

N ^o of Crip & Cand	1/1/14	Reg 1128	Cas 244
	14/4/15	1112	249
	30/9/16	1150	258
	19/10/17	1190	293

Work Records used on

Clif Hill	}	from 26/10/12
Birnie		
Laarak		
S. Melb		
N. Clon	}	from 30/11/12
Esplde		
Skilda		
Victoria St		from 21/12/12
Monod	}	from 11/1/13
Fingroy		
Nick St		
Carclon		
Pratran		
North Melb	}	from 5/3/13
Port		
Hawthorn		

Cable Lines	Reg 1128	}	1/1/14
	Cas 244		

Clause B.2 as amended by Board of Reference, November,
Subject to the proviso hereinafter appearing, Gripmen and Conductors on the permanent staff shall save as to thirty per cent. thereof have their work confined within ten consecutive hours on all days save Saturday, Public Holidays and other days when exceptional traffic requires special tables to be used, when it shall be confined within eleven consecutive hours. The work of the 30% of Gripmen and Conductors on the permanent staff above referred to shall be confined within twelve consecutive hours. Provided always and it is hereby agreed that the foregoing limitations may be exceeded when necessary (but in not more than twenty per cent. of the shifts for the day on any Line and for not longer than one hour) upon payment for all time so in excess at double rates.

- Paid only for actual time worked* from 27/8/5/13
even if under 48 hours

2. Men divided into two classes:-

"Regular" to whom we nominally give full work

"Casuals" to whom we give part work, as available.

"Regulars" divided in working into two classes:-

"Straight shift" men, consisting of not less than 70% of all regulars, whose ordinary days work of not over eight hours must be confined with ten consecutive hours, though any work in excess of eight hours may exceed this limit as such time is paid for at higher than ordinary rate.

(over)

Noted 9.9.12
Modified by the same adopted 11/10/13

1. Forty-eight hours shall constitute a week's work in the Tramway Service, and fifty-four hours a week's work in the Omnibus Service.

2. Gripmen and Conductors on the permanent staff shall, save as to thirty per cent. thereof, have their work confined within ten consecutive hours on all days save Saturday, when it shall be confined within eleven consecutive hours. The work of the thirty per cent. of Gripmen and Conductors on the permanent staff above referred to shall be confined within twelve consecutive hours.

1. The old Employees Agreement still in force, with one point modified, and must be signed by both "regulars" & casuals before working.

- Paid only for actual time worked * from 21/6/9/5/13 even if under 48 hours

2. Men divided into two classes:-

"Regular" to whom we nominally give full work

"Casuals" to whom we give part work, as available.

"Regulars" divided in working into two classes:-

"Straight shift" men, consisting of not less than 70% of all regulars, whose ordinary days work of not over eight hours must be confined within ten consecutive hours, though any work in excess of eight hours may exceed this limit as such time is paid for at higher than ordinary rate.

(over)

Nov 9.9.12

Modified by New clause adopted Nov 10

Article 9.9.12
New clause adopted Nov. 1918

2

"Broken shift" men, not over 30% of total
regulars, whose ordinary days work of not
over eight hours is to be confined within
twelve consecutive hours, but same note
as above applies re overtime.

All Regular men will in rotation work over all
tables consisting of chaight and broken
shift work. (See clause 10)

Bishop & Co. Clif Hill paid £5-14-5 on July 28/13
in settlement of claim for back wages @ 6 p/day
Details put away with records for July 1913

3. Each Gripman and Conductor on the permanent staff shall be entitled to one day off duty without pay each week.

4. If a rostered day off be cancelled without two days' notice to the Employee, he shall be paid for two hours' work at the least, and at the rate of time and a half, or (if he have a full day's work) at the rate of time and a quarter.

3. This day can be given on any day of the week that suits the Company's work. Alternate Sunday off to be continued if possible, but not obligatory.

The obligation to give a day in week is not absolute (See Clause 4) but as far as possible when rostered day is cancelled give another in lieu of it.

Casual men - There is no restriction against working them on seven days in week if necessary to make up min. payt, but if possible they should be allowed one day off duty each week, preferably Sunday.

4. If rostered day cancelled without 2 day notice, all work done if less than ordinary full day's work to be paid for at $1\frac{1}{2}$ rate, and min. payment at that rate shall be for 2 hours. If ordinary full day's work be done $1\frac{1}{4}$ rate to be paid.

Rostered day off may be cancelled by general notice on yard sheet, or in case of

emergency, as long as notice as possible
must be given.
Some men may offer to work on "day off" and
in that case they are only entitled to
ordinary rate (sum of amount to
overline.)

