
CHRISTCHURCH CITY COUNCIL ELECTRICAL WORKERS, MECHANICS AND
THEIR ASSISTANTS—INDUSTRIAL AGREEMENT

This industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 18th day of December 1963, between the Mayor, Councillors and Citizens of the City of Christchurch, a corporation constituted under the Municipal Corporations Act 1954, and hereinafter referred to as "the corporation", and joining in these presents as an employer, of the one part, and the New Zealand Engineering, Coachbuilding, Aircraft and Related Trades Industrial Union of Workers, an industrial union registered under the Industrial Conciliation and Arbitration Act 1954, and hereinafter referred to as "the industrial union" (the registered office of which union is situated at 203 Lichfield Street, in the City of Christchurch), of the other part, witnesseth that it is hereby mutually agreed and declared between and by the corporation and the industrial union that the terms and conditions hereinafter set forth shall apply to all the classes of workers set out in the Schedule herewith.

SCHEDULE

Interpretation

1. (a) An "electricity meter mechanic" means a worker who normally carries out routine overhaul, adjustment and testing of meters and load control relays.

(b) A "senior substation technician" shall mean a person in charge of all substation erection and fitting subject to the control of the engineer.

A "substation technician" shall mean a person engaged in the erection and fitting of substation equipment.

(c) A "meter installer" shall mean a worker installing meters and load control relays.

(d) "Mechanic" means a skilled workshop worker, including fitters, turners, blacksmiths and motor mechanics.

(e) "Electrician" means a registered electrician not otherwise defined herein.

(f) "Cable-jointer" means a worker engaged on the jointing and repairing of electric cables normally designed for underground use.

(g) A "lineman" means a worker engaged on the installation of overhead electrical lines, the erection and connecting and repair of overhead mains, who is in possession of a Certificate of Competency granted under the Electric Linemen Act, authorising him to be employed in such work.

(h) An "assistant lineman" means a worker 18 years of age and over, engaged in assisting a lineman in line work under his regular direction and training for certification under the Electric Linemen Act.

(i) A "trainee lineman" means a worker under 18 years of age engaged in assisting a lineman in lines work under his regular direction and training for certification under the Electric Linemen Act.

(j) "Mechanic's assistant" means a worker, whether semi-skilled or unskilled assisting the mechanic in his work and under his direction.

(k) A "charge hand" means a lineman in charge of a lines gang of three or more other men or the worker in charge of a major cable laying gang.

(l) "Cable-jointer's assistant" means a worker engaged in assisting a cable-jointer in his work under his direction.

(m) An "electrical serviceman" means a worker in the consumer's service department doing servicing work on shift hours.

Wages

2. (a) The minimum rates shall be:

	£	s.	d.
Leading substation technician	18	8	4
Senior substation technician	17	17	6
Chief meter installer	17	10	10
Meter installer	16	7	6
Electricity meter mechanics	16	10	0
Electricians	16	7	6
Electrical servicemen	16	7	6
Fitters	16	7	6
"A" grade motor mechanics	16	16	0
Other mechanics	16	7	6
Mechanics' assistants	15	7	8
Charge hands—mains division	17	14	2
Assistant charge hands—mains division	16	9	2
Cable jointers	16	9	2
Cable jointers' assistants	15	7	8
Cable jointers' assistants after two years	15	8	6
Linemen	16	4	2
Linemen's assistants:			
First year	15	5	0
Second year	15	10	0
Trainee linemen:			
Up to 17½ years	10	12	10
Over 17½ years and up to 18 years	12	14	7

The above rates shall be increased by 2½d. an hour for tradesmen subject to the employee concerned:

- (1) Producing indentured papers or other documentary evidence of having served an apprenticeship of not less than three years or the equivalent to an apprenticeship, and
- (2) being regarded as a satisfactory tradesman, and
- (3) handling a reasonable range of trade skills.

Consideration will also be given to employees not able to qualify for an increase under the above conditions but who are recognised as the equivalent of indentured tradesmen and who meet the following requirements:

That they are not less than 25 years of age and have not less than five years' practical experience in the trade and possess and use the following qualities to a standard expected of indentured tradesmen:

- (1) A reasonably wide range of skilled trades.
- (2) Satisfactory output and finish.
- (3) Sufficient theoretical knowledge to cope with new or unusual problems.
- (4) Ability to work with blue prints when required.
- (5) Ability to mark off and set out as required in the course of their work.
- (6) Aptitude to acquire additional skills within the trade.
- (7) Ability to teach an apprentice the practical aspects of the trade.

(b) Except in the case of casuals, the employment shall be deemed to be weekly employment and no deduction shall be made from the weekly wage except for time lost through the worker's sickness or default or his absence from work through no fault of the employer.

