

The
Australian Tramway and Motor
Omnibus Employees' Association

Agreement

BALLARAT, BENDIGO,
and GEELONG



Taylor & Son, Printers, Manton Lane, Melbourne

COMMONWEALTH COURT OF
CONCILIATION AND ARBITRATION.

THE AUSTRALIAN TRAMWAY AND
MOTOR OMNIBUS EMPLOYEES'
ASSOCIATION

v.

STATE ELECTRICITY COMMISSION
OF VICTORIA.

MARCH 23, 1937.

[*Drake-Brockman, J.*

*Variation of Award, Tramway Employees — Wages
and working conditions of employees of the State
Electricity Commission of Victoria at Ballarat,
Bendigo, and Geelong.—Award varied by consent.*

SCHEDULE.

1. The rates of wages, hours of work and
conditions of employment set out in this schedule

shall subject to the provisions of clause 3 hereof regulate the relations between the Commission and the Association and such employees of the Commission as are members of the Association in the works and undertakings of the Commission situate in the said State.

BASIC WAGE.

2. The minimum rates of wages required to be paid by the Commission to adult employees as prescribed herein are as follow:—

Place.	Basic wage.			Index number set assigned.
	£	s.	d.	
Ballarat	3	9	0	Melbourne
Bendigo	3	9	0	Melbourne
Geelong	3	10	0	Geelong

As to Ballarat and Bendigo from the amounts obtained by applying the Melbourne index number 3s. is to be deducted.

3. (a) For work done before the beginning of the first pay period to commence in March, 1937, the amounts of the basic wage prescribed in clause 2 hereof shall be paid.

(b) For work done during each future period of thirteen weeks beginning with the first pay period to commence in a March, a June, a September or a December, the amounts of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this schedule the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(1) Adjustment is to be based upon the equating of index number 1000 with a wage of 81s., the amount assessed upon that number of the Court's declared ordinary basic wage per week.

(2) The index number set to be applied to a place is that assigned thereto in clause 2 hereof.

(3) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.

(4) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.

(5) The basic wage shall be of that assigned amount during such successive period.

Provided, however, that if that assigned amount of the basic wage be different by less than 2s. from the last current amount of the basic wage, then that last current amount of such wage shall continue unchanged during such period.

Table.

Index number divisions.	Basic wage.	Index number divisions.	Basic wage.
	£ s. d.		£ s. d.
735-746	3 0 0	834-845	3 8 0
747-759	3 1 0	846-858	3 9 0
760-771	3 2 0	859-870	3 10 0
772-783	3 3 0	871-882	3 11 0
784-796	3 4 0	883-895	3 12 0
797-808	3 5 0	896-907	3 13 0
809-820	3 6 0	908-919	3 14 0
821-833	3 7 0	920-932	3 15 0

The index number divisions in this table are based upon the equating of the index number 1000 with a basic wage of 81s. per week, and any necessary extension may be made by reference to the table of wages containing 1s. divisions authorized by the Court.

4. In addition to the basic wage provided in clause 2 hereof the margins set out in this clause

shall be the minimum rate payable to employees therein named:—

	Per Week.		
	£	s.	d.
Drivers and conductors, first year of service	0	9	0
Drivers and conductors	0	14	0
Motormen-Conductors Farebox car	1	2	0
Shedmen	0	18	6
Shedmen's assistants leading	0	13	0
Shedmen's assistants	0	10	6
Car cleaners	0	5	6
Beater packers	0	9	6
Labourers, leading	0	12	6
Labourers	0	7	0
Trackmen and track cleaners	0	13	6

5. Employment shall be by the week and shall be terminable on either side by a week's notice given on any day, provided that it may be terminated by the Commission without notice for misconduct or absence from work without reasonable cause.

6. The ordinary hours of employment shall be 48 per week.

7. All time worked in excess of 48 hours per week shall be paid for at the rate of time and a half.

8. Traffic employees shall be entitled to one day off duty in each working week without pay and as far as is practicable in each alternate week such day off shall be on the Sunday.

9. Except in cases of emergency, 48 hours' notice of cancellation of rostered day off shall be given. When a day off is cancelled with less than 48 hours' notice the employee affected shall be paid for a

minimum of four hours at the least, or at the rate of time and a quarter for the time actually worked, whichever is the greater, and the time so worked shall be added to the 48 hours minimum guarantee, or to the time actually worked if it be more than the guaranteed minimum.

10. Traffic employees shall have the right to change shifts or days off subject to the approval of the management.

11. As far as practicable, motormen and conductors shall work day and night shifts on each alternate week.

12. As far as practicable, traffic employees shall not be called upon to work a new shift until they have had at least ten hours off duty.

13. Motormen and conductors required for call back or call forward duty shall be paid for a minimum of two hours, and the time so worked shall be added to the 48 hours for the purpose of calculating the overtime to be paid.

For the purpose of this clause "call forward" or "call back" duty is duty performed when a minimum of one and a half hours separates the ordinary shift and the extra duty.

14. All duty performed by motormen and conductors in excess of ten hours spread in any one day shall be added to the total number of hours computed under clause 6 hereof for the purpose of overtime payment provided under clause 7 hereof.

15. Except in cases of emergency, traffic employees shall not be called upon to work more than

five and a half hours without meal relief, except when the shift does not exceed six hours.

16. Motormen and conductors shall be allowed ten minutes for each occasion of commencing and ceasing duty.

17. Meal relief shall be included in the time worked in each week by motormen and conductors.

18. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

19. All shortages shall be made up by conductors, but before being debited against them they shall be allowed to inspect their way-bills and cash statements and reports, and they shall be entitled to give a personal explanation to the officers of the Commission in respect of any such shortage. There shall be a weekly sheet of shorts, and the amount of same shall be paid by or deducted weekly from the conductor responsible.

20. All time worked on Sundays shall be paid for at the rate of time and a half.

21. All work performed upon the following days which are recognized herein as public holidays shall be paid for at the rate of time and a half:—New Year's Day, Foundation Day, Eight Hours' Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day and Boxing Day.

22. No penalty special or overtime rates shall in

the aggregate under any circumstances exceed double ordinary rates.

23. All motormen and conductors shall receive twelve consecutive working days leave at ordinary rates after the completion of each year of service.

All other employees whose normal employment requires them to work on Sundays and public holidays shall receive nine consecutive working days leave at ordinary rates after the completion of each year of service.

24. An employee absent owing to sickness for which he produces a certificate from a medical practitioner or other evidence satisfactory to the Commission shall be entitled, in respect of any one year of service, to payment for such absence for six days at ordinary rate and six days at half ordinary rate.

25. All weekly paid employees shall be allowed to travel free on the Commission's tramways on production of the prescribed pass.

26. The following uniforms shall be provided for motormen and/or conductors subject to the following minimum wearing time:—

Trousers	9 months
Tunics	12 months.
Caps	2 years
Overcoats	2 years

27. Official notices relating to the business of the Association may be posted on a suitable board at the depot, but the notice boards and all notices affixed thereto shall be under the control and subject to the approval of the Commission.

