
**WELLINGTON CITY COUNCIL ENGINEERS AND METAL TRADE EMPLOYEES—
AWARD**

In the Court of Arbitration of New Zealand, Wellington Industrial District—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of an industrial dispute between the New Zealand Engineering, Coachbuilding, Aircraft and Related Trades Industrial Union of Workers (hereinafter called “the union”) and the undermentioned corporation (hereinafter called “the employers”):

Wellington City Corporation, Wellington.

THE Court of Arbitration of New Zealand (hereinafter called “the Court”), having taken into consideration the terms of settlement arrived at in the above-mentioned dispute and forwarded directly to the Court pursuant to the provisions of section 130 of the Industrial Conciliation and Arbitration Act 1954, doth hereby order and award:

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the Schedule hereto and of this award shall be binding upon the union and upon every member thereof

and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the Schedule hereto shall constitute a breach of this award, and that a penalty as by law provided shall be payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect as hereinafter provided and shall continue in force until the 31st day of January 1967 and thereafter as provided by section 152 of the Industrial Conciliation and Arbitration Act 1954.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand, this 26th day of August 1965.

[L.S.]

A. P. BLAIR, Judge.

SCHEDULE

Industry to Which Award Applies

1. This award shall apply to engineers, fitters, turners, blacksmiths, mechanics, sheetmetal workers, water meter fitters, oxy-acetylene and electric welders, tinsmiths, and to garage attendants, fitters' assistants, sheetmetal workers' assistants, and blacksmiths' strikers employed by the Wellington City Council other than workers employed in the tramways department covered by the New Plymouth, Wellington, and Christchurch Transport Engineers and Mechanics Award.

Hours of Work

2. Eight hours shall constitute a day's work, to be worked on the first five working days of the week, Monday to Friday inclusive—i.e., 40 hours per week.

An ordinary day's work shall be worked between 7.30 a.m. and 5 p.m. with not less than half an hour for lunch. The time of starting and ceasing work between these hours shall be mutually arranged in each department.

Special Conditions Relating to Shift and Other Workers Employed in the Milk Department of the Wellington City Council

3. (a) Shift work shall include maintenance work performed by workers on roster.

(b) The hours of work for shift workers shall be rostered and shall be eight per day, to be worked on any five days within seven consecutive days, provided that the days off shall be consecutive.

(c) Shift workers shall be paid £23 16s. 8d. weekly, which sum shall be deemed to include penal rates for Saturdays, Sundays, award holiday pay, and shift allowance.

(d) For work performed in excess of eight hours on Saturdays and Sundays and award holidays, double rates shall be paid.

(e) At the Wellington City Council's Milk Department's factory, all work performed internally on bottle-washing machines, in the tunnel, the milk-pump sump, in the boiler, or underneath the office block floor shall be paid for at double time rates for any time so worked.

(f) Tinsmiths, sheetmetal workers, and their assistants employed by the milk department and whose work brings them into contact with acids shall be provided with three pairs of overalls annually.

(g) Shift workers shall be paid meal allowance when required to work more than one and a half hours' overtime.

(h) Shift workers when called back to work overtime after four hours from their ordinary time of ceasing work shall be paid therefor at double time rates.

Any overtime worked by shift workers after 10 p.m. and before their ordinary time of starting work the next day shall be paid for at double time rates.

(i) The daily hours for shift workers other than those on maintenance shifts shall be continuous inclusive of mealtimes.

(j) The other provisions of this award not in conflict with the provisions relating to shift workers shall apply to shift workers and to all other workers employed by the Wellington City Council's Milk Department who are covered by this award.

(k) Shift engineers shall be paid 10s. per week extra to cover the period that they are in sole charge of the plant.

Overtime

4. (a) Overtime shall be computed daily and all time worked outside the ordinary daily hours set out in clauses 2 and 3 hereof shall be paid for as follows: Time and a half for the first two hours and double time thereafter.

(b) Any worker having worked all day and night and being required to continue working the ordinary working hours of the next day shall be paid double rates for all time worked on the second day.

(c) 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 and cease work before the ordinary starting time of such traffic, shall be paid for time occupied in travelling to and 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 the aforesaid payment for travelling time. For the purpose of this award "public wheeled traffic" shall mean trams, buses, trains, or ferries ordinarily used by workers travelling to or from their work.