(c) Seven days' written notice shall be given by either party of the termination of the employment, except in the case of casual employees: providing that nothing in this clause shall prevent the employer from summarily dismissing any worker for wilful misconduct.

(d) In recognition of the fact that regular shift work involves periodically time worked at weekends, holidays, and evenings electrical servicemen shall receive in addition to the specified rate of pay, a weekly allowance of 13s. 6d.

(e) An employee when placed in charge of two or more men shall be paid 2s. 6d. per day extra.

(f) After 12 months' service with the council a worker covered by this agreement shall be paid a service bonus of 4s. per week: After five years' continuous service with the council 5s. per week.

(g) A lineman operating a mechanical pole hole digger shall receive 4s. 6d. per day extra whilst so employed.

(h) A crane-driver shall receive 2s. 6d. per day extra whilst so employed.

(i) Two linemen on call-out duty shall be paid 35s. per week extra for each week of such duty. These men shall make themselves available at all times outside working hours during the week on duty.

(j) An allowance of 1s. per day extra shall be payable to all lines gang truck drivers and an allowance of 2s. per day extra to electricians of the wiring department, cable jointers, meter and consumers' service department staff and lines service staff regularly driving a truck carrying more than one other employee.

(k) Each worker shall be entitled to a statement showing details of his earnings for each pay period and any deductions therefrom.

(l) An allowance of £30 per annum will be paid to employees holding the Advanced Trade Certificate.

(m) *Height Money*: This clause shall not apply to electrical line gangers, electrical linemen, riggers or steel erectors, nor shall it apply to work done on fixed staging of scaffolding.

A worker while required to work from a bosun-chair, swinging stage or ladder, or on towers, steeples, or chimney stacks, shall be paid a height allowance as follows:

		Amount Per Hour
From	To	d.
20 ft	70 ft	2½
70 ft	105 ft	4½
105 ft	140 ft	7
140 ft	170 ft	9½

A worker while required to work on roof trusses or fixing purlins where a false step or a mishap would entail an unbroken fall of 15 ft or more, shall be paid an allowance of 4½d. per hour.

Hours of Work

3. (a) Except as otherwise specified herein, 40 hours shall constitute a week's work, and the working hours shall be between the hours of 8 a.m. and 5 p.m. on the first five days of the week, Monday to Friday inclusive.

(b) In the council yard and waterworks the daily hours shall be worked between 7.30 a.m. and 4.30 p.m. on five days of the week, Monday to Friday inclusive.

(c) Electrical servicemen may work 160 hours in any four weekly period, alternatively 200 hours may be worked in five weekly periods, according to the number of men employed on this work. Should these workers be called upon to work beyond the hours of the respective shift, they shall be paid for such time at the rate of time and a half for the first two hours and double time thereafter. Work on Sundays, and statutory holidays shall be paid for at penal rates as specified in the Factories' Act.

(d) Waterworks department electricians shall be paid £1 per week extra for making themselves available for duty connected with the city water supply after hours and on all Saturdays, Sundays and public holidays.

Where two electricians are employed, a roster shall be prepared distributing this duty between the electricians. When rostered for duty, an electrician shall keep the shift engineer informed of his whereabouts so that he can be readily obtained, and report within one hour, in the case of an emergency.

Waterworks fitters, when instructed to standby at weekends, shall be paid a standby allowance of a minimum of two hours at the appropriate rates, provided that where the fitter is called on duty, the standby allowance shall become part of the payment of wages.

(e) For the period of the year from 15 May to 15 September the hours of work for linemen shall be 8 a.m. to 4.30 p.m. with 30 minutes for lunch; provided that, where practicable, these hours may be extended to operate throughout the year by arrangements between the council and the particular lines gangs.

(f) The representations of the employees concerned shall be taken into account, as far as is practicable, in the arrangement of duty rosters for electrical servicemen.

Overtime

4. (a) All time worked in excess of or outside of the hours mentioned in clause 3 hereof shall be paid for at the rate of time and a half for the first two hours and double time thereafter. Double time shall be paid for all time worked between the hours of 9 p.m. and 6 a.m. All overtime shall be calculated on a daily basis.

(b) A minimum of two hours shall be paid for all overtime which is not continuous with ordinary working hours. For unplanned callouts, the time shall be computed from the time of leaving residence until the return. For pre-arranged overtime work, the time shall be computed from time of reporting at yard until leaving yard, plus travelling time of 30 minutes.

(c) Meal money at the rate of 4s. 6d. per meal shall be paid to all workers called upon to work overtime after 6 p.m. provided such workers cannot reasonably get home to their meal and return in the time allowed. If the overtime is continuous this allowance shall be paid for every period of four hours of overtime, except that overtime work previously arranged on Saturday shall not entitle the worker to meal money unless it is continuous over more than four hours.

(d) Supper time and crib time when working overtime shall be paid for.