3

March 9.9.12

5. All permanent Gripmen and Conductors shall begin and finish their day's work at the depôts to which they are attached, or travelling time shall be allowed. Extra and casual Gripmen and Conductors shall begin their day's work at the depôts to which they are attached, or, if required to proceed to another depôt, they shall be paid for any time reasonably occupied in travelling to such depôt in excess of the time necessary to travel from home to the depôt to which they are attached.

5. Regular men sent away from their own line to do work from another Car House to be paid for travelling time at "Ordinary" ^{any day} rate for reasonable time spent in travelling ~~to~~ from ^{his} home Car House ~~to~~ the other, or if from home to other Car House, then only excess time taken.

Notice 9.9.12

Casual men if required to start a day's work on any portion of it at Car House other than home depot, and when they can go direct from home to such work, to be paid only for such time travelling to such Car House (over)

Notice 31.8.12

as would be in excess of time ~~needed~~ ^{needed}

^{the} ~~to~~ ^{reaching} home depot.

bailed men and from home depot direct

to another shed to be paid for whole

time of travelling to each shed.

6. Gripmen and Conductors shall be paid for all their time on duty, from the time of signing on until the time of signing off.

Regular Men

6. "On duty" means any work or "standing by" done under instructions by notification on yard sheet, or specially by Line Manager or Receiver in charge.

"Signing on" means ^Athe time G or C sign on (in book provided for purpose) at beginning of day's work, ^Bthe time G or C report for duty for other portions of day's work

"Signing off" means the time G or C go off duty at end of first or other portion of day's work, but they do not actually sign book provided till completion of day's work

Casuals must sign on and off in their attendance book at every time they begin or go off duty as per yard sheet or other instructions during the day.

Police
S. P. 12

E 7
F 9
G 11
H 12
I 13
K 15
L 17
M 19
N 21
O 23
P 25
Q 27
R 29
S 31
T 33
U 35
V 37
W 39
Y 41

11. When a permanent employee is directed or is required by roster to attend for duty and actually attends but is not required for any duty or to stand-by that day, he shall be relieved from attendance for duty for that day within one hour, and shall be credited with four hours' work. When a permanent employee is directed or is required by roster to attend for duty and actually attends and is required to work and or to stand-by for work, he shall be paid for all time worked and or standing by that day, but for four hours at the least.

When a casual employee is directed or required by roster to attend for duty, and actually attends and is required for work and or to stand-by for work, he shall be paid for all time worked at full rates and for all time standing-by at half rates, but for four hours' work and or standing-by during the day at the least.

No payment shall be made under this clause in a case where the Company has given to the employee or left at his residence two hours before the time fixed for attendance a notice stating that he is not required for duty.

11. First sentence of above is dead letter, as by calling ^{regular} ~~only~~ man to report, he can be made to "stand by" for 4 hours if there is no other work he can be put to.

This clause does not apply to Sunday work for Regular men, as following clause (12) fixes the min. hours as "the number of hours for which they have been required to come for duty."

Notice 9.9.12

Casual men - There is no requirement that they shall
have work on every day or even six days
in every week, but if worked at all on
any day the min. is fixed at four hours
work ^{or} standing by on week days
and ~~four~~ ^{four} hours work ^{or} standing by
on Sundays (Clause 12)

Whee 3. 8. 12

Stane
13/1/13

H 12

I 13

K 15

L 17

M 19

N 21

O 23

P 25

Q 27

R 29

S 31

T 33

U 35

V 37

W 39

X 41

Y 43

Z 45

Haworth J Can. Post M. Holidays for 1913-14 granted by
Mr Denton on Feb 14th 1913 per. holiday 30/1/13
Letter filed. 17.10.13

12. Employees required to attend for Sunday
duty by direction or by roster, and actually attend-
ing, shall be paid as follows:—

(a) Permanent employees for the number of
hours for which they have been re-
quired to come for duty.

(b) Casual or extra employees for the number
of hours actually on duty not being less
than ^{Four}~~six~~ hours. *actual 10/11/13.*

13. Employees shall have the right to exchange shifts or days off between themselves by mutual agreement subject to the consent of the Line Manager of the line to which they are attached.

14. All duty done on Sundays by employees who are not at present covered by a Wages Board Award on the subject shall be paid for at the rate of time and a quarter rates.