(d) No worker shall be required to work more than four and a quarter hours continuously without an interval of at least three-quarters of an hour for a meal: Provided that this meal hour may be reduced to half an hour by mutual agreement.

(e) All work performed after 12 noon on Saturday shall be paid for at double time rates.

(f) The employer shall allow meal money at the rate of 5s. 7d. per meal when workers are called upon to work overtime after 6 p.m., Monday to Friday inclusive, or after 1 p.m. on Saturday or Sunday.

Workers shall be allowed half an hour crib time after every four and a quarter hours' continuous overtime worked, provided such workers are required to continue working overtime. Such workers shall also be provided with a meal at crib time or be paid the meal allowance set out in this subclause.

(g) A worker having finished his day's work and thereafter being called out for work shall be paid a minimum of two hours' wages at overtime rate, except that any such work done after 10 p.m. shall be paid for at double time rates.

(h) No worker shall work overtime on Friday nights or on the night of the union's usual monthly meeting except on urgent or breakdown work.

(i) Any worker, including a shift worker, having worked all day and/or during his normal working hours and having continued to work within eight hours of the usual time of starting work shall be given eight hours off or be paid double time for all time worked on the second day.

Where, by reason of the break, a worker should lose time during his normal working hours, he shall be paid for all such time lost up to a maximum of the normal hours of work.

Holidays

5. (a) The following holidays shall be allowed and paid for: New Year's Day and the day following, Good Friday, Easter Monday, Anzac Day, Labour Day, the birthday of the reigning Sovereign, Christmas Day, Boxing Day, and Anniversary Day.

(b) For work done on any of the aforesaid holidays, or on Sunday, double time rates shall be paid, such to be in addition to the holiday pay.

(c) Any worker who is required to work on a holiday or a Sunday shall be paid a minimum of two hours' wages at overtime rates.

(d) The provisions of the Public Holidays Act, and its amendments dealing with the transference of holidays set out above, shall apply to this award.

Annual Holidays

6. (a) The provisions of the Annual Holidays Act 1944 shall apply to all workers covered by this award, except that shift workers who are required to work on any of the holidays prescribed in clause 5 of this award shall have added to their annual leave an additional day for each day so worked.

(b) The provisions of subclause (a) of this clause shall not apply to shift workers at the milk department, who shall be entitled to annual holidays in accordance with the Annual Holidays Act 1944 and its amendments, plus an additional day for each of the holidays named in subclause (a) of clause 5 of this award.

Wages

7. (a) The minimum rate of wages for fitters, turners, blacksmiths, mechanics, sheetmetal workers, water-meter fitters, oxy-acetylene and electrical welders, and tinsmiths shall be 8s. 8d. per hour.

The minimum rate of wages for trade trainees shall be as follows:

	Per Hour	
	s.	d.
First six months	8	2½
Second six months	8	3½
Third six months	8	4¾
Fourth six months	8	6
Thereafter	8	8

Twopence per hour extra shall be paid to employees holding one or more trade certificates of the New Zealand Trades Certification Board provided that the employee is required to work in the trade in which he holds a certificate.

Tradesmen who have passed the advanced trade examination conducted by the New Zealand Trades Certification Board shall be paid 4d. per hour extra provided that the employee is required to work in the trade in which he holds a certificate.

(b) The minimum rate of wages for garage attendants, fitters' assistants, sheetmetal workers' assistants, and blacksmiths' strikers shall be 7s. 9d. per hour.

(c) A worker required to operate a Kerrick steam cleaner or similar cleaners shall be paid 4s. 6d. extra per day.

(d) Wages shall be paid weekly and within working hours.

(e) Any worker appointed to take charge of three other workers shall be paid 5½d. per hour in addition to his ordinary pay.

(f) Workers employed at oxy-acetylene or electric welding, except on spot or butt welding machines, for four hours or less in a day shall be paid 2s. extra per day; for more than four hours in a day 2s. 9d. extra per day.

(g) To all workers covered by the award a service bonus shall be paid in addition to the usual rates as follows:

			Per Hour
After one year's continuous service	..	..	d. 2 $\frac{1}{4}$
After two years' continuous service	..	..	.. 2 $\frac{3}{4}$
After three years' continuous service	..	..	.. 3 $\frac{1}{4}$
After four years' continuous service	..	..	.. 3 $\frac{3}{4}$
After five years' continuous service	..	..	.. 4 $\frac{1}{4}$

In addition to the foregoing a long service bonus of 5s. 3 $\frac{1}{2}$ d. per week shall be paid to all workers after 10 years' continuous service in respect of the eleventh and succeeding years: Provided that this bonus payment shall become 10s. 7d. per week after 15 years' continuous service in respect of the sixteenth and succeeding years: Provided, further, that this bonus payment shall become 15s. 11d. per week after 20 years' continuous service in respect of the twenty-first and succeeding years.

