

DUNEDIN CITY CORPORATION LIBRARIANS AND THEIR ASSISTANTS.—INDUSTRIAL AGREEMENT

In the Court of Arbitration of New Zealand, Otago and Southland Industrial District.—In the matter of the Economic Stabilization Emergency Regulations 1942; and in the matter of the industrial agreement made on the 5th day of November, 1947, between the Dunedin City Corporation and the Dunedin Municipal Clerical and other Employees' (other than Inspectors) Industrial Union of Workers (in respect of librarians and their assistants).

WHEREAS by the Economic Stabilization Emergency Regulations 1942 it is provided that no industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, shall come into force until it is filed under section 28 of the said Act: And whereas it is provided, further, that no such industrial agreement shall be accepted by a Clerk of Awards for filing as aforesaid unless it has been approved by the Court for the purposes of the said regulations: And whereas application has been made for approval of the industrial agreement made on the 5th day of November, 1947, between the Dunedin City Corporation, of the one part, and the Dunedin Municipal Clerical and other Employees' (other than Inspectors) Industrial Union of Workers, of the other part: Now, therefore, the Court, having had regard to and having taken into consideration the matters and things as required by the said regulations, doth hereby approve the said industrial agreement for the purposes of the said regulations.

Dated this 5th day of February, 1948.

[L.S.]

A. TYNDALL, Judge.

DUNEDIN CITY CORPORATION LIBRARIANS AND THEIR
ASSISTANTS.—INDUSTRIAL AGREEMENT

THIS industrial agreement made pursuant to the Industrial Conciliation and Arbitration Act, 1925, this fifth day of November, 1947, between the Dunedin City Corporation (hereinafter called "the employer") of the one part and the Dunedin Municipal Clerical and other Employees' (other than Inspectors) Industrial Union of Workers (hereinafter called "the union") of the other part, witnesseth that it is hereby mutually agreed between the employer and the union as follows:—

SCHEDULE

Workers to whom Agreement applies

1. This agreement shall apply to workers employed in the Dunedin Public Library.

Salaries

2. The following shall be the minimum salaries for the positions indicated:—

—	First Year.	Second Year.	Third Year.	Fourth Year.	Fifth Year.
	£	£	£	£	£
Deputy Librarian	375	400	425	450	475
Librarian, Children's Department	320	345	370	395	415
Schools Assistant	300	325	350	375	..
*Cataloguer	275	300	325	350	365
*Reading Room Librarians—					
Commercial, New Zealand, Literature, Sociology	275	290	305	315	..
† Assistants in Charge of Routines—					
Assistant Cataloguer	180	200	225	250	260
Reservations					
Children's Library					
Overdues					
Periodicals					
Typist Assistants					
Temporary Assistants—					
Under twenty-one years of age	150
Over twenty-one years of age	164

* New appointees to the positions of Cataloguer or Reading Room Librarians holding N.Z.L.A. Certificates or five units of a degree shall commence at £290. Reading Room Librarians who hold these qualifications shall be entitled to proceed a further step to £340.

† Assistants in charge of routines holding the N.Z.L.A. General Certificate or five units of a degree shall proceed to £285 per annum.

Male Clerical Library Assistants: Scale in accordance with commencing scale in D.C.C. Clerical and other Employees' award.

Male Library Assistant with University Entrance qualification shall commence at £180, advancing to £210 on obtaining five units of a degree or the N.Z.L.A. Certificate; thereafter advancing by yearly increments to £240 and £270. On obtaining University degree salary to advance by yearly increments to £300, £325, £350, £375, £400.

Holidays and Annual Leave

3. (a) Except as otherwise provided for in subclause (b) hereof, all employees shall be entitled to the following public holidays without deduction of pay—viz., New Year's Day, the day following New Year's Day, Anniversary Day, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Christmas Day, and Boxing Day.

(b) All employees after twelve months' continuous service shall be entitled to three weeks' recreational leave on full pay exclusive of any of the holidays mentioned in subclause (a) hereof. Should the employment of an employee be terminated for any reason after having served less than twelve months such employee shall be paid a proportionate allowance for holidays.

(c) Annual leave may accumulate for, but not beyond, two years with the consent of the employer.

(d) At least fourteen days' notice of the commencement of the annual leave shall be given by the employer to the employee.

Smocks

4. Smocks shall be supplied to the staff by the employer as required.

Complaints

5. Any employee called upon to answer any charge arising out of a complaint against him or her shall be entitled to have the assistance of the secretary of the union or other person appointed to act in that behalf by the union at any enquiry and shall be entitled to call evidence.

Terms of Employment

6. (a) Vacant positions shall be filled, where practicable by promotions of employees already on the staff of the Council: Provided that the decision of the Council as to the fitness or otherwise of any employee for promotion shall be final.

(b) All appointments, promotions or transfers shall be, in the first place, for a probationary period of six months.

Workers to be Members of Union

7. It shall not be lawful for the Council to employ or to continue to employ in any position subject to this agreement any person who is not for the time being a member of the Dunedin Municipal Clerical and other Employees' (other than Inspectors) Industrial Union of Workers.

Matters not provided for and Appeals

8. Any dispute in connection with any matter not provided for in this agreement shall be settled between the employer and the secretary of the union, and in default of any agreement being arrived at, then such dispute shall be referred to the Conciliation Commissioner for the district who shall either decide the same or refer the matter to the Court. Either party if dissatisfied with the decision of the Commissioner may appeal to the Court upon giving written notice of such appeal to the other party and to the Commissioner within fourteen days after such decision shall have been communicated to the party desiring to appeal.

Right of Entry

9. The secretary or other authorized officer of the union shall be entitled to enter at all reasonable times upon the premises of the library for the purpose of interviewing any employee in connection with the employment, but not so as to interfere unreasonably with the Council's business.

Higher Grade Duties

10. Any employee who is hereafter instructed to perform the full duties of a higher grade employee shall, if he or she occupies the higher grade position for more than eight weeks continuously be paid from the date upon which he or she commenced the higher grade duty at a rate not less than the minimum salary for such higher grade position.

Term of Agreement

11. This agreement shall, in so far as salaries are concerned, be deemed to have come into operation on the first day of April, 1947, and in so far as the other conditions are concerned it shall come into force on the day of the date hereof and shall continue in force until the thirty-first day of March, 1949.

Signed on behalf of the Dunedin Municipal Clerical and other Employees' (other than Inspectors) Industrial Union of Workers—

W. C. McDONNELL, Secretary.

Signed on behalf of the Dunedin City Corporation—

R. A. JOHNSTON, Town Clerk.
