

## DUNEDIN CITY CORPORATION COACHWORKERS' - INDUSTRIAL AGREEMENT

This Industrial Agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 22nd day of January 1970, between the Dunedin City Council (hereinafter called "the employer") of the one part and the Otago and Southland Coachworkers and Wheelwrights 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

## CLASSIFICATION OF LABOUR

1. Two classes of labour shall be recognized, viz, journeymen (including woodmen, painters, panel-beaters and machinists) and apprentices.

## HOURS OF WORK

2. Forty hours shall constitute an ordinary week's work. Eight hours shall constitute an ordinary day's work. The ordinary working hours shall be between the hours of 8 a.m. and 5 p.m. on the five days of the week, Monday to Friday inclusive.

## WAGES

3. (a) The minimum rate of wages for journeymen who have not completed one year of service under this agreement shall be \$47.50 per week.

(b) Journeymen who have completed one year of service under this agreement shall be classified into three classes, the minimum rate of wages for each of which shall be as follows:

	Per Week
	\$
Class A	48.00
Class B	50.90
Class C	52.40

(c) The classification of journeymen shall be made by a committee appointed for that purpose. Such classification may be reviewed at intervals of not less than six months.

(d) Not more than one-third of the journeymen covered by subclause (b) hereof shall be included in Class A and not less than one-third shall be included in Class C.

(e) A worker who has been specially directed by his employer to take charge of any work and has at least two adult workers under his control shall be paid 45 cents per day in addition to the rates of wages for his particular classification as set out in subclause (b) hereof.

(f) Painters and trimmers shall be paid 31 cents per week extra and all other journeymen (including signwriters) 51.5 cents per week extra as a tool allowance.

(g) Wages shall be paid where practicable on the Wednesday of each week.

(h) A welding allowance of 28.5 cents per day shall be allowed to workers engaged in welding for every day or part of a day during which they are so engaged.

(i) As the rates of remuneration determined by this agreement are based on rates applying to the State Services as at this date, these rates of remuneration are to be amended from time to time in the same manner as rates payable in the State Services are amended as a result of orders issued as a result of ruling wage rates surveys undertaken in accordance with the State Services Act 1962, Section 42, and any general wage increase awarded by the Court of Arbitration will not be deemed to apply to the rate of remuneration specified in this industrial agreement.

(j) Any employee who is instructed to perform the duties of a higher-grade employee and does so for one week or more shall be paid from the date upon which he commences the higher-grade duties at a rate not less than the minimum salary paid for the higher position.

## CLOTHING ALLOWANCE

4. All employees shall be provided with two suits of overalls per annum, which overalls shall be laundered at the employer's expense. Alternatively, employees may be required to purchase their own overalls and to launder same at least once weekly, in which event the employer shall pay 1.25 cents per hour extra as a clothing allowance.

## OVERTIME

5. Overtime shall be calculated on a daily basis and shall be paid at the rate of time and a half for the first two hours worked each day outside the normal working hours and double time thereafter, provided that in any case double time shall apply to all overtime work performed between 10 p.m. and 6 a.m. Monday to Friday inclusive and to all overtime work performed on Saturday or Sunday.

## HOLIDAYS

6. (a) The following shall be the recognised holidays: New Year's Day, the day following that upon which New Year's Day is observed, Good Friday, Easter Monday, Anzac Day, Labour Day, birthday of the reigning Sovereign, Christmas Day, Boxing Day, Anniversary Day, and such other holidays as may from time to time be authorised by the Council: Provided that in the case of Anniversary Day and the day following New Year's Day some other day may be substituted in lieu thereof by mutual agreement.

(b) Should any of the holidays, other than Anzac Day mentioned in subclause (a) hereof, fall on a Saturday or a Sunday then the holiday shall be observed on the next succeeding working day or days.

(c) All time worked on any of the holidays mentioned in subclause (a) hereof shall be paid for at double time rates in addition to the day's pay.

(d) Workers shall be allowed annual holidays in accordance with the Annual Holidays Act 1944; provided that every worker who has completed 10 years' service with the Council shall be allowed one additional week's annual leave on full pay.

## MEAL MONEY

7. The employer shall pay 60 cents as meal money to each worker required to take an interval for a meal after the usual stopping time and before commencing to work overtime provided that this allowance shall not be paid to the worker who has been given 24 hours' notice that he will be required to work overtime if he can reasonably return to his home for a meal within the interval allowed or to the worker for the mid-day meal on a Saturday where the worker has been given 24 hours' notice that he will be required to work a full day on the Saturday.

## DIRTY WORK

8. Workers required to carry out work on the undergear of trolleybuses, or buses or any other work mutually agreed upon as dirty work, shall be paid 35 cents per day extra as dirt money. The day shall mean any portion of the 24 hours during which the worker has been employed at such work.

## NIGHT WORK

9. (a) Notwithstanding anything contained in Clause 2 hereof, workers may be employed regularly at night and for such work shall be paid 64 cents per shift extra. Workers employed under this clause shall be allowed 30 minutes crib time without deduction from pay. Men shall not be employed under this clause for less than one week.

(b) Work performed on a Saturday shall be paid for at not less than time and a half rates.

## REST PERIODS

10. Ten minutes rest period shall be allowed morning and afternoon for refreshments.

#### WASHING FACILITIES

11. Adequate washing facilities including hot water and soap shall be provided as at present and each worker shall be provided with one new hand-towel per annum.

#### TRAVELLING TIME

12. 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 shall be paid for time occupied in travelling to or 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 payment for travelling time.

#### MATTERS NOT PROVIDED FOR

13. The essence of this agreement 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 such 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.

#### WORKERS TO BE MEMBERS OF UNION

14. It shall not be lawful for the employer to employ or to continue to employ in any position or employment subject to this industrial agreement any person who is not for the time being a member of the Otago and Southland Coachworkers and Wheelwrights Industrial Union of Workers.

#### TERM OF AGREEMENT

15. This agreement shall come into force insofar as wages are concerned on the 1st day of August 1969 and insofar as other conditions are concerned on the 1st day of the pay period following the 13th day of November 1969 and shall continue in force until the 31st day of July 1971.

Signed on behalf of the Otago and Southland Coachworkers and Wheelwrights Industrial Union of Workers:

W. C. McDonnell, Secretary.

Signed on behalf of the Dunedin City Council:

D. M. Shirley, Town Clerk.