

**AUCKLAND CITY COUNCIL FILTRATION AND PUMPING STATION
ATTENDANTS—INDUSTRIAL AGREEMENT**

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

THIS agreement, made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 15th day of October 1957, between the Auckland City Council (hereinafter called "the council" or "the employer") of the one part and the Auckland Provincial District Local Authorities Officers Industrial Union of Workers (hereinafter called "the union") of the other part whereby it is mutually agreed by and between the said parties, as set out in the following Schedule.

SCHEDULE

Scope of the Agreement

1. This agreement shall apply to all filtration and pumping station attendants and filtration attendants' assistants employed by the Auckland City Council.

Interpretation

2. Filtration and pumping station attendants' work shall mean and include the operation of machinery, apparatus, valves and switches included therein, keeping of records, cleaning of apparatus and plant, carrying out ordinary repairs to mechanical and electrical apparatus and generally doing such work in connection with the operation of the plant which they may be required to do.

Rates of Pay

3. (a) The rates of pay for filtration and pumping station attendants shall be £15 17s. 6d. per week. These rates shall be deemed to include extra payment for work done on statutory holidays not covered by the annual holiday provisions.

(b) The rates of pay for filtration attendants' assistants shall be £12 6s. 8d. per week.

(c) Where one attendant is placed in immediate charge of the station and made responsible for its detail arrangements, he shall be paid an allowance of £1 per week.

Hours of Work

4. (i) *Filtration and Pumping Station Attendants:*

(a) Five shifts of eight hours worked in the period from Monday to Sunday shall constitute an ordinary week's work.

(b) Shifts shall revolve as per basic roster, Schedule A attached.

(c) Attendants shall have the privilege of changing shifts with one another, provided that the sanction of the engineer in charge is obtained and such change does not involve the payment of overtime.

(ii) *Filtration Attendants' Assistants:* Except when employed as relief attendants, when they will work the hours provided in clause 4 (i) above, assistants' hours of work shall not exceed forty per week, of which not more than eight hours shall be worked on each of five days of the week, Monday to Friday inclusive, between the hours of 7.30 a.m. and 5 p.m.

Overtime

5. Time and a half rates shall be paid on week days for the first three hours and double time rates thereafter. Double time rates shall be paid on Sundays and statutory holidays for all time worked over and above the usual shifts.

Annual Holidays

6. (a) A worker shall be allowed three weeks' holiday on full pay at the end of twelve months' continuous service, at a time to be arranged by the council, except that in the case of filtration attendants' assistants the period of annual holiday

shall be two weeks. Where a filtration attendant's assistant works as a relieving attendant on a statutory holiday, he shall be paid at ordinary rates of pay, but shall be given one day's leave in lieu of the day worked.

(b) If a worker leaves or is discharged before he has completed twelve months' continuous service, he shall be granted pay in lieu of the holidays mentioned in sub-clause (a), in proportion to the time served.

Accident and Sick Leave

7. Workers shall be entitled to two weeks' sick leave on full pay and up to six weeks on half pay in each year, subject to a doctor's certificate being supplied where the worker is absent for more than two days.

Payment of Wages

8. Wages shall be paid weekly or fortnightly during working hours.

Fares

9. (a) While on the council's business, employees shall be paid all fares and out-of-pocket expenses and for all time occupied in travelling.

(b) When an operator is relieving elsewhere than at his usual station and the cost of tram, bus or ferry fares as the case may be from the operator's home to the station at which he is relieving is greater than the cost of tram, bus or ferry fares as the case may be from his home to his usual station, then the employer shall pay the operator the extra cost of such fares.

Meal Money

10. If a worker is required to work overtime for more than one hour after his shift is completed he shall be allowed 4s. in addition to his wages to procure a meal, provided he cannot reasonably get home for the purpose.

Termination of Employment

11. Not less than one week's notice shall be given on either side of the intention to terminate a worker's engagement, provided that at the time of engagement a longer period of notice may be agreed upon.

General Conditions

12. (a) Adequate facilities shall be provided by employers at each station for the purpose of boiling water and heating meals.

(b) Facilities shall be provided in each station for the operators to change their clothing in privacy, and hot and cold water shall be provided for washing.

(c) A St. John's Ambulance or similar first-aid compressed kit shall be kept in a convenient place in each station. Provision shall be made for a plentiful supply of hot water at short notice.

(d) Reasonable time and instructions shall be allowed operators to familiarise themselves with the plant before they are required to take charge of any switch-board or plant.

Matters Not Provided For

13. The essence of this agreement being that the work of the employers shall not on any account whatsoever be impeded but shall always proceed as if no dispute had arisen, it is hereby provided that if any dispute or difference shall arise between the parties bound by this agreement, or any of them, as to any matter whatsoever arising out of or connected therewith and not dealt with in this agreement, every such dispute or difference shall be referred to a committee to be composed of two representatives of the employer and two representatives of the

union, together with, if required by either party, an independent chairman to be mutually agreed upon, or in default of agreement, to be appointed by the Conciliation Commissioner for the district; provided that all disputes shall be considered by the committee within one month of the date of notification to the parties concerned of such dispute. Either side shall have the right to appeal to the Court against a decision of any such committee upon giving to the other side written notice of such appeal within fourteen days after decision has been made known to the party desirous of appealing.

Workers to be Members of the Union

14. It shall not be lawful for the council to employ or continue to employ in any position or employment subject to this agreement, any person who is not for the time being a member of the Auckland Provincial District Local Authorities Officers' Industrial Union of Workers.

Right of Entry Upon Premises

15. The secretary or other authorised officer of the union shall be entitled to enter at all reasonable times upon the premises of the council 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.

Terms of Agreement

16. This agreement, insofar as it relates to wages, shall be deemed to have come into force on the 1st day of April 1957. So far as all other conditions of this agreement are concerned, it shall come into force from the date affixed hereto on the first and last pages of this agreement and shall remain in force until the 31st March 1959.

ROSTER

—	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
A. Represents afternoon shift 3 p.m.—11 p.m.	D	D	D	O	O	N	N
N. Represents night shift 11 p.m.—7 a.m.	N	N	N	N	N	O	O
D. Represents day shift 7 a.m.—3 p.m.	O	O	A	A	A	A	A
O. Represents time off	A	A	O	(D)	D	D	D

(D) represents extra day worked as day shift following the six normal day shifts.

The common seal of the body corporate called the Mayor, Councillors, and Citizens of the city of Auckland was hereto affixed pursuant to a resolution passed by the Auckland City Council at a meeting held on the 16th day of September 1957:

[L.S.]

K. N. BUTTLE, Deputy Mayor.
F. J. GWILLIAM, Town Clerk.

The common seal of the Auckland Provincial District Local Authorities Officers' Industrial Union of Workers was hereto affixed pursuant to a resolution passed by the committee at a meeting held on the 15th day of October 1957:

[L.S.]

D. L. BROPHY, President.
J. B. DAVY, Secretary.