
CHRISTCHURCH CITY COUNCIL DRIVERS'—INDUSTRIAL AGREEMENT

THIS industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954 and its amendments this 16th day of December 1964, 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 Canterbury Road Transport and Motor and Horse Drivers' and their Assistants' Industrial Union of Workers, as an industrial union registered under the Industrial Conciliation and Arbitration Act 1954 and its amendments, and hereinafter referred to as "the industrial union" (the registered office of which is situated at 194 Gloucester 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 drivers of motor driven vehicles and implements employed by the corporation.

Hours of Work

1. (a) Except where otherwise specified, a week's work shall be 40 hours to be worked on five days of the week from Monday to Friday, both days inclusive.

(b) The daily working hours be regulated in advance according to the special requirements of the city council so that the ordinary hours of work shall be made to fall between the hours of 7.30 a.m. and 5 p.m. provided that any driver

required to work between the hours of 6 a.m. and 7.30 a.m. shall be paid 2s. 3d. per hour extra, such payment to be made in addition to the ordinary weekly wage.

(c) The hours prescribed in clause 1 (a) shall include all time occupied in washing and attending vehicles.

(d) *Night-soil Drivers*—The hours for night-soil drivers to be 36 per week to be worked on five nights per week. This shall include all time required for fixing and unfixing tanks, etc. All night-soil vehicles to be provided with weather-proof cabins and adequate lighting.

(e) *Men Greasing and Servicing Trucks and Implements*—The hours of men greasing and servicing trucks and implements shall be 36 per week, and shall be regulated to suit the requirements of the council, but so that they shall fall between the hours of 9 a.m. and 7 p.m. on five days of the week, Monday to Friday inclusive.

(f) *Mechanical Road Sweeper*—The hours of the night mechanical road sweepers shall be 36 per week and the day mechanical road sweepers 40 per week.

(g) All time worked beyond weekly or daily hours prescribed in clause 1 (a), (b), (d), (e), (f), to be counted as overtime and paid for as prescribed in clauses 4 and 5.

(h) The council shall provide at each yard a time book or time sheet or such other system as may be decided upon from time to time in which each driver shall enter daily the usual information regarding the operation and condition of his vehicle and the total hours of which he is entitled to be paid including overtime if any. The foreman shall, within 24 hours, have the time verified and the record initialled.

Wages

2. (a) The rates of pay shall be:

(a) Drivers of small (under 4 ton) rollers, tractors, tractors towing floats, sprayers, mowers, tractors equipped with grader blade, rotary hoe, grass mower, etc.: £15 15s. 10d. p.w.

Drivers of two axle trucks, paving machine, paving machine operator, tractor towing bituminous gang sprayer, tractor scoops $\frac{3}{4}$ cu. yd. and under: £15 18s. 4d. p.w.

Driver of Halswell Quarry two axle trucks: £16 5s. 10d. p.w.

Men greasing and servicing trucks and implements: £16 5s. 10d. p.w.

Drivers of rollers (over 4 tons): £16 7s. 8d. p.w.

Drivers of power grader trench diggers, three axle articulated trucks, mechanical road day sweepers (flat rate, i.e., no dirt money): £16 10s. p.w.

Drivers of gully emptiers (flat rate, i.e., no dirt money other than septic tanks and milk sumps) bulldozers, mechanical shovels, excavators, tractor scoops (over $\frac{3}{4}$ cu. yd.) and articulated trucks with more than three axles: £16 14s. 4d. p.w.

Drivers of night sweepers (36 hours), night soil trucks: £17 11s. p.w.

(b) *Service Bonus*—A service bonus of 4s. per week after 12 months' service with the council, rising to 5s. after five (5) years shall be paid in addition to the wage rates set out in this agreement.

(c) In addition to the wages prescribed in clause 2 (a), 2s. 4d. per day shall be given as dirt money to drivers engaged in the following work: Carting tar, asphalt, hot mix, clinker, tins, rubbish (household, general or special order), burnt firewood, quarry flour dust, cement (minimum 1 ton), oxide or manure, flour or footpath grit carting for quarry drivers, grit carrying and spreading on

tar, bituminous products, hand loading $1\frac{1}{2}$ in. and $2\frac{1}{2}$ in. metal, sump cleaning, steering trucks behind tar plant, and men picking up sweepings after sealing, drivers of hay mowers cutting grass on roadsides and river banks.

(d) When drivers are employed on sump cleaning without assistance they shall be paid 2s. 5d. per day extra.

(e) When gully emptier is employed on cleaning septic tanks and milk sumps the driver shall be paid 5s. 5d. per day extra.

(f) Drivers of fish refuse carts to be paid 5s. 5d. per day extra, while so engaged and an assistant shall be provided.

(g) Drivers of tractors towing bitumen or tar multiple sprayer when sealing carriageway, driver of paving machine, and paving machine operator shall be paid 7s. 11d. per day extra when so engaged. Driver of tractor drawn sweeper when tar sealing or dry sweeping associated with road sealing shall receive 5s. per day extra as dirt money when so engaged.

(h) Drivers using pneumatic vibrators, pneumatic hammers and drillers, rammers, borer and breakers, shall be paid 11d. per hour extra, with a minimum payment of 1s. 10d. per day.

(i) Dirt money shall be payable for one rate only, the higher rate, for any one day. Dirt money shall apply to all drivers. No deduction shall be made from such wages for any cause save through the worker's own default or sickness.

Meals

3. (a) Ordinarily, one full hour shall be allowed daily for dinner between the hours of 11.45 a.m. and 1.30 p.m. but this may be altered to suit special occasions.