Continuous time served with the corporation prior to the commencement of this award shall count for the purpose of this clause. Usual rates shall mean the rate actually paid to workers notwithstanding any minimum rates specified in this award.

Dirty Work, etc.

8. (a) Any work that is by mutual agreement between the union and the employer certified as "dirty" shall be subject to an extra payment of 4s. per day.

(b) For the purpose of this award the following specified work shall be deemed to be dirty work and shall be paid for in accordance with the provisions of subclause (a) of this clause:

- (i) Work underneath tracked vehicles or inside of the tracks of such vehicles and underneath diesel trucks.
- (ii) Dismantling tractors used on refuse tips.
- (iii) Work connected with the dismantling of gear boxes of graders.
- (iv) Dismantling "power" shovels.
- (v) Working inside boilers, furnaces, and combustion chambers.
- (vi) All work at city abattoirs on maintenance of machines used for cutting or cleaning food or offal.
- (vii) Work in filter tanks at swimming baths.
- (viii) Work on shone ejector valves in ejector stations.
- (ix) Work on bituminous mixing plant at Maranui.
- (x) Work on used house refuse, nightsoil, and special cleansing motor vehicles except as provided in subclause (d) of this clause.
- (xi) Installation work in underground sewerage pumping stations involving drilling in concrete or brickwork, grouting, or the use of welding equipment.
- (xii) Work on used diesel driven compressors.
- (xiii) Work in the milk department on used oil strainers and when handling open topped drums containing used oil.

(c) Workers employed in hot places shall be supplied with clogs and leather gloves. Workers employed on battery work shall be supplied with suitable aprons. Workers employed on oxy-acetylene and electric welding shall be supplied with regulation glasses, aprons, gloves, and shields. Workers employed on hosing down vehicles shall be supplied with gumboots. Workers employed outside in bad weather shall be supplied with waterproof and other protective clothing, and for this purpose an adequate pool of new clothing shall be created for the use of workers under this award, and any replacements thereto shall be from new stock.

(d) Men working underground in used sewerage collecting manholes, men working on used sewerage pumping equipment, and men working inside the refuse or sludge compartments of dustcarts or sump eductors shall be paid 8s. per day additional on their ordinary rates for each day or part of a day they are so engaged.

(e) All workers covered by this award shall be supplied with two suits of overalls (three at the discretion of the employer) per annum, to be laundered at the employer's expense, or the employer may elect to pay 1½d. per hour as clothing allowance.

(f) Safety boots shall be supplied to workers when justified by the working conditions. Should any difference arise as to the necessity for safety boots, the issue shall be dealt with under clause 13 of the award.

Heat and Confined-space Money

9. (a) Any worker required to work in any compartment or confined space where the heat exceeds 110 degrees Fahrenheit shall be paid, in addition to the rate of wages to which he is entitled for the time at which the work is performed, a special heat rate computed at ordinary time rates for the time he is so employed.

(b) No worker shall be compelled to work in any space where the temperature has been raised to above 130 degrees.

(c) Any worker required to work in a confined space the dimensions of which necessitates working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort, shall be paid such extra rate as may be mutually agreed upon.

Tool Allowance

10. (a) Fitters, turners, motor mechanics, and water-meter fitters shall receive an allowance of 2d. per hour, and tinsmiths, sheetmetal workers, blacksmiths, and welders shall receive an allowance of ¾d. per hour as tool allowance, provided they work not less than three days per week and supply their own tools.

(b) The tool allowance shall not be paid when the employer supplies all necessary tools.

Height Money

11. Where workers are engaged on work from ladders, bosun chairs, or swinging stages involving the risk of a fall of more than 20 ft they shall be paid the following extra rates:

	Per Hour d.
Over 20 ft and up to 50 ft 	2½
Over 50 ft and up to 75 ft 	3¾
Over 75 ft and up to 140 ft	4¾
Over 140 ft 	6

All scaffolding shall be the responsibility of the employer.

