

CHRISTCHURCH CITY COUNCIL CUSTODIANS AND CLEANERS—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, this 21st day of September 1959 between the Christchurch Cleaners, Caretakers and Lift Attendants Industrial Union of Workers, of the one part, and the Christchurch City Council of the other part, whereby it is mutually agreed by and between the parties hereto as follows:

Definitions

1. "Custodians" shall mean any employees responsible for the supervision of others in the cleaning or safeguarding of the council's property.

"Attendants" shall mean employees responsible for the cleaning or safeguarding of any property of the council, but who are not required to supervise other employees.

"Cleaners" shall mean employees who do cleaning work of any kind, but who do not come within the definition of "custodian" or "attendant".

Hours of Work

2. (a) The normal hours of work shall not exceed 40 in any one week, Monday to Friday inclusive, except as hereinafter provided.

(b) Present rosters accepted, any amendments are to be subject to negotiations with the union, such roster shall provide for an average of not more than 40 hours per week over the roster period.

(c) Female cleaners employed at the municipal offices shall be subject to the same working conditions as to hours and holidays as at present obtaining.

		<i>Wages</i>			<i>Per Week</i>		
					£	s.	d.
3.	Attendants municipal baths	.....	.....	.....	12	11	5
	Attendants men's conveniences	.....	.....	.....	11	13	2
	Attendants women's rest rooms	.....	.....	.....	8	10	6
	Caretaker-watchmen municipal airport	.....	.....	.....	11	18	1
	Male cleaners	.....	.....	.....	11	10	3
					<i>Per Hour</i>		
	Hourly workers (cleaners) (male)	.....	.....	.....	5	9 $\frac{1}{4}$	
	Hourly workers (cleaners) (female)	.....	.....	.....	5	5 $\frac{13}{20}$	

This award shall not operate so as to reduce the wages of any worker during his or her present employment.

General Orders Increasing Rates of Remuneration

4. The rates of remuneration set out in this agreement are inclusive of the general orders of the Court of Arbitration dated the 26th day of October 1956.

Clothing

5. Coats and/or overalls or smocks with a suitable badge or monogram shall be provided free of cost to convenience and rest room attendants. A laundry allowance of 5s. per week shall be paid to full time female rest room attendants.

Transport

6. Where a worker is required to commence or cease work after the scheduled Transport Board services are available, an allowance of 8d. per day shall be paid.

Saturday and Sunday Work

7. When men's conveniences, municipal baths, or rest room attendants are required to work on Saturday or Sunday as part of their ordinary working hours, they shall be paid in addition to their ordinary wages the following extra payments:

- (1) In respect of time worked on a Saturday, payment at one half of the ordinary rate.
- (2) In respect of time worked on a Sunday, payment at the ordinary rate.

Overtime

8. Except as otherwise provided all time worked in excess of the hours prescribed by clause 2 hereof shall be paid for at the rate of time and a half for the first two hours and double time thereafter; provided that attendants at men's conveniences shall be paid at double time rates for all overtime.

Payment of Wages

9. (a) All wages shall be paid weekly not later than Thursday.

(b) No deduction shall be made from the weekly wage of any worker for the prescribed holidays, or for loss of time other than for time lost through the worker's own default or sickness.

Recognised Holidays

10. All workers shall be given the following holidays without deduction from pay: New Year's Day and the day following, Christmas Day, Boxing Day, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Show Day. Any work done on any of the above holidays shall be paid for at double time rates in addition to the ordinary wages.

When any of the above holidays fall on a day on which an attendant at the men's conveniences or a watchman at the airport is rostered off duty, such worker shall be granted one day's leave on pay within one month of such holiday, or if this is not convenient, have a day added to his annual leave, provided that this sub-clause shall not apply in the case where Anzac Day falls on a Saturday or Sunday.

