

## (28.) AUCKLAND COMPOSITORS.

In the Court of Arbitration of New Zealand, Northern Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1894,” and the amendments thereof, and in the matter of an industrial dispute between Wilson and Horton, the Brett Printing and Publishing Company (Limited), the Trustees of the late C. H. Murray, A. Cleave and Co., Wright and Jaques, J. B. Berry, Abel, Dykes and Co., Cashel and Worthington, Gilbert Brothers, J. H. Field, A. Spencer, W. Wilkinson, the Scott Printing Company, Trendall Brothers, Watson and Rowe, I. Dunshea, J. McCullough, J. E. Jenkins and Co., Geddis and Blomfield, and P. Spencer and Co. (hereinafter called “the employers”) and the Auckland Typographical Industrial Union of Workers and the Auckland Female Type-setters’ Industrial Union of Workers.

The Court of Arbitration of New Zealand (hereinafter called “the Court”), having taken into consideration the matter of the above-mentioned dispute, and having heard the Auckland Typographical Industrial Union of Workers by its appointed representatives, the Auckland Female Type-setters’ Industrial Union of Workers by its duly appointed representatives, and such of the employers as desired to be heard, and such witnesses as were produced before it, doth hereby order and award as follows: As between the said two unions and the members thereof respectively, and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and

of this award shall be binding upon the said two unions and upon every member thereof, and upon the employers and each and every of them. The said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, the said two unions and every member thereof, and the employers and each and every of them, shall respectively do, observe, and perform every matter and thing by this award, and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award, or of the said terms, conditions, and provisions, but shall in all respects abide by and observe and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that the sum of £100 shall be the maximum penalty payable by any party or person in respect of any such breach: Provided, however (as provided by the third section of "The Industrial Conciliation and Arbitration Act Amendment Act, 1898"), that the aggregate amount of penalties payable under or in respect of this award shall not exceed the sum of £500. And the Court doth further order that this award shall take effect from the 6th day of June, 1900, and shall continue in force until the 5th day of June, 1902.

In witness whereof the seal of the Court hath been hereto put and affixed, and the President of the Court hath hereto set his hand, this 6th day of June, 1900.

(L.S.)

J. C. MARTIN, J., President.

THE SCHEDULE REFERRED TO BY THE FOREGOING AWARD.

1. Both piecework and timework shall be recognised, 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, one for the next three 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 coming into operation of this award, no new ones shall be taken on until the number had been reduced below the proportion stipulated. No office to have more than five apprentices.

3. Arrangements between employers and apprentices existing at the time of the hearing of this dispute in this Court shall not be prejudiced; but any employer then employing any apprentice otherwise than under indentures must procure such apprentice to be indentured within three calendar months after the coming into operation of this award.

4. If any employer shall from any unforeseen cause be unable to fulfil his obligations to an apprentice, it shall be lawful for such

apprentice to complete his term with another employer, notwithstanding that such employer has already the full number of apprentices allowed by these conditions.

*For Linotype Operators.*

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

6. 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.

7. 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.

8. 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.

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

*Scale of Charges.*

*Timework.*

10. 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.*

11. Threepence per thousand with all "fat" (double-column and large advertisements or tables set by the "house"), 3½d. 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.)

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

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

14. 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.

15. 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.

16. 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.

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

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

19. 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.

20. 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.

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

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

#### *For Case-hands.*

##### *Timework.*

23. The minimum wage for forty-eight hours' work shall be £2 15s. per week for day-hands, and £3 per week for night-hands.

24. 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.*

25. 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.

26. Any journeyman who considers himself not capable of earning the minimum wage may be paid such less wage as may from time to time be agreed upon in writing between any employer and the president or secretary of the Auckland Typographical Industrial Union of Workers (hereinafter called "the union"); and, in default of such agreement, within twenty-four hours after such journeyman has applied in writing to the secretary of the union stating his desire that such wage shall be so agreed upon, as shall be fixed in writing by the Chairman of the Conciliation Board for the industrial district upon the application of such journeyman, after twenty-four hours' notice in writing to the secretary of the union, who shall (if desired by him) be heard by such Chairman on such application. Any journeyman whose wage has been so fixed may work and may be employed by any employer for such less wage for the period of six calendar months thereafter, and after the expiration of the said

period of six calendar months, until fourteen days' notice in writing shall have been given to him by the secretary of the union requiring his wage to be again fixed in manner prescribed by this clause.

27. 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.

28. 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."

29. 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.

30. 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). For specimens of the above see schedule.

31. 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, take no extra charge.

32. Matter 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 than 10 ems of its own body, one-third extra.

33. 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, rods, and perches" run out, and matter of a similar nature (see schedule) 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.

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

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

36. 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.

37. 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.

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

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

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

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

42. 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.

43. 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.

