3	4 11 0	5 1 9	5 17 0	7 2 1	.. ..	.. ..	.. ..	.. ..
19-20 years ..	4 6 5	4 19 2	5 14 6	6 11 10	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
20-21 years ..	5 10 11	6 10 4	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..

Thereafter £9 4s. 9d. per week for first 6 months and £9 10s. 6d. subsequently.

FEMALE WORKERS

—	First Six Months	Second Six Months	Third Six Months	Fourth Six Months	Fifth Six Months	Sixth Six Months	Seventh Six Months
Under 16 years ..	2 0 9	2 10 1	2 18 10	3 7 7	3 16 11	4 6 3	4 19 1
16-17 years ..	2 4 11	2 13 8	3 5 1	3 12 4	4 5 9	4 16 0	.. ..
17-18 years ..	2 12 0	3 4 0	3 12 4	4 2 1	4 14 6	.. ..	.. ..
18-19 years ..	3 2 6	3 10 3	4 0 7	4 12 11	.. ..	.. ..	.. ..
19-20 years ..	3 7 1	3 18 0	4 10 11	.. ..	.. ..	.. ..	.. ..
20-21 years ..	3 15 5	4 10 4	.. ..	.. ..	.. ..	.. ..	.. ..

Thereafter £6 6s. 6d. per week.

(b) A "casual worker" is a worker who is employed for less than five consecutive working days.

"Casuals" shall be paid at a rate equal to one-third more than the appropriate weekly rate.

(c) A "leading hand" shall be paid 10s. per week in addition to the wage to which he or she is entitled under subclause (a) hereof.

A "leading hand" for the purposes of this agreement is a worker who is designated as such and given additional responsibility but is not necessarily in charge of his or her department.

(d) A "foreman" or "forewoman" shall be paid £1 per week in addition to the wage to which he or she is entitled under subclause (a) hereof.

A "foreman" or "forewoman" for the purposes of this agreement is a worker who is responsible for the work of his or her department and is in charge of three or more hands.

Handling Septic Materials

5. Where workers have to handle materials which are recognized as septic, contagious, or infectious, the rates of wages for such worker shall be increased by 25 per cent while such materials are being handled.

Payment of Wages

6. All wages, including overtime, shall be paid weekly not later than Friday and prior to the ordinary hour of ceasing work.

Deduction of Wages

7. Except in the case of casuals, no deduction shall be made from the wages of any worker covered by this agreement except for time lost by such worker through sickness, accident, default, or voluntary absence.

Termination of Employment

8. Not less than one week's notice shall be given by either party of the termination of the engagement; but nothing in this clause shall affect the right of the employer to summarily dismiss any worker for a good cause. Where the required notice is not given the person improperly terminating the service shall pay or forfeit one week's wages or the value of the unexpired period of notice as the case may require.

Holidays

9. (a) The following shall be the recognized holidays. New Year's Day, Good Friday, Easter Monday, Anzac Day, Labour Day, the birthday of the reigning Sovereign, Christmas Day, Boxing Day, and Show Day or a day in lieu thereof.

(b) Payment for the said holidays, shall be made at the same rate as for an ordinary working-day to all persons who have been employed in the factory at any time during the fortnight ending on the day on which the holiday occurs, provided that such holiday falls on an ordinary working-day.

(c) Any work done on Sundays or on any of the abovementioned holidays shall be paid for at double time rates.

(d) Should any of the above holidays, except Anzac Day, fall on a Sunday it shall be observed on the following Monday.

Annual Holiday

10. A holiday of two weeks on full pay shall be granted to each worker on completion of each year of service under this agreement and at a time to be mutually arranged between the employer and the worker.

Should a holiday under clause 9 fall during the period of a worker's annual holiday it shall not be regarded as part of the annual holiday.

General Conditions

11. (a) No person under the age of fifteen years shall be employed on a mangle.

(b) Where any worker is in receipt of a higher rate of wages than that provided in this award, such wages shall not be reduced so long as a worker continues in the same job.

(c) A rest-room shall be provided for women workers.

(d) Gum boots and aprons shall be provided where necessary.

(e) A satisfactory dining-room shall be provided where necessary.

(f) A suitable first-aid outfit shall be provided in a place convenient and accessible to the workers.

(g) Any worker required to clean machines shall be provided with overalls free of cost and shall be paid for such work at the rate of 3d. per hour, in addition to his appropriate rate of wages.

(h) The Board's by-laws in respect of annual, sick and retiring-leave shall apply to workers employed under this award.

Matters Not Provided For

12. 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 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 within fourteen days after such decision shall have been communicated to the party desiring to appeal.

Right of Entry

13. Every employer bound by this award shall permit the secretary or other authorized officer of the union of workers to enter at all reasonable times (to be mutually arranged between the employer and the union) upon the premises or works and there interview any workers, but not so as to interfere unreasonably with the employer's business.

Increase in Rates of Remuneration

14. All rates of remuneration provided for in this agreement, including time and piece wages and overtime and other special payments, but excluding all allowances in respect of tools, bicycles, motor-vehicles, clothing or footwear, shall be subject to the provisions of the general order made under the Economic Stabilization Regulations, 1953, and dated the 28th day of October, 1954.

Workers to be Members of the Union

15. (a) Subject to the provisions of section 18 (5) 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.

(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.)

Under-rate Workers

16. (a) Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may from time to time be fixed, on the application of the worker after due notice to the union, by the local Inspector of Awards or such person as the Court may from time to time appoint for that purpose; and such Inspector or other person in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector or other person shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b) Such permit shall be for such period, not exceeding six months, as such Inspector or other person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been given to such worker by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability it may be fixed for such longer period as such Inspector or other person shall think fit.

(c) Notwithstanding the foregoing, it shall be competent for a worker to agree in writing with the president or secretary of the union upon such wage without having the same so fixed.

(d) It shall be the duty of the union to give notice to the Inspector of Awards of every agreement made with a worker pursuant hereto.

(e) It shall be the duty of an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

Scope of Agreement

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

Term of Agreement

18. This agreement, in so far as it relates to wages, shall be deemed to have come into force on 1st April, 1955, and so far as all the other conditions of this agreement are concerned, it shall come into force on the day of the date hereof; and this agreement shall continue in force until the 31st March, 1956.

Signed on behalf of the North Canterbury Hospital Board—

V. C. LAWN, Chairman.

ALEX. PRENTICE, Secretary.

Signed on behalf of the Christchurch Laundry Workers, Dyers, and Dry Cleaners' Industrial Union of Workers—

A. B. GRANT, Secretary.