

DUNEDIN CITY CORPORATION **COACHWORKERS**—INDUSTRIAL AGREEMENT

THIS industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 5th day of November 1963, between the Dunedin City Council of the one part, and the Otago and Southland Coachworkers and Wheelwrights Industrial Union of Workers of the other part witnesseth that it is hereby mutually agreed between the employer and the union as follows.

## SCHEDULE

*Classification of Labour*

1. Two classes of labour shall be recognised, viz., journeymen (including woodmen, painters, panel-beaters, and machinists) and apprentices.

*Hours of Work*

2. Forty hours shall constitute an ordinary week's work. Eight hours shall constitute an ordinary day's work. The ordinary working hours shall be between the hours of 8 a.m. and 5 p.m. on the five days of the week, Monday to Friday inclusive.

*Wages*

3. (a) The minimum rate of wages for journeymen who have not completed one year of service under this agreement shall be £15 19s. 2d. per week.

(b) Journeymen who have completed one year of service under this agreement shall be classified into three classes, the minimum rate of wages for each of which shall be as follows:

	Per Week		
	£	s.	d.
Class A	16	5	0
Class B	16	12	6
Class C	17	2	6

(c) The classification of journeymen shall be made by a committee appointed for that purpose. Such classification may be reviewed at intervals of not less than six months.

(d) Not more than one third of the journeymen covered by sub-clause (b) hereof shall be included in Class A and not less than one third shall be included in Class C.

(e) One journeyman shall be appointed to be leading hand and shall be paid 15s. per week over the rates prescribed in sub-clause (b) hereof. When both the bodyshop foreman and the leading hand are absent for a period exceeding one day another journeyman shall be appointed "acting leading hand" until one or other of the bodyshop foreman or leading hand returns. An acting leading hand shall be paid 3s. per day whilst so acting.

(f) Painters and trimmers shall be paid 3s. per week extra and all other journeymen (including signwriters) 6s. per week extra as a tool allowance and no deduction shall be made from these allowances for the holidays provided for in clause 6 hereof.

(g) Wages shall be paid where practicable on the Wednesday of each week.

(h) A welding allowance of 2s. 6d. per day shall be allowed to workers engaged in welding for every day or part of a day during which they are so engaged.

(i) The wages and allowances payable to all employees covered by this agreement shall not be subject to the general order of the Court or Arbitration dated 4 July 1962, which increased rates of remuneration determined by awards and industrial agreements by an amount equal to 2½ per cent thereof. Any future general orders of the Court shall apply according to their tenor.

*Clothing Allowance*

4. All employees shall be provided with two suits of overalls per annum, which overalls shall be laundered at the employer's expense. Alternatively employees may be required to purchase their own overalls and to launder same at least once weekly, in which event the employer shall pay 1½d. per hour extra as a clothing allowance.

*Overtime*

5. Overtime shall be calculated on a daily basis and shall be paid at the rate of time and a half for the first two hours worked each day outside the normal working hours and double time thereafter.

*Holidays*

6. (a) For all time worked on Sunday double time rates shall be paid.

(b) The following shall be the recognised holidays: New Year's Day, the day following that upon which New Year's Day is observed, Good Friday, Easter Monday, Anzac Day, Labour Day, birthday of the reigning Sovereign, Christmas Day, Boxing Day, Anniversary Day, and such other holidays as may from time to time be authorised by the council: Provided that in the case of Anniversary Day and the day following New Year's Day some other day may be substituted in lieu thereof by mutual agreement.

(c) Should any of the holidays, other than Anzac Day, mentioned in sub-clause (b) hereof, fall on a Saturday or a Sunday, then the holiday shall be observed on the next succeeding working day or days.

(d) All time worked on any of the holidays mentioned in sub-clause (b) hereof shall be paid for at double time rates in addition to the day's pay.

(e) Workers shall be allowed annual holidays in accordance with the Annual Holidays Act 1944; provided that every worker who has completed 10 years' service with the council shall be allowed one additional week's annual leave on full pay.

*Meal Money*

7. The employer shall pay 5s. as meal money to each worker required to take an interval for a meal after the usual stopping time and before commencing to work overtime provided that this allowance shall not be paid to the worker who has been given 24 hours' notice that he will be required to work overtime if he can reasonably return to his home for a meal within the interval allowed or to the worker for the midday meal on a Saturday where the worker has been given 24 hours' notice that he will be required to work a full day on the Saturday.

*Dirty Work*

8. Workers required to carry out work on the under-gear of trolleybuses, or buses or any other work mutually agreed upon as dirty work shall be paid 3s. per day extra as dirt money. The day shall mean any portion of the 24 hours during which the worker has been employed at such work.

*Night Work*

9. (a) Notwithstanding anything contained in clause 2 hereof, workers may be employed regularly at night, and for such work shall be paid 5s. per shift extra. Workers employed under this clause shall be allowed 30 minutes crib time without deduction from pay. Men shall not be employed under this clause for less than one week.

(b) Work performed on a Saturday shall be paid for at not less than time and a half rates.

*Rest Periods*

10. Ten minutes rest period shall be allowed morning and afternoon for refreshments.

*Washing Facilities*

11. Adequate washing facilities including hot water and soap shall be provided as at present and each worker shall be provided with one new hand-towel per annum.

*Travelling Time*

12. Any worker required to commence work after the cessation of public wheeled traffic or before the ordinary time of starting of such traffic, and any worker who may work continuously until after the cessation of public wheeled traffic, shall be paid for time occupied in travelling to or from his home, computed on 3 miles per hour, at ordinary rates of pay. If a conveyance is provided for the worker by his employer he shall not be entitled to payment for travelling time.

*Matters Not Provided For*

13. The essence of this agreement being that the work of the employer shall not on any account be impeded but shall at all time proceed as if no dispute had arisen between the parties as to any matter whatsoever arising out of or connected therewith and not specifically dealt with herein, 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 to be mutually agreed on or in default of agreement to be appointed by the Conciliation Commissioner. The decision of the majority of the committee shall be binding, and if no decision is arrived at, either party may appeal to the Court of Arbitration, giving notice of such appeal to the other party within 14 days after the failure of the disputes committee to arrive at a decision, or the disputes committee itself may refer the matter to the Court of Arbitration for decision.

*Workers to be Members of Union*

14. It shall not be lawful for the employer to employ or to continue to employ in any position or employment subject to this industrial agreement any person who is not for the time being a member of the Otago and Southland Coachworkers and Wheelwrights Industrial Union of Workers.

*Term of Agreement*

This agreement shall, in so far as wages are concerned, be deemed to have come into effect on the 1st day of October 1963, and in so far as the other conditions are concerned it shall come into force on the day of the making hereof and shall continue in force until the 31st day of July 1965.

Signed on behalf of the Otago and Southland Coachworkers and Wheelwrights Industrial Union of Workers:

W. C. McDONNELL, Secretary.

Signed on behalf of the Dunedin City Council:

J. C. LUCAS, Town Clerk.