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

45. 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.

46. 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.

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

48. 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.

49. 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.

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

51. *Preference of Unionists.* — If and after the union shall so amend its rules as to permit any person now employed in the trade in this industrial district, and any person who may hereafter reside in this industrial district, and who is a competent journeyman, to become a member of such union upon payment of an entrance-fee not exceeding 5s., and of subsequent contributions, whether payable weekly or not, not exceeding 6d. per week, upon a written application of the person so desiring to join such union, without ballot or other election, and shall give notice in writing of such amendment, with a copy thereof, to the employers, and shall also publish a notice of such amendment, with a copy thereof, in the *New Zealand Herald* and also in the *Auckland Star* newspapers, published at the City of Auckland, then and in such case and thereafter employers shall employ members of the union in preference to non-members, provided that there are members of the union equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it.

52. Until compliance by the union with the provisions of the last clause employers may employ journeymen whether members of the union or not, but no employer shall discriminate against members of the union, and no employer shall, in the employment or dismissal of journeymen or in the conduct of his business, do anything for the purpose of injuring the union, whether directly or indirectly.

53. When members of the union and non-members are employed together there shall be no distinction between members and non-members, and both shall work together in harmony, and shall receive equal pay for equal work.

54. So soon as the union shall perform the conditions entitling the members of the union to preference under the foregoing clauses, and at all times thereafter, the union shall keep, in some convenient place, within one mile from the Chief Post-office in the City of Auckland, a book, to be called the "employment-book," wherein shall be entered the names and exact addresses of all members of the union for the time being out of employ, with a description of the branch of the trade in which such journeyman claims to be pro-

ficient, and the names, addresses, and occupations of every employer by whom each such journeyman shall have been employed during the preceding one year. Immediately upon any such journeyman obtaining employment a note thereof shall be entered in such book. The executive of the union shall use their best endeavours to verify all the entries contained in such book, and the union shall be answerable as for a breach of this award in case any entry therein shall in any particular be wilfully false to the knowledge of the executive of the union, or in case the executive of the union shall not have used reasonable endeavours to verify the same. Such book shall be open to every employer, without fee or charge, at all hours between 8 a.m. and 5 p.m. on every working-day except Saturday, and on that day between the hours of 8 a.m. and noon. If the union fail to keep the "employment-book" in manner provided by this clause, then and in any such case, and so long as such failure shall continue, any employer may, if he so thinks fit, employ any person or persons, whether a member of the union or not, to perform the work required to be performed, notwithstanding the foregoing provisions. Notice by advertisement in the *New Zealand Herald* and the *Auckland Star* newspapers, published in the City of Auckland, shall be given by the union of the place where such employment-book is kept, and of any change in such place.

55. Notwithstanding anything contained in this award, the persons (members of the Auckland Female Type-setters' Industrial Union of Workers) named in the Second Schedule hereto may be employed at solid type-setting, but at solid type-setting only, at not less than the following rates: During the first year of their employment (calculated from the time when such person was first employed in any printing establishment), 5s. per week; during the second year of their employment (calculated as aforesaid), 7s. 6d. per week; during the third year of their employment (calculated as aforesaid), 12s. 6d. per week; during the fourth year of their employment (calculated as aforesaid), 15s. per week; during the fifth year of their employment (calculated as aforesaid), £1 per week; during the sixth year of their employment (calculated as aforesaid), £1 5s. per week; and during any years subsequent to the sixth year (calculated as aforesaid), £1 10s. per week.

Any employer may refer the question as to whether any work is or is not solid type-setting within the meaning of this clause, before the work in question is commenced, to the Chairman of the Conciliation Board for this district, whose decision, after hearing the employer and the president or the secretary of the Auckland Typographical Industrial Union of Workers, or such of them as may attend before him on receiving notice from him so to do, shall be final and conclusive.

56. Nothing in this award shall prevent:—

- (1.) Percy Spencer from carrying out before the 1st day of April, 1901, on such terms as he thinks fit, a contract



entered into by him on the 1st day of April, 1900, with one Thomas R. Martin; or,

- (2.) Arthur Cleave and Co. from carrying out during the year 1900, on such terms as they may think fit, a contract entered into by them with one James Rolleston for the production of a guide-book, to be called "The Central Hotel Guide."

57. In the construction of this award words importing the masculine gender include females.

The foregoing paragraphs numbered 1 to 57, both inclusive, embody the terms, conditions, and provisions referred to in the foregoing award, and are hereby declared to be incorporated in and to form part thereof.

In witness whereof the seal of the Court of Arbitration of New Zealand hath been hereunto affixed, and the President of the Court hath hereunto set his hand, this 6th day of June, 1900.

[L.S.]

J. C. MARTIN, J., President.

[The schedules mentioned are not printed.]

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