Country and Suburban Work

12. (a) "Country work" shall mean work performed at a distance which requires a worker to sleep away from his usual place of residence.

(b) A worker employed on country work shall be conveyed by his employer to and from such work free of charge, or his travelling expenses going to and returning from such work shall be paid by his employer, but once only during the continuance of the work if the work is uninterrupted and the worker is not recalled by his employer during the progress of the work: Provided that when the work is situated less than 50 miles from the employer's place of business, the worker shall be returned to his home at the employer's expense once in every four weeks, and when over 50 miles, once in every three months, but in neither case shall travelling time be paid for.

(c) When a worker is employed on country work at such a distance that he is unable to return to his home at night, suitable board and lodging shall be granted at the employer's expense.

(d) In the case of suburban work, each worker shall be at the place where the work is to be done at the time of commencement of work, but the employer shall pay the worker reasonable tram or bus fares from the usual place of employment to the place of work going to and coming from such work each day. If there is no tram or bus route, the employer shall pay the worker at the rate of 3 miles per hour walking time in excess of $1\frac{1}{2}$ miles from the chief post office, or, alternatively, the employer (at his option) shall provide means of transport to and from the job once per working day each way for such distance as may be in excess of $1\frac{1}{2}$ miles from the chief post office.

(e) Any worker who resides within a mile and a half, by road used by foot passengers, of the place where the work is to be done shall not be entitled to any allowance under subclause (d) of this clause.

(f) Any worker whose regular and usual place of work is in or at a permanent location shall not receive any allowance for travelling to and from such place of work.

Disputes

13. The essence of this award being that the work of the employer shall not on any account be impeded but shall at all times 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 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.

Sanitary and Other Conveniences

14. It shall be the duty of the employer to provide suitable lockers wherein employees may keep their clothes, good ventilation, and proper sanitary conveniences, including reasonable washing facilities for the employees, with hot water, soap, and towels, and a sufficient supply of boiling water at meal hour.

Sick Leave

15. Workers after 12 months' continuous employment with the Wellington City Council shall, in the case of inability to continue work because of sickness, be entitled to sick pay up to one week in each year, subject to the production of a doctor's certificate if absent for more than three consecutive days. Sick leave may be cumulative up to a total of 10 working days, but payment in respect of any one period of sickness shall not exceed five consecutive working days.

Smoko

16. A rest interval of not less than 10 minutes shall be allowed morning and afternoon without deduction of pay, and also after each two hours of continuous overtime provided that the overtime is to be continued after such interval.

Right of Entry

17. (a) The union secretary or any other officer or representative of the union shall be empowered at all reasonable times to enter upon the premises of the employer for the purpose of interviewing any workers, but not so as to interfere unreasonably with the employer's business.

(b) The employer shall give recognition to any officer who is appointed shop steward in the department in which he is employed.

Unqualified Preference

18. (a) Any adult person engaged or employed in any position or employment subject to this award by any employer bound by this award shall, if he is not already a member of a union of workers bound by this award, 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 subclause (a) hereof, every adult person so engaged or employed shall remain a member of a union of workers bound by this award so long as he continues in any position or employment subject to this award.

(c) Every worker obliged under subclause (a) hereof to become a member of a union who fails to become a member, as required by that subclause, 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 subclause (b) hereof commits a breach of this award.

(d) Every employer bound by this award commits a breach of this award if he continues to employ any worker to whom subclauses (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 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 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 award.

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

Scope of Award

19. This award shall apply only to the parties named herein.

Term of Award

20. This award, in so far as the provisions relating to the rates of wages to be paid are concerned, shall be deemed to have come into force on the first day of the first working week on or after the 16th day of August 1965, and so far as all other provisions of the award are concerned, it shall come into force on the day of the date hereof; and this award shall continue in force until the 31st day of January 1967.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand, this 26th day of August 1965.

[L.S.]

A. P. BLAIR, Judge.

MEMORANDUM

The award, including the operative date of provisions relating to wages, incorporates the terms of settlement arrived at by the parties in the course of an inquiry held before a Council of Conciliation.

Upon being satisfied by supporting documentary evidence that an unqualified preference provision has been agreed to by all the assessors in accordance with section 174B of the Industrial Conciliation and Arbitration Act 1954 (as enacted by the Industrial Conciliation and Arbitration Amendment Act 1961), the Court has inserted clause 18 in the award in the form in which it was agreed upon in the Council of Conciliation.