

OHAI RAILWAY BOARD **TRANSPORT WORKERS**—AGREEMENT UNDER THE
LABOUR DISPUTES INVESTIGATION ACT 1913

This agreement is made this 21st day of March, 1956, pursuant to the provisions of the Labour Disputes Investigation Act 1913, between the Ohai Railway Board (hereinafter referred to as "the employer") and the Ohai Railway Transport Workers' Guild, the members of such Guild being the workers employed by the employer in the positions mentioned in the schedule hereto, such workers being also members of the Nightcaps District Miners' Union (hereinafter referred to as "the workers").

The employer and the workers hereby agree as follows:

SCHEDULE

Wages

1. The following shall be the rates of wages for the classes of workers coming within the scope of this agreement:

	Per Hour s. d.
Steam Locomotive Driver (Senior)	5 11
Steam Locomotive Drivers	5 9 $\frac{1}{4}$
Diesel Locomotive Drivers and Guards	5 9 $\frac{1}{4}$
Firemen Drivers	5 9 $\frac{1}{4}$
Firemen who do not hold drivers' certificates	5 4 $\frac{1}{2}$
Junior Brakesmen—	
Fifteen up to Sixteen years of age	3 1 $\frac{1}{2}$
Sixteen up to Seventeen years of age	3 5
Seventeen up to Eighteen years of age	3 8 $\frac{1}{4}$
Eighteen up to Nineteen years of age	4 0 $\frac{1}{2}$
Nineteen up to Twenty years of age	4 7 $\frac{1}{4}$
Twenty years and over	5 4 $\frac{1}{2}$

Youths in the yards at Wairio and Ohai shall be classed as Junior Brakesmen.

Junior Brakesmen under seventeen years of age shall be under such supervision as the Board's Overseer shall, at all times, direct.

Senior Brakesmen are those who after six years' service shall become Guards, provided they have in the Board's opinion, the necessary qualifications to drive a diesel locomotive.

Maintenance Staff—

Ganger	5 9 $\frac{1}{4}$
Surfacemen	5 4 $\frac{1}{2}$

Hours of Work

2. The ordinary hours of work for workers coming within the scope of this agreement shall be as follows:

- (a) For adults and youths alike, forty hours shall constitute an ordinary week's work and eight hours shall constitute an ordinary day's work.
- (b) The ordinary working week shall commence on Monday and end on Friday.
- (c) All work performed on Saturdays shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

Overtime

3. (a) All time worked in excess of the hours prescribed in Clause 2 hereof shall be regarded as overtime and shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b) After nine hours have been worked continuously, the worker shall be entitled to a meal allowance of 3/-.

Holidays

4. (a) The following days shall be recognised as statutory holidays for which payment shall be made at ordinary rates: New Year's Day, Good Friday, Easter Monday, Anzac Day, May Day, Sovereign's Birthday, Labour Day, Christmas Day and Boxing Day.

(b) For work performed on statutory holidays double time rates shall be paid in addition to the rate provided in clause 4 (a) hereof.

(c) For work performed on Sundays double time rates shall be paid.

Annual Leave

5. (a) An annual holiday of two working weeks on full pay shall be granted to all workers coming within the scope of this agreement, provided that if at any time the coal mines within the Ohai Railway District shall be closed for a longer annual holiday period than two working weeks a similar holiday shall be granted to the workers affected by this agreement.

(b) As far as possible, the annual leave as per clause 5 (a) shall be taken during the Christmas holiday period but in the event of any worker not receiving the full period to which he is entitled, he shall by mutual arrangement between himself and the employer, take the unexpired portion at a later date.

(c) Any employee with less than twelve months' service shall be allowed a proportionate holiday on full pay.

Sick Leave

6. On production of a satisfactory medical certificate, sick leave not exceeding fifteen ordinary working days in any one year on full pay shall be granted to the employee coming within the scope of this agreement. Increases in sick leave will be considered by the Board at its discretion upon application by any employee who should be ill for a period in excess of 15 working days.

Bereavement

7. On the death of a worker's father, mother, his wife or children, bereavement leave not exceeding three ordinary working days on full pay shall be granted to the workers coming within the scope of this agreement.

General Provisions

8. (a) Every worker required to report for duty shall receive a minimum of four hours' pay except that on statutory holidays he shall receive a minimum of eight hours' pay.

(b) Men employed at washing out the boiler shall be paid not less than 2s. 6d. per day extra. The "day" shall mean any portion of the twenty-four hours during which such workers are employed at that work. The Board shall supply a respirator or suitable substitute for use when repairing loco. arches.

(c) Proper and practicable protection for the men from the inclemency of the weather shall be provided on all locomotives.

(d) In the case of any type of locomotive being replaced by any other type of locomotive, drivers of such locomotives which are replaced shall be given preference of employment, provided that they are competent to do the work.

(e) Adult workers shall be guaranteed eighty hours' work per fortnight.

(f) In lieu of clothing supplied, a monetary allowance of 1½d. per hour on all hours worked as from 1st April 1956 will be paid to employees coming within the scope of this agreement.

(g) Every train leaving Wairio or Ohai of more than fifteen vehicles shall have a guard or brakesman in charge.

(h) No worker shall be booked off and called for duty again unless eight hours shall have elapsed between booking off and on.

(i) If any worker coming within the scope of this agreement is temporarily removed from work for which a higher rate of pay is provided in this agreement, to work for which a lower rate is paid he shall nevertheless be paid the wage he was receiving for work from which he was removed. If the work to which he is removed is paid at a higher rate than that from which he is removed, he shall be paid at the rate provided for the work to which he is removed. On resuming his usual work he shall revert to the rate of wages provided for that work.

(j) On the Ohai Railway extension from the Star Mine onwards, where there is no shelter in inclement weather, the employer shall provide adequate shelter for the maintenance staff, either stationary or mobile.

(k) Pay dockets shall be issued to all workers, at least one day before pay day.

Termination of Employment

9. Fourteen days' notice of the termination of employment shall be given by the employer or the worker, as the case may be.

General Order Dated 18th November, 1954

10. All rates of remuneration provided for in this agreement including overtime, meals and other special payments but excluding all allowances in respect of motor vehicles shall be subject to the provisions of the general order dated 18th November 1954 under the Economic Stabilisation Regulations 1950, increasing wages by 13 per cent but with a maximum increase in any week as follows:

	£	s.	d.
Adult Males: Maximum increase	1	11	3
Junior Males: Maximum increase	0	18	3

Disputes

11. Should any worker or workers have any complaint or dispute they shall first lay the dispute or complain to the Traffic Manager. Failing a satisfactory outcome, they shall contact their workers' representative who shall in turn attempt to settle the dispute with the Traffic Manager. If this is not successful, a disputes committee shall be set up consisting of three members of the Board and three representatives of the workers. Failing a settlement, the committee as comprised shall mutually decide upon a chairman in addition to the six members of the disputes committee who shall have the power to decide the issue by vote, this decision being final.

Scope of this Agreement

12. This agreement shall apply only to the parties named herein and only to workers who are members of the Nightcaps District Miners' Union.

Terms of Agreement

13. This agreement in so far as it relates to remuneration shall be deemed to have come into force on the 25th day of March, 1956 and shall continue in force until the 30th day of September 1957.

The Ohai Railway Board by its authorised agent:

R. G. STARK, Clerk.

The Ohai Railway Transport Workers' Guild by its authorised agent:

R. S. BARLOW.

(NOTE.—This agreement, made under the Labour Disputes Investigation Act 1913, was filed with the Clerk of Awards at Dunedin, pursuant to section 8 (1) of the said Act, on the 26th day of April 1956.)
