

## CHRISTCHURCH TRANSPORT BOARD INSPECTORS— INDUSTRIAL AGREEMENT

This industrial agreement is made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 10th day of June 1970, between the Christchurch Transport Board (hereinafter called "the board" or "the employer"), of the one part and the Canterbury Local Bodies' Officers' (other than Clerical) Industrial Union of Workers (hereinafter called "the union"), of the other part, whereby it is mutually agreed by and between the said parties as set out in the following Schedule.

### SCHEDULE

#### APPLICATION

1. This agreement shall apply to inspectors classified as follows:

Inspectors	Grade A
Inspectors	Grade B

An inspector in Grade B, shall be promoted to Grade A, after one year's service in the board's employ as an inspector, provided that his record respecting efficiency and the carrying-out of his duties entrusted to him, in the opinion of the board warrant such promotion. In recognition of specially meritorious work, the board may from time to time, reduce the length of service necessary for promotion from Grade B to Grade A.

#### HOURS OF WORK

2. The hours of work of inspectors shall be 40 per week, consisting of five week-days of eight hours one week, and four week-days of eight hours and one Sunday off from six to seven hours the second week. Sundays off and on to alternate as far as practicable. Present conditions regarding shift duty to remain in force.

#### OVERTIME

3. (a) Inspectors required by the board to work overtime on race days, public holidays, and at sports fixtures shall, if they fall on working days, be performed without extra pay.

(b) When an inspector's day off is cancelled he shall be paid ordinary time rates, with a minimum of eight hours, on week days and double ordinary rates, with a minimum of six hours on Sundays; or in lieu thereof an inspector may, by mutual agreement with the management, be allowed one day off.

#### SALARIES

4. The following shall be the rates of salary:

Inspectors Grade B	\$ 3172
Inspectors Grade A	3273
Depot despatchers (2)	3397
Senior relief inspectors (2)	3397
Square inspectors (2)	3465
Senior traffic inspector	3488

### DUTIES

5. Duties of inspectors shall be confined to the preparation for the work of traffic operators staff, the supervision of such work, and all matters incidental thereto, including under emergency conditions, the operation of vehicles, all as may be directed by the traffic manager.

### UNIFORMS

6. (a) Every inspector shall be provided with one tunic every 12 months, one pair of trousers every nine months, one mackintosh overcoat, and one cloth overcoat every three years. Caps shall be provided on request, provided that in the opinion of the board new ones are necessary.

(b) All uniforms as set out in subclause (a) hereof shall be supplied by the board and remain the property of the board.

### MEAL RELIEF

7. Meal relief shall be one hour.

### SICK PAY

8. An inspector shall be entitled to sick leave if he produces a certificate at his own expense in support thereof. The board may from time to time require an inspector to be examined by the board's medical officer at the board's expense. If the board is satisfied that the case is a bona fide one, and subsequent reports continue to support it, the conditions of sick-pay shall be as follows:—

Inspectors with under five years' service, four weeks' full pay in any one year.

Inspectors with over five years' service, 12 weeks' full pay in any one year.

### COMPLAINTS

9. (a) Any charges laid against an officer shall be made in writing by the complainant within 48 hours after the subject matter thereon came to the complainant's knowledge and the officer concerned shall be notified thereof within 12 hours of its receipt. He shall be entitled to see and make a copy of such complaint before being called upon to answer the charge. In computing the above time, Sundays and holidays shall be excluded.

(b) An officer covered by this agreement may call evidence when an inquiry is held. If the complaint is made by another employee of the board, he shall, when necessary be required to be present.

(c) He may be represented by the secretary of the union.

### HOLIDAYS

10. (a) An inspector shall be entitled to three weeks (15 paid days) holiday every nine months. Such leave shall be given on continuous days and on dates suitable to the board.

(b) Inspectors required by the Board to be on duty on Christmas Day, or Good Friday, shall be given two days' leave for each days so worked, such time off to be added to the annual leave or shall be taken at such other time as may be mutually agreed upon.

Inspectors rostered by the Board to be on duty on New Year's Day, 2nd January, Easter Monday, Labour Day, Show Day, Boxing Day and the Birthday of the reigning Sovereign, shall be allowed one additional day's leave or be paid one day's pay in lieu, as may be mutually agreed upon, for each day so worked.

(c) Annual leave may be accumulated for, but not beyond 18 months with the consent of the board.

(d) If at any time an inspector shall leave the board's employ before a full annual leave is earned, he shall be entitled to proportional annual leave earned up to the time of leaving the board's employ.

(e) When any public or statutory holiday occurs while an inspector is absent on holiday leave, the inspector shall receive an additional day as a holiday on full pay or an extra day's pay by mutual agreement.

#### APPOINTMENT AND PROMOTION

11. (a) Any servant appointed as an inspector shall first be appointed as a ticket inspector and shall be promoted according to efficiency, suitability, and seniority.

(b) This provision shall not apply to appointments to the position of motor inspector.

#### PASSES

12. Inspectors shall be provided with passes at the cost of 0.75 per annum to enable them to travel on the board's buses at all times, observation and special buses excepted; such passes shall not be required to be punched. Inspectors reaching retirement on superannuation shall be enabled to purchase annual passes at the cost of 0.75.

#### PREFERENCE

13. From and after the date when this agreement comes into operation all persons subsequently appointed to positions covered by this agreement shall become members of the Canterbury Local Bodies' Officers (other than Clerical) Industrial Union of Workers.

#### TERMS OF EMPLOYMENT

14. One month's notice of termination of employment shall be given by the employer, but this shall not prevent the board from dismissing the employee without notice for good and substantial cause.

#### RIGHT OF ENTRY UPON PREMISES

15. The secretary, or other authorised Officer of the union shall be entitled to enter at all reasonable times upon the premises or offices of the board for the purpose of interviewing any employee in connection with the operation of this agreement, but not so as to interfere unreasonably with the board's business.

#### MATTERS NOT PROVIDED FOR AND APPEALS

16. (a) The essence of this agreement being that the work of the employers shall not on any account whatsoever, be impeded, but shall always proceed as if no dispute had arisen, it is hereby 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 including any dispute or difference as to the decision of the board respecting the dismissal, disrating or promotion of any employee, and not dealt with in this agreement, every such dispute or difference, shall be referred to a committee to be composed of two representatives of the board and two representatives of the union, none of whom shall be members of the legal profession, together with an independant chairman to be mutually agreed upon, or, in default of agreement, to be appointed by the Conciliation Commissioner for the district; provided that all disputes shall be considered by the committee within one month of the date of notification to the board, or the union, of such dispute.

(b) Either side shall have the right to appeal to the appeal board against a

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 making appeal.

#### TERM OF AGREEMENT

17. This agreement shall come into operation in so far as it applies to salaries as from 1st March 1970 and in so far as it relates to all other conditions, shall come into operation on the day hereof and shall remain in force until the 28th February 1971.

In witness whereof the parties have executed these presents.

The Common seal of the Christchurch Transport Board was hereto affixed this 10th day of June 1970, in the presence of:

J. R. SMITH, Chairman.

J. F. FARDELL, General Manager.

The Common seal of the Canterbury Local Bodies' Officers (other than Clerical) Industrial Union of Workers was hereto affixed this 10th day of June 1970.

W. T. BROWN, President.

B. ALDERDICE, Secretary.