

CHRISTCHURCH **LOCAL BODIES' SHIFT ENGINEERS**—INDUSTRIAL AGREEMENT

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

THIS Industrial Agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1954, this 29th day of March, 1956, between the New Zealand Engineering, Coachbuilding, Aircraft and Related Trades Industrial Union of Workers (hereinafter called "the union") of the one part and the undermentioned Council and Boards (hereinafter called "the employers"):

Christchurch City Council, Christchurch.

Christchurch Drainage Board, Hereford Street, Christchurch.

Christchurch Transport Board, Cathedral Square, Christchurch.

That, as between the parties hereto, the terms, conditions, stipulations, and provisions contained and set out in the schedule hereto shall be binding upon the said parties, and the said terms, conditions, stipulations, and provisions shall be and are hereby incorporated in and declared to form part of this agreement; that the said parties hereto shall observe and perform every matter and thing by this agreement and by the said terms, conditions and provisions required to be performed, and shall not do anything in contravention of this agreement, or of the said terms, conditions, stipulations, and provisions, but shall in all respects abide by and perform the same. Any failure to observe the conditions, stipulations and provisions contained herein shall be deemed to be a breach of this industrial agreement.

(b) The length and starting and finishing times of each shift shall be mutually agreed upon between the shift engineers and the representative of the employer.

(c) Whenever the requirements of the work allow, shifts shall rotate weekly.

(d) A worker shall be allowed a period of not less than eight hours off between two working shifts.

Shift Allowance

Clause 2. A shift allowance of 4/- per shift extra shall be paid on shifts where at least four hours of the shifts are outside the period from 8 a.m. to 5 p.m.

Overtime

Clause 3. All time worked outside or in excess of ordinary shift hours shall be paid for at the rate of time and a half for the first two hours and double time thereafter. Overtime shall be calculated on a daily basis.

Saturday, Sunday and Holiday Work

Clause 4. (a) The provisions of the Factories Act, 1946, shall apply to all time worked between 12 noon on Saturday and 12 midnight on Sunday and on the following holidays: Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, Anzac Day, Labour Day, the birthday of the reigning Sovereign, Show Day and 2nd January.

(b) When a statutory holiday, with the exception of Anzac Day, falls on a workers' time off, a day shall be granted in lieu thereof or alternatively a day's pay at ordinary rates, dependent on the contingencies of the services.

Wages

Clause 5. (a) The minimum rate of wages for shift engineers employed by the City Council and Transport Board shall be £720 per annum inclusive of Court order as set out in Clause (6).

(b) The minimum rate of wages for shift engineers employed by the Christchurch Drainage Board shall be £640 per annum exclusive of the Court order as set out in Clause (6).

(c) The minimum rate of wages for substation attendants employed by the Christchurch City Council shall be £654. 6. 8. per annum which shall be inclusive of the Court order as set out in Clause (6). Provided, however, that when a substation attendant is engaged upon substation inspection work not involving overtime or penal rates, this rate of pay shall be £13. 11. 1. per week.

(d) Power-station attendants employed at the Transport Board power-station shall be paid £654. 6. 8. per annum, inclusive of the Court order as set out in Clause (6), provided a shift engineer shall be on each shift but if an attendant takes charge of a shift he shall be paid the shift engineer's rate.

(e) Wages shall be paid weekly or fortnightly and in the employer's time.

(f) Employees of the City Council covered by this award shall be paid a service allowance of 3/4 per week after two months service with the Council and shall be increased to 5/- per week after 5 years service.

Increase in Rates of Remuneration

Clause 6. All rates of remuneration, including time and piece wages and overtime and other special payments but excluding payments relating to tools, bicycles, motor vehicles, clothing or footwear, prescribed in this award for

employees of the Christchurch Drainage Board, shall be subject to the provisions of the general order, dated the 28th day of October, 1954, increasing rates of remuneration by 13 per cent. The rates prescribed in this award for employees of the Christchurch Transport Board and Christchurch City Council are inclusive of the Court order.

Annual Leave

Clause 7. (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 terminated.

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

(d) Holiday payment shall be computed on the average complete weekly earnings for the preceding year.

Termination of Employment

Clause 8. Except in the case of dismissal for misconduct, one month's notice shall be given on either side.

Conveniences for Washing and Dressing

Clause 9. Reasonable provision shall be made for washing and dressing, with separate lockers and facilities for obtaining hot water. The above facilities shall be in accordance with the Factories Act and its Amendments.

Accidents

Clause 10. 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

Clause 11. (a) 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, or overhaul work on diesel engines.

(b) In the case of the Christchurch City Council employees shall be provided with one set of overalls, these to be replaced when necessary. M.E.D. substation attendants required to work outside shall be granted a wet weather clothing allowance at the rate of £5 per annum.

(c) Waterworks Employees required to work outside in wet weather shall be provided with suitable clothing.

Matters Not Provided For

Clause 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 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

Clause 13. (a) Subject to the provisions of Section 174 of the Industrial Conciliation and Arbitration Act, 1954, 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 Section 174 of the Industrial Conciliation and Arbitration Act, 1954, which gives to workers the right to join the Union).

Scope of Award

Clause 14. This award shall apply only to the parties named herein.

Term of Award

Clause 15. This award, insofar as the provisions relating to the rates of wages to be paid are concerned, shall be deemed to have come into force in the cases of the Christchurch City Council, Christchurch Drainage Board and Christchurch Transport Board on the 10th day of February, 1956, and so far as all other provisions of the award are concerned it shall come into force on the day of the date hereof: and this shall continue in force until the 29th day of August, 1957.

In witness whereof the parties have executed these presents:

The Common Seal of the Christchurch City Council was hereto affixed in the presence of—

[L.S.]

R. M. MACFARLANE, Mayor.
H. S. FEAST, Town Clerk.

The Common Seal of the Christchurch Transport Board was hereto affixed in the presence of—

[L.S.]

C. C. HOLLAND, Chairman.
J. F. FARDELL, General Manager.

The Common Seal of the Christchurch Drainage Board was hereto affixed in the presence of—

[L.S.]

H. P. SMITH, Chairman.
R. R. SENIOR, Secretary.

The Common Seal of the New Zealand Engineering, Coachbuilding, Aircraft and Related Trades Industrial Union of Workers was hereto affixed in the presence of—

[L.S.]

CHAS. J. BAX, President.
R. JONES, Secretary.