

OTAGO HOSPITAL BOARD **ELECTRICIANS**—INDUSTRIAL AGREEMENT*[Filed in the Office of the Clerk of Awards, Dunedin]*

THIS Industrial Agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954 this 1st day of October 1956 between the Otago Hospital Board (hereinafter referred to as "the employer") of the first part, and the Dunedin and Suburban General Electrical Workers Industrial Union of Workers (hereinafter referred to as "the union") of the other part, witnesseth that it is hereby mutually agreed between the employer and the union as follows:

SCHEDULE

Scope of Agreement

1. This agreement shall apply to electricians employed by the Otago Hospital Board.

Hours of Work

2. The ordinary hours of work shall not exceed forty per week to be worked on five days of the week, eight hours per day, Monday to Friday inclusive between the hours of 7 30 a.m. and 5 p.m.

Overtime

3. (a) All time worked in any day outside or in excess of the hours prescribed in clause 2 hereof shall be paid at the rate of time and a half for the first three hours and double time thereafter.

(b) All time worked after mid-day on Saturday or on Sunday shall be paid for at double ordinary rates.

(c) Any worker working overtime on any day and continuing to work after midnight shall be paid double rates after mid-night.

(d) All time worked between 10 p.m. and 7.30 a.m. shall be paid for at double rates.

(e) A worker called back for overtime work shall be paid for a minimum of two hours.

Emergency Work

4. (a) One worker shall be on call each week for emergency work outside of the ordinary working hours. A roster shall be prepared showing the rotation of such stand-by week among all workers.

(b) Workers shall be allowed annual leave of one week's paid holiday as a recompense for standing by as provided in subclause (a) hereof such holiday to be in addition to the annual holidays provided for in clause 10 (d).

Meal Money

5. The employer shall provide a meal or allow meal money at the rate of 4s. per meal when workers are called upon to work overtime after 6 p.m. provided that such workers cannot reasonably get home for their meals.

Dirt Money

6. Where the conditions are unhealthy or more injurious to clothing than the ordinary workshop conditions dirt money at the rate of 2s. 6d. per day or part of a day shall be paid to workers.

Wages

7. (a) The minimum wages of a worker coming under this agreement shall be:
 As from 1 September 1955 to 31 March 1956 £13 1s. 9d. per week.
 As from 1 April 1956 £13 7s. 6d. per week.
- (b) A leading hand shall be paid 10s. per week extra.
- (c) Wages shall be paid fortnightly in the employer's time.
- (d) No deduction shall be made from the weekly wages provided for herein except for time lost through the worker's sickness or default or for accident not arising out of or in connection with the employment.
- (e) A casual worker who is employed for less than forty hours in any one week shall be paid not less than the following rates:
 As from 1 September 1955 to 31 March 1956 6s. 6½d. per hour.
 As from 1 April 1956 6s. 8¼d. per hour.

Outside Work

8. The existing conditions relative to the performance of work in or at any of the Board's institutions shall continue.

Holidays

9. (a) The following holidays shall be allowed without deduction of pay: Christmas Day, Boxing Day, New Year's Day, the day following New Year's Day, Anzac Day, Good Friday, Easter Monday, the birthday of the reigning Sovereign, and Labour Day.
- (b) Any work done on any of the days mentioned in subclause (a) shall be paid for at double ordinary rates.
- (c) Should any of the above holidays except Anzac Day fall on a Saturday or on a Sunday the holiday shall be observed on the next succeeding working day.
- (d) An annual holiday of two weeks shall be allowed in accordance with the Annual Holidays Act 1944: Provided that after ten years continuous service with the same employer each worker shall for the eleventh and subsequent years be given an additional week's annual leave on full pay. The qualifying date for the operation of this provision shall be the date of the commencement of the worker's employment.

Tools

10. Workers shall provide the following tools: Pliers, screwdrivers, hammer, hack-saw frame, pad-saw handle and brace. A tool allowance of 1d. per hour shall be paid.

Sick Leave

11. Sick leave shall be allowed in accordance with the Board's practice.

Smocks and Overalls

12. Khaki smocks shall be provided for workers required to enter wards or theatres and shall be replaced as required. Overalls shall be supplied, laundered and maintained by the employer whose property they shall remain.

Termination of Employment

13. The employer may dismiss a worker only on giving one week's notice or on payment of one week's wages in lieu of notice: Provided that this clause shall not prevent the employer from summarily dismissing a worker for wilful misconduct.

Matters Not Provided for

14. 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, 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 within fourteen days after such decision shall have been communicated to the party desiring to appeal.

Workers to be Members of Union

15. It shall not be lawful for any employer bound by this agreement to employ or to continue to employ in any position or employment subject to this agreement any person who is not for the time being a member of the industrial union of workers bound by this agreement.

Right of Entry

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

Term of Agreement

17. This agreement in so far as it relates to wages shall be deemed to have come into force on the 1st day of September 1955 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 2nd day of February 1957.

Signed on behalf of the Otago Hospital Board—

[L.S.]

W. A. WILLIAMSON, Secretary.

Signed on behalf of the Dunedin and Suburban General Electrical Workers Industrial Union of Workers—

[L.S.]

W. C. McDONNELL, Secretary.