(e) Any worker who has worked all day and continues working through the night shall normally be given an eight hour break before commencing work the next day, and the ordinary time lost as a result of this on the second day shall be paid at ordinary rates. If required to continue working on into the second day, he shall be paid double time for all such time worked until the eight hour break can be arranged.

(f) No worker shall be required to work overtime on Friday nights or on the night of the union's regular meeting, except in the following circumstances:

- (1) Occasions of breakdown.
- (2) In emergencies.
- (3) When it is necessary to maintain a satisfactory service and supply to the consumers.

Holidays—General

5. (a) Twelve working days' annual leave on full pay shall be granted to all workers covered by this award on completion of 12 months' service and should any worker's service be dispensed with, he shall receive proportionate holiday allowance, if and when his employment is terminated. After 10 years' service, 15 working days' annual leave shall be granted. Holidays to be taken by mutual agreement with the departmental head, holiday payment to be computed on the average complete weekly earnings for the preceding year.

(b) The following shall be the recognised holidays, and no deductions from wages shall be made in respect of them: New Year's Day, 2 January, Good Friday, Easter Saturday, Easter Monday, the birthday of the reigning Sovereign, Labour Day, Show Day, Christmas Day, Boxing Day, Anzac Day.

(c) If any of the abovementioned holidays, except Easter Saturday and Anzac Day, fall on a Saturday or a Sunday then for the purposes of this award such holiday shall be observed on the following Monday or Tuesday.

(d) For all time worked after noon on Saturdays, on Sundays and on recognised holidays as provided herein or authorised from time to time, double rates shall be paid.

Holidays—Regular Shift Workers

6. Regular shift workers, viz., electrical servicemen, shall receive the following holidays and no deductions from wages shall be made in respect of them: New Year's Day, 2 January, Good Friday, Easter Saturday, Easter Monday, the birthday of the reigning Sovereign, Labour Day, Show Day, Christmas Day, Boxing Day, Anzac Day, as can be conveniently arranged without detriment or interruption to the work for which they are engaged. For work done by electrical servicemen on such holidays, penal rates as specified in the Factories' Act, shall be paid. In the event of electrical servicemen's normal day off falling on a statutory holiday one other day be given in lieu thereof.

Suburban Work

7. (a) Suburban work means work performed by a worker at a distance of over a mile and a half from the employer's place of business or some central place to be agreed upon.

(b) Workers shall be at the place where work is to be performed at the hour appointed for commencement of work. If such place is distant more than 1½ miles from the employer's office or place of business or the central place agreed upon workers employed thereon shall be allowed and paid for the time reasonably

occupied by them in travelling to and from work beyond the radius or $1\frac{1}{2}$ miles, or they shall be conveyed to and from such work at the cost of the employer. No worker residing less than $1\frac{1}{2}$ miles by a convenient mode of access for foot-passengers from the place where the work is to be performed shall be entitled to the allowance mentioned in this clause. Time allowed for travelling under this clause shall be estimated at the rate of one hour for each 3 miles so travelled.

General Provisions

8. (a) The council shall provide those employees whose work requires them such tools as soldering-bolts, metal-pots, conduit fittings, files, blow-lamps, rasps, hacksaw blades and frames, drills and keyhole saw blades, mitre-box and carpenters' saws. Consumers' servicemen and meter-installers shall be provided with torches, head torches and batteries. Lines faultmen shall be provided with head torches.

(b) Workers under this award shall be responsible for all tools and materials supplied to them and shall make good any loss, fair wear and tear and accidents which could not have been avoided with the exercise of reasonable care excepted. In assessing the value of any tools lost, the council shall take into account reasonable depreciation on the diminishing value. Where necessary the council will supply facilities for locking up tools and materials.

(c) A mechanic required to provide his own tools (except drills, taps, hacksaw and blades and files) shall supply such tools and shall be paid 5s. per week for any week in which he works three full days or more. An electrician required to provide his own tools (except those mentioned in clause 8 (a) above) shall supply such tools and shall be paid 4s. per week for any week in which he works three full days or more.

(d) All workers who are required to work outside in wet weather and who provide themselves with gum boots, oilskins and sou'westers, or other approved protection from wet weather shall receive for this purpose an allowance as follows:

	Per Annum £
Linemen, assistant linemen and trainee linemen	10
Other employees	8

(e) All workers using their bicycles in the employer's business and with his consent shall be paid a cycle allowance as follows:

Meter-testers, meter-installers, electrical servicemen, trouble-men in the wiring department, £8 per annum payable quarterly.

All other workers, 3s. per week.

The department foreman, or in the case of lineman, the chargehand, shall certify the use of the bicycle.

(f) Any worker subject to this award shall devote the whole of his working time to the best interest of the council.

(g) During the period of his employment the worker shall not use any of the tools or materials belonging to the council for work other than that assigned to him.

