

(25.) AUCKLAND COMPOSITORS.

Supreme Court, Auckland, 7th April, 1900.—Under “The Industrial Conciliation and Arbitration Act, 1894,” and the Amendments thereof.

Before the Board of Conciliation, in the Northern Industrial District.—In the matter of an industrial dispute between Wilson and Horton and others and the Auckland Typographical Industrial Union, and of a reference thereof for settlement.

The Board, having heard evidence in the above case, recommend as follows :—

1. Both piecework and timework shall be recognised by the association, whether for linotype or case-work.

2. The proportion of apprentices shall be regulated as follows : One for the office, one for the first two journeymen permanently employed, and one additional for every five journeymen permanently employed. (“Permanent employment” to mean at least six months’ continuous employment.) Where an office already has more than the above proportion of duly indentured apprentices at the time of adopting these rules, no new ones to be taken on until the number has been reduced below the proportion stipulated. No office to have more than five apprentices.

FOR LINOTYPE OPERATORS.

1. Operators shall be qualified compositors who have duly served their indentures.

2. In the event of linotype or type-setting machines being introduced into any office, the members already employed in such office shall have the first opportunity of being employed as probationers, and finally as regular operators, after having attained the required standard of efficiency, in preference to imported operators.

3. Journeymen employed on machines as learners or probationers to serve not more than six months at the recognised current rate of wage paid to journeymen at case, and to work not more than forty-eight hours per week. At the end of that time to receive the pay of efficient operators.

4. If an apprentice be employed on a machine, not more than twelve months of his apprenticeship to be served on the machine. An apprentice who has served twelve months on a machine to rank

as an efficient operator, and not to serve any further period as a probationer.

5. The proportion of apprentices operating machines during the same period shall be not more than one apprentice to five machines.

Scale of Charges.

Timework.

6. The day's work for efficient operators to consist of not more than seven hours, at £3 per week for day operators, and £3 6s. for night operators; overtime, one-third extra.

Piecework.

7. 3½d. per thousand with all "fat" (double-column and large advertisements or tables set by the house), 4d. per thousand without "fat"; piecework not to be put in operation until operators can earn a minimum wage of £3 6s. per week of forty-two hours. (In piecework ¼d. per thousand extra to be charged on all types larger than brevier.)

8. All stoppages of five minutes and upwards to be cumulative, and to be charged at the ordinary time-rate of the office.

9. Twelve lines to constitute a machine "take" of copy; less than that number to be charged as twelve lines.

10. All standing headings to be charged by the operator. All leads and rules, other than those required in making up, to be charged by the operator. Where leads are cast on the bar the operator to charge half the additional depth.

11. Matter of and above four lines composed in other than ordinary English—*e.g.*, dialects—to be charged one-half extra, and foreign languages double for each line.

12. Matter consisting of names run on and figures—*e.g.*, prize-lists, balance-sheets, programmes, &c. — or containing fractions, signs, and accents, shall, where exceeding three lines, be charged one-half extra.

13. One line extra to be charged for each word of small capitals, italics, clarendon, &c.

14. When two-line matrices are dropped in they shall be charged one line extra for every two.

15. The usual piece regulations as to bad copy or MS. to apply to operators. Copy not properly subedited to rank as bad MS. All matter set from copy that will not go on the copy-tray to be charged one-third extra.

16. All first-proof and revise corrections (marks undone in the first proof) to be done by the operator, except machine-errors and "house" marks, which shall be charged double.

17. Matter which requires casting off for the purpose of ranging to be paid for in proportion to the time occupied.

18. No operator shall be expected to do engineers' work.

FOR CASE-HANDS.

Timework.

1. The minimum wage for forty-eight hours' work shall be £2 15s. per week for day-hands, and £3 per week for night-hands.
2. Overtime: For day-hands, time and a quarter up to 11 p.m.; after that hour, time and a half. For night-hands, 1s. 6d. per hour. Sunday, Christmas Day, and Good Friday, double rates.

Piecework.

1. The minimum price per 1,000 ens shall be 11d. for day-work and 1s. for night-work for all kinds of English composition, from ruby to pica inclusive. All above pica to be charged 2d. per 1,000 extra, and below ruby 2d. per 1,000 extra. Maori and other foreign languages to be charged not less than one-third extra.
2. Any newspaper composed on the piece system must be given out to piece-hands in its entirety. No undue advantage shall be permitted to one hand over another, and all advantageous matter shall be equitably divided in such manner as the piece-hands may decide.
3. Alterations from copy to be done by the "house," or charged for every line passing through the stick, and all marks in revises not appearing in the first proof to be corrected by the "house."
4. All kinds of composition in the English language shall be cast up at the standard rate per 1,000 en quads; where the twenty-six lower-case letters are less than the twenty-six en quads, the cast-up shall be by the lower-case letters; a thick space to be considered as an en quad in the width. Em and en quads, or whatever may be used at the beginning or end of lines, to be reckoned in the width. Bastard founts to be cast up to the width of the smaller body of the founts to which they belong.
5. The following are the extra charges to be made for column or tabular matter: Two columns (two justifications or arrangements to constitute half-measure), one-third extra; three columns (three justifications or arrangements), to take the charge of one-half extra; four columns (four or more justifications or arrangements), to be charged double. (The above charges are to be made whether the matter is with or without headings or rules.)
6. The top, bottom, and cross rules of a table are only reckoned in the depth. Heads: Title headings to table or tabular matter not exceeding five lines take the charge of the matter to which they are attached; above five lines, no extra to be charged. The signature, date-line, and rule after a table, if making three lines, to be charged as common matter. Lines between table or tabular matter, not being headings to such matter, takes no extra charge.
7. Matters set to less than 16 ems of its own body in width (not being table, tabular, or common matter, as defined in Rules 1 and 4