Annual Holidays

11. All workers on completion of 10 years continuous service shall be entitled to receive an annual holiday of 15 working days on full pay, whilst workers with less than 10 years continuous service shall be entitled to receive an annual holiday of 12 working days on full pay on the completion of each year's service. Holidays to be taken by mutual agreement with the department head; holiday payment to be computed on the average complete weekly earnings for the preceding year. Men's convenience and rest room attendants shall receive three weeks annual holiday irrespective of length of service.

Municipal Airport Cleaners and Caretaker-watchmen

12. (a) Notwithstanding the provisions hereinbefore contained, the following special conditions apply to municipal airport cleaners and caretaker-watchmen, in place of the appropriate general provisions:

(b) *Hours of Work*—The ordinary hours of work shall be 40 a week and eight a day (including rest periods, but not meal periods), and shall be worked on any five days of the week, commencing at such time each day as may be decided by the officer in charge, and where practicable the daily hours shall be consecutive.

(c) *Penal Rates*—Time worked on the following days up to eight hours a day or 40 hours a week shall be paid for at the following penal rates in addition to ordinary pay:

- (1) Saturday afternoon: one half of ordinary time rate.
- (2) Sunday: ordinary time rate.
- (3) Holidays prescribed in clause 10 hereof: double time rate.

(d) *Overtime*—Time worked in excess of the hours prescribed in sub-clause (b) above shall be paid for as follows:

- (1) Monday to Saturday inclusive: time and one-half rate.
- (2) Sunday: double ordinary time rate.
- (3) Holidays prescribed in clause 11 hereof: treble ordinary time rate.

(e) *Airport Cleaners - Broken Time Allowance*—An allowance of 2s. 6d. a day shall be paid to airport cleaners for every day he is required to work broken time (i.e. when the ordinary daily hours of work prescribed in sub-clause (b) above are not consecutive), provided the worker does not qualify for shift allowance.

(f) *Shift Allowance*—Shift workers shall be paid an allowance of 3s. 8d. a shift provided that—

- (1) A worker required to work for less than three shifts consecutively shall not be deemed to be a shift worker.

- (2) Where shifts are not rotated the allowance shall not be paid to the day shift worker.
- (3) Where only one shift is being worked, a worker required to work at least four hours of such a shift, exclusive of overtime, outside the hours 8 a.m. to 5 p.m. shall be paid the shift allowance of 3s. 8d.
- (g) Nightwatchmen at the airport shall be provided with gumboots and waterproof clothing as required; this equipment to remain the property of the council and not be taken off the airport without permission of the airport manager or his representative.
- (h) The council shall provide storage for clothing, cleaning materials and equipment of the staff at the airport, and provision for the heating of meals.

Matters Not Provided For

13. The essence of this agreement being that the work of the employers shall not on any account be impeded but shall always proceed as if no dispute had arisen, it is 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 specifically dealt within this agreement, 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 (if required) to be mutually agreed upon or, in default of agreement, to be appointed by the Conciliation Commissioner for the district. Either side shall have the right to appeal to the Court against the decision of any such committee upon giving to the other side written notice of such appeal within 14 days after such decision has been made known to the party desirous of appealing.

Workers to be Members of Union

14. Court's clause.

Under-rate Workers

15. Court's clause.

Application of Agreement

16. This agreement shall apply to the parties named herein.

Term of Agreement

17. This agreement, in so far as the provisions relating to wages and special payments are concerned, shall be deemed to have come into force on the 1st day of October 1958, and so far as all other provisions of the agreement are concerned, it shall come into force on the day of the date hereof, and shall continue in force until the 20th day of September 1961.

Signed on behalf of the Christchurch City Council this 22nd day of September 1959.

The common seal of the Christchurch City Council was hereto affixed in the presence of—

[L.S.]

GEO. MANNING, Mayor.
H. S. FEAST, Town Clerk.

The common seal of the Christchurch Cleaners, Caretakers and Lift Attendants Industrial Union of Workers was hereto affixed in the presence of—

[L.S.]

E. CHRISTIAN, President.
C. R. THOMAS, Secretary.