(h) A crib-time of 10 minutes shall be allowed during each morning and afternoon and one every four hours whilst on overtime, without deduction of wages, provided that during shut-downs when the consumers' supply has been disconnected the break shall be allowed following resumption of normal service.

(i) Workers employed at welding shall be paid 3s. 6d. per day extra.

(j) Workers employed on tar plants shall be paid 3s. 6d. per day extra.

(k) The council shall supply overalls to workers under this award as follows:

Meter-testers, and meter-installers: Smocks—two and replaced as required.

Electricians, electrical servicemen, substation fitters, mechanics, cable-jointers, linemen, linemen's assistants, mechanics' assistants, cable-jointers' assistants, waterworks department fitters: Overalls—two suits and replaced as required.

All overalls so supplied shall remain the property of the council. Lost gloves and overalls may be purchased through the stores at cost.

Lines Department

9. (a) No lineman shall be required to work with live wires unless accompanied by another lineman or assistant lineman, except in cases of emergency.

(b) It shall during wet weather be the duty of the charge hand of each gang, subject to the control of the lines superintendent to determine when circumstances warrant the men taking shelter.

(c) Linemen and their assistants shall be provided with rubber gloves for working with wire and approved safety belts and all necessary tools, including one knife and one pair of pliers as required, such equipment to remain the property of the council. The employee who receives such tools shall sign for them and be held responsible for their safety. In the event of tools being lost or damaged, they shall be replaced by the employee responsible for their safety provided that there is adequate evidence that the cause was undue carelessness as provided in clause 8 (b).

(d) Any assistant cable-jointer who has had four years' satisfactory experience on cable work with the city council shall be graded as a cable-jointer and be paid the appropriate rate where a vacancy exists for a cable-jointer. Where cable-jointers' assistants are promoted to cable-jointers they shall retain such status.

First-aid Equipment

10. (a) A modern first-aid emergency case, fully equipped, shall be kept in a convenient and accessible place in every workshop, also facilities for a supply of hot water at short notice.

(b) A suitable ambulance first-aid outfit shall be available for any worker to take when employed on outside work, and a similar outfit shall be supplied to each vehicle in the lines department and tool-box in the underground department, wiring and waterworks departments.

Dirt Money

11. Dirt money at the rate of 2s. 6d. per day or portion of a day shall be paid for all work done by any worker covered by the provisions of this award in foundries, tunnels or repairing damage done by fire where the worker comes into contact with charred materials, or in freezing chambers while freezing is being carried on, or storage-battery work involving the handling of acid or burning off copper, or when employed on the normal cleaning of used transformers or other work such as dirty installation work or demolition work which may be agreed upon as between the employer and the union as coming under the term "dirty work".

Dirt money at the rate of 2s. 6d. per day shall also be payable to employees operating steam cleaning plant provided the minimum time steam cleaning is one hour per day.

Access to Workshops

12. A representative of the union may with the consent of the employer, interview any worker on matters coming within the scope of this award.

Unqualified Preference Clause

13. (a) Any adult person engaged or employed in any position or employment subject to this agreement by any employer bound by this agreement shall, if he is not already a member of the union of workers bound by this agreement, become a member of such union within 14 days after his engagement or after this clause comes into force as the case may require.

(b) Subject to sub-clause (a) hereof, every adult person so engaged or employed shall remain a member of the union of workers bound by this agreement so long as he continues in any position or employment subject to this agreement.

(c) Every worker obliged under sub-clause (a) hereof to become a member of a union who fails to become a member as required by that sub-clause, after being requested to do so by an officer or authorised representative of the union, and every worker who fails to remain a member of a union in accordance with sub-clause (b) hereof commits a breach of this agreement.

(d) Every employer bound by this agreement commits a breach of this agreement if he continues to employ any worker to whom sub-clause (a) and (b) apply, after having been notified by an officer or authorised representatives of the union that the worker has been requested to become a member of the union and has failed to do so or that the worker having become a member of the union has failed to remain a member.

(e) For the purpose of this clause "adult person" means a person of the age of 18 years of age or upwards, or a person who for the time being is in receipt of not less than the minimum rate of wages prescribed for adult workers by this agreement.

Scope of Agreement

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

Term of Agreement

15. This agreement insofar as it relates to wages and special payments shall be deemed to have come into force on the 24th day of March 1963, and insofar as all the other conditions of this agreement are concerned it shall come into force on the 18th day of December 1963; and the agreement shall continue in force until the 19th day of September 1965.

In witness whereof the parties have executed these presents.

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

H. P. SMITH, Acting Mayor.
C. S. BOWIE, Town Clerk.

The common seal of the New Zealand Engineering, Coachbuilding, Aircraft and Related Trades Industrial Union of Workers, was hereto affixed in the presence of:

P. GARDINER, President.
G. W. SCOTT, Secretary.