
CHRISTCHURCH DRAINAGE BOARD **OFFICIALS.**—INDUSTRIAL
AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 20th day of December, 1938, between the Christchurch Drainage 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.

Scope of Agreement.

1. This agreement shall apply to officers of the Board employed under the following classifications: Drainage and Plumbing Inspectors, Draughtsmen, Clerks of Works.

Hours of Work.

2. (a) The normal hours of work shall be thirty-five per week, consisting of seven hours in each five days, to be worked between the hours of 8 a.m. and 4 p.m. on Monday to Friday (both days inclusive).

(b) Notwithstanding subclause (a) hereof, Clerks of Works shall observe the clock-hours of the men over whom they exercise control, but not so as to exceed forty hours per week.

Conditions of Service.

3. (a) For the purpose of this agreement "service" shall mean service with the Christchurch Drainage Board or similar experience with any other local body.

(b) The employment of officers shall be monthly, unless agreements are made under seal on a different basis, and one month's notice of termination shall be given by either party except in cases of dereliction of duty, insubordination, or misbehaviour, and in such cases the officer is liable to instant dismissal.

(c) Officers shall be paid as at present.

(d) Officers appointed to positions specially classified shall be paid not less than the amount set against such classification.

(e) No officer shall be discharged as a consequence of this agreement in order that the work may be done at less than the prescribed rates.

(f) Officers receiving salaries in excess of those provided by this agreement shall not have their salaries reduced by reason of the coming into operation of this agreement.

Complaints.

4. (a) Any charge laid against an officer shall be made in writing by the complainant within forty-eight hours after the subject-matter thereof came to the complainant's knowledge, and the officer concerned shall be notified thereof within twelve 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 may call evidence when an inquiry is held. If the complaint is made by another employee, he shall, when necessary, be required to be present.

Remuneration or Salaries.

5. (a) All increases in salary shall be paid after twelve months' service with the Board, dated from the commencement of such service.

(b) Drainage and Plumbing Inspectors: Drainage and Plumbing Inspector shall mean and include any person who is qualified to supervise and inspect plumbing and drainage installations and repairs, and who is the holder of the certificate of the Royal Sanitary Institute or its equivalent, or is a registered plumber.

Assistants: £286 to £316, by increments of £10 per annum to end of fourth year; fifth year, £327; over five years, £333 10s.

	Per Annum.
	£
(c) Maintenance Foreman	338
Clerk of Works	312
Sewage Farm Superintendent	338
Foreman Flusher	312
Foreman, open drains	299
River Foreman	300

(d) Cadets, Engineering, Survey Assistants, Draughtsmen, Registered Engineers, Registered Surveyors—Grade 1: On appointment, £70; second year, £95; third year, £120; fourth year, £145.

On attaining the age of twenty-one years, cadets shall not be paid less than basic wage of £197 12s. 6d.

Articled cadets shall be paid in accordance with apprentice regulations.

At the end of fourth year, cadets to be transferred to Grade 2.

Grade 2: First year, £215; second year, £230; third year, £250; fourth year, £270.

(e) After Grade 2, all officers to be paid according to position held.

Senior Draughtsman: £300 per annum. Subject to review as at 1st April, 1939.

Holidays and Annual Leave.

6. (a) The following days shall be observed as holidays and shall not count as part of the annual leave: New Year's Day and two following days, Good Friday to Easter Tuesday inclusive, Anzac Day, Sovereign's Birthday, Labour Day, Show Day, Christmas Day, Boxing Day and the day following.

(b) All officers after twelve months' continuous service with the Board shall be entitled to an annual leave of two consecutive working-weeks.

(c) At least one week's notice of the commencement of annual leave shall be given by the Board to the officer concerned.

(d) Annual leave shall be taken at a period to be mutually agreed upon.

(e) If after twelve months' service an officer who has completed a further six months' service and whose employment is terminated by whatsoever cause except that of dishonesty or resignation shall be given annual leave on a *pro rata* basis.

Transport.

7. (a) Officers who provide their own cars, approved by and at the request of the Board, for carrying out their official duties shall be paid such sum as may be mutually agreed upon between the Board and the officer concerned.

(b) Bicycle allowance of £5 per annum shall be paid those officers who undertake their official duties by this means.

Sick-leave.

8. Present practice to continue.

Clothing.

9. (a) Drainage and Plumbing Inspectors shall be supplied by the Board with motoring-overalls and gum boots as required.

(b) Foremen and engineers shall be supplied with the necessary wet-weather equipment, including rain-coats, leggings, and gum boots, as required.

(c) All equipment as set out in subclauses (a) and (b) hereof shall be supplied by the Board and remain the property of the Board.

Expenses.

10. All authorized out-of-pocket expenses incurred by any employee in the execution of his duties shall be paid for by the Board.

Officers performing Higher-grade Duties.

11. Any officer who is instructed to perform the duties of a higher-grade employee shall, if he occupies the higher-grade position for more than eight weeks continuously, be paid from the date upon which he commenced the higher-grade duty at a rate not less than the minimum salary paid for the higher position. This clause shall not operate if the position is caused through sickness.

Right of Entry upon Premises.

12. The secretary or other authorized 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.

Preference.

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

Matters not Provided for and Appeals.

14. The essence of this agreement being that the work of the employer 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 independent 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.

Term of Agreement.

15. This agreement shall come into operation, in so far as it applies to salaries, as from 1st April, 1938, and all other conditions as from date of signing, and shall continue in force until 31st March, 1940, or until such later date as it is superseded by another agreement.

In witness whereof the parties have executed these presents.

The common seal of the Christchurch Drainage Board was hereto affixed in the presence of—

[L.S.]

E. H. S. HAMILTON, Chairman.
C. F. CHAMPION, Secretary.

The common seal of the Canterbury Local Bodies' Officers' (other than Clerical) Industrial Union of Workers was hereto affixed in the presence of—

[L.S.]

G. E. STOKES, President.
THOS. NUTTALL, Secretary.