inclusive) to be charged one-fourth extra; less that 10 ems of its own body, one-third extra.

8. Matter consisting of subscribers' names, with the sums of money run out to the end of the lines; names of horses, with "st." and "lb." run out; measurements of land, with "acres," "roods," and "perches" run out, and matter of a similar nature take no extra charge; but where there are two columns of such figures brought into the same width one-third extra to be charged; three columns, one-half; four or more columns, double. Other matter which requires casting off for the purpose of ascertaining proper widths for the purpose of ranging, whether such matter consists of words or figures, each width or ranging to be considered a column, whether with or without rules or headings.

9. Run-on figure-matter (such as timber- and wool-sales and similar matter, as per schedule) to be charged one-third extra.

10. All matter with a border round, whether formed of rules, letters, or otherwise, to be charged double.

11. All matter with introductory lines (not exceeding four) larger than the body to be charged according to the depth of the body. When extracts, or notices of motion, resolutions, &c., are inserted in the body of an article, the lines before and after (if not exceeding four lines each) to be charged in depth in the same type as the extract or the notice of motion, &c.

12. Where compositors are employed on piecework, and are kept waiting for copy, standing-time shall be charged for at the rate standard per hour, ten minutes to count as a quarter of an hour, twenty-five minutes as half an hour, thirty-five minutes as three-quarters of an hour, and fifty minutes as an hour; the standing-time to be totalled up at the end of the day's work.

13. No compositor shall be expected to search for galleys to drop on.

14. All lines "set" away from the frame to be charged double, except in advertisements ordered to make a certain space.

15. When two compositors are required to compose from one copy they shall charge one-third extra.

16. Instructions as to type, leads, &c., to be written on the first slip of copy.

17. General heads of articles and the rules after, rules in the middle of articles, half-doubles, or other rules at the end of articles are to be charged by the compositor.

18. All leads, other than those used in making up, to be charged by the compositor, but, if the matter composed solid shall be afterwards leaded by the "house," the value of the leads shall be the property of the piece companionship.

19. Compositors, whether on daily or weekly newspapers, are not to be called off piecework to compose on time.

20. Compositors called on time for any description of "house" work, other than composing, to charge not less than one hour, beyond that the fractional parts of an hour to be charged as follows: Eight minutes, quarter of an hour; twenty-five minutes, half an hour; thirty-five minutes, three-quarters of an hour; fifty minutes, one hour.

21. Alterations from copy in the first proof to be charged at the rate of one line for every line affected by such alterations. Authors' proofs to be charged at the same rate, but not less than six lines to be charged for any author's proof. The "house" shall be entitled to correct all revises or authors' marks.

22. No "take" to be charged less than six lines.

23. Matter (other than advertisements) once composed and paid for becomes the property of the employer, and may be used for weekly papers, summaries, or other publications in connection with the same establishment.

24. Standing advertisements are the property of the employer until they are given out for "dis." Alterations in standing advertisements must be charged in lines; where such alterations affect more than half the length of the advertisement, if under 12 in., or three-fourths if above 12 in., the whole to be given out as ordinary copy. All extensions to standing advertisements, whether by "leading" or "whiting out," to be charged in lines by the compositor.

25. All advertisements set in type larger than the standard shall be charged by depth according to the standard type of the advertisement columns.

26. That all females who before the 1st March last were in the trade as type-setters be allowed to work at solid type-setting on newspapers on day-work only. Minimum wages for journeywomen who have been six years at the trade shall be £1 10s. per week.

27. That this industrial agreement shall come into force on the 1st day of June, 1900, and continue in force until the 30th day of June, 1901.

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Before the Board of Conciliation, in the Northern Industrial District.—In the matter of an industrial dispute between Wilson and Horton and others and the Auckland Typographical Industrial Union, and of a reference thereof for settlement.

The Board, having heard evidence in the above case, regret to report that they have failed to bring about a settlement.

A. H. COLLINS, Chairman.

Supreme Court, Auckland, 2nd May, 1900.