(b) Drivers called upon to work overtime beyond one hour after the usual time for ceasing work and who are not afforded the opportunity to return home for a meal or who could not reasonably go home for a meal in the time allowed, shall be paid a meal allowance of 5s. 3d. per meal.

Holidays

4. (a) Drivers shall receive and be paid for the following holidays: New Year's Day, 2 January, Good Friday, Easter Monday, birthday of the reigning Sovereign, Labour Day, Show Day, Christmas Day, and Boxing Day. When any of the above holidays fall on a Saturday or Sunday the following Monday or Tuesday to be observed or both.

(b) In addition to the holidays specified above, all drivers on completion of five (5) years continuous service shall be entitled to receive an annual holiday of fifteen (15) working days on full pay, whilst drivers with less than five (5) years continuous service shall be entitled to receive an annual holiday of twelve (12) working days on full pay on completion of each year's service. Holidays to be taken by mutual agreement with the departmental head, holiday payment to be computed on the average complete weekly earning for the preceding year. Drivers of fish refuse carts, night soil drivers, and night sweeper driver three (3) weeks leave irrespective of service.

(c) In the event of a worker being dismissed, or leaving his employment after the completion of two months' service, he shall receive holidays in proportion to his length of service or the equivalent in pay.

(d) For work done on Anzac Day and the holidays named in clause (a) hereof, drivers shall be paid at the rate of double time; such payment shall be in addition to the ordinary weekly wage with a minimum payment for three (3) hours for the time worked.

All work done on Sundays shall be paid for at double ordinary rates with a minimum as for two (2) hours work.

Overtime

5. Overtime, including work done on a Saturday, shall be paid for at the rate of time and a half for the first two hours in any one day, thereafter double time rates.

Payment of Wages

6. Wages shall be paid weekly and in cash and paid in the employer's time not later than Thursday.

Protective Clothing

7. Oilskin leggings, oilskin and sou'westers of good quality shall be provided for all drivers when required; also two pairs of overalls for men driving night-soil carts, mechanical road brooms, sump carts, grass mowers, diesel rollers, mechanical shovels or excavators, bulldozers, tractor graders or concrete mixers, for drivers carting tar, bituminous products, or hot mix, for men greasing and servicing trucks, for compressor attendants, for drivers rodding drains or sewers or handling hot mix or bituminous products or handling acids, weed killer or other similar materials, which owing to their nature are injurious to clothes and for drivers of refuse trucks that are required to assist in loading. Also two pairs of overalls and gloves to be provided for drivers of gully emptiers and fish carts and their assistants, and gloves for drivers of triple and quintuple mowers. Aprons and gloves are to be provided for general refuse drivers and gloves and clogs for drivers at controlled tips.

All equipment must be handed into the store before new is issued and all equipment issued to employees is to remain the property of the Christchurch City Council.

Term of Engagement

8. In the case of workers other than casual hands, a week's notice of dismissal or resignation shall be given by the council or employee. In the event of an employee being suspended from duty for any cause he shall have the right of appeal, first to the departmental head, and failing satisfactory settlement, to the committee concerned, and finally to the council, if necessary, before being dismissed from the council's service. Any worker is to be allowed to be accompanied by an advocate who is an officer of the local union, when appearing before the committee or council. This, however, shall not prevent the summary dismissal of the worker for wilful misconduct.

Crib Time

9. A break of ten (10) minutes shall be allowed during the morning and afternoon as crib time.

Sanitary and Other Conveniences

10. The council shall provide accommodation in each yard to enable all drivers to change their clothes and take their meals, and shall provide sanitary accommodation for the workers. Wash-hand basins, showers and separate lockers for drivers' clothing shall be provided when possible. These conditions shall also apply to the quarry and the controlled tips, with the addition at the tips of hot and cold water and basins for washing.

Travelling Allowances

11. Where drivers are required to travel to suburban work (outside the old city boundary) their time each way at ordinary rates, and all bus fares, to be paid by the council.

Bicycle Allowance

12. Where drivers are required to use their bicycles in connection with their work $1\frac{1}{2}$ miles from the yard in which they are usually employed, they shall receive an allowance of 3d. per mile.

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 a union of workers bound by this agreement, become a financial 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 financial member of a 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 financial member of a union who fails to become a financial 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 financial 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 any officer or authorised representative of the union that the worker has been requested to become a financial member of the union and has failed to do so, or that the worker having become a financial member of the union has failed to remain a financial member.

(e) For the purposes of this clause "adult person" means a person of the age of 18 years 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.

(NOTE—Attention is drawn to section 174 (h) of the Industrial Conciliation and Arbitration Act 1954, which gives to workers the right to join the union.)

Scope of Agreement

14. This agreement shall apply to all drivers of motor propelled vehicles or implements employed by the Christchurch City Council.

Term of Agreement

15. This agreement shall come into force on the 17th day of December 1964 and shall continue in force until the 16th day of December 1966.

In witness whereof the parties have executed these presents.

The common seal of the Mayor, Councillors and Citizens of the City of Christchurch was hereto affixed this 18th day of December 1964, in the presence of:

[L.S.]

G. MANNING, Mayor.
C. S. BOWIE, Town Clerk.

The common seal of the Canterbury Road Transport and Motor and Horse Drivers' and their Assistants' Industrial Union of Workers was hereto affixed in the presence of:

[L.S.]

L. R. PEACHEY, President.
A. S. ROBERTS, Secretary.