13. Note - The right of exchange applies only to a full days work, and not to any part of a days work.

14 - This clause covers all time worked on Sunday even if in excess of eight hours.
Detention as per clause 14 paid for at ordinary rates. Canceled verbal Mr. W. 22/4/12
"Sunday" for this clause may be taken to mean all shifts of work begun on Sunday in day or night.
May be conveniently taken as from 6 a.m. Sunday to 6 a.m. Monday. (Over)

14. (Cont.^d) This clause only applies to men whose
duties bring them within the Agreement
with the Assocⁿ

Recruits or So C working as Rec^{ts} are exempt.
Travelling paid @ Ordinary rate

K 10

L 17

M 12

MC 14

N 21

O 2

P 22

Q 1

R 21

S 21

T 1

U 1

V 39

W 1

V 1

Gov. doctors for infirm Workers Certs

Speirs N L 59 Queens Parade, Clifton Hill
Wallace A M 2 Walsh St, Coburg
Andrews W 42 Wellington St, East Melbourne
Howan P 25 Brunswick St, Fitzroy
Kennedy J 14 Collins St, Melt.
McInerney J 655 Nicholson St, Nth Fitzroy
Woinarski J G 220 Victoria St, Nth Melt.
Joske A S 152 Grville St, Prahran
Agnew J F 18 Erin St, Richmond
Vance W B 20 Nedam St, St Albans

Kellett C. - Can - C. Hill - Granted Annual leave 4 1/2 months
early by Mr. H. of ill health - 9.9.13

15. All duty done by employees who are not at present covered by a Wages Board award on the subject on Christmas Day, Boxing Day, New Year's Day, Easter Monday, Good Friday, Eight Hours Day, Anniversary Day, and King's Birthday, shall be paid for at time and a quarter rates.

16. All work done by a Gripman or Conductor between the hours of 1 a.m. and 5 a.m. shall be paid for at double rates.

15. The same remarks as for Sunday rate of pay apply in regard to special rate fixed for work on eight holidays named above (See clause 14)

Mr. W.
Verbal
9.10.13

Detentions as per clause 14 paid for at ordinary rate only viz 1/4 rate being same

"Standing by" and allowances to make min. for day to be paid @ half 1/4 rate as on Sundays

Travelling paid @ ordinary rate

17. All duty done by Gripmen or Conductors in excess of eight hours in any one day, shall be paid for at time and a quarter rates for the first hour, and at the rate of time and a half afterwards. Ordinary rates shall be paid for such time as is attributable to interruptions of traffic caused by accidents or fires, or by instructions from Governmental, Municipal, or Police authorities. AMENDED 21-9-14.

1st. All extra time required to be worked outside of eight hours which is necessitated in any way by interruptions to traffic is to be paid for at ordinary rate.

Notice
20.9.12

All work in excess of eight hours, done before the interruption to traffic would be paid at overtime rates, but any detention or extra work caused by interruption shall be paid at ordinary rate.

Notice
20.9.12

These notes also apply to Sundays and Holidays when special rates are specified.

Notice
20.9.12

Cancelled
21/11/13

Notice
20/10/12

Detention paid for is any time worked in excess of time set out on running card, which is attributable to

Notice
24.7.15
22.11.15
on 8-1.15

Should detention extend beyond finishing time on Sunday a.m. Ordinary rate shall

mean Sunday rate viz $1\frac{1}{4}$ rate. On account
of a long stop (up to $12\frac{3}{4}$ hrs) on 4/6/15 it was
decided that owing to exceptional length of
stop Sunday rate should be paid for the
detention thus caused 23/4/15

Moore C. D. Co. City - Payment for 1913-14 Holidays granted by Mr. W. after
he had returned from 10th leave, while owing to a mis-
understanding of how Mr. W. was not granted his usual 10th
See letter from Moore 11-9-13

Mallin E. H. Cliff Hill, Sup. Letter dated 22/10/12 applying for 9 days Hol.
pay in connection with forthcoming holiday taken
on 24th Aug 1913. Granted by Mr. W.
Letter filed

18. All duty done by other employees in the
Tramway service mentioned herein in excess of
forty-eight hours in any one week, shall be paid for
at time and a quarter rates for the first six hours,
and at the rate of time and a half afterwards, unless
equivalent time off be granted to the employee on
his application in writing.

Re New Drivers - Contract
Mr. W. Aug 1912

When the time worked on Sunday is in lieu
of a man's Sunday off, the time is to
be figured as overtime, and the Sunday
rate being the same covers it; but if
a man works over 48 hrs in his ordinary
six days (including a Sunday) the excess is
to be paid at overtime rate.