

(39.) WELLINGTON COMPOSITORS.

Before the Board of Conciliation, in the Wellington Industrial District.—In the matter of an industrial dispute between the Wellington Typographical Industrial Union of Workmen and Blundell Brothers and the *New Zealand Times* Company (Limited), and of a reference thereof for settlement.

I hereby report that at a meeting of the above Board held on the 12th of March, 1900, one of the representatives of the union admitted that the dispute had not been brought before the Board in compliance with the requirements of clause 5 of "The Industrial Conciliation and Arbitration Act Amendment Act." The Board then decided that the dispute was not before the Board, and the investigation of it was not proceeded with.

Signed at Wellington, this 15th day of March, 1900.

JOHN CREWES,

Chairman of the above Board.

No. 25.—Under "The Industrial Conciliation and Arbitration Act, 1894," and its amendments.

Before the Board of Conciliation, in the Wellington Industrial District. — In the matter of an industrial dispute between

the Wellington Typographical Union and Blundell Brothers (Limited) and the *New Zealand Times* Company (Limited), and of a reference thereof for settlement.

The Board having taken into consideration the matter of the above-mentioned dispute, and having heard evidence and argument thereon, doth hereby make the following recommendations:—

1. That in these recommendations three classes of workers are recognised—viz., efficient operators on linotype machines, probationers on trial as to fitness to become efficient operators on such machine, and apprentices to the composing trade generally, including operating on linotype machines.

2. That time and piecework be recognised in the working of the type-setting machines.

3. That no operator shall be deemed efficient unless he shall have obtained a speed of 4,000 ens an hour in three months, 5,000 in six months, 6,000 in eight months, 6,500 in fifteen months. If he shall attain 6,500 before the fifteen months he shall then be deemed an efficient operator: the matter to be solid, and the average to be based on minion matrices. The test of the operator's efficiency to be his ability to set any of the above numbers at the period stated as tests for a full day on fair copy, and to approximately maintain these averages. That speed shall not be held to constitute the sole basis of efficiency.

4. That probationers and skilled operators (as distinct from attendants or labourers) shall be compositors and members of the Wellington Typographical Union.

5. That in all offices where composing-machines of any description are introduced, or are in use, disadvantageous portions of articles not to be selected for either case or machine, and copy generally, whether advertisements or news matter, to go out in fair proportions.

6. That efficient operators be guaranteed four hours daily.

7. That the cast-up be by en quads.

8. That no member of the union shall accept bonuses for work done on type-setting machines.

9. That no apprentice be allowed to operate on the machines until within the last eighteen months of the termination of his apprenticeship; the usual union rules in regard to apprentices to be observed. One apprentice to be allowed to every complete four machines. Apprentices employed on the machines shall receive not less than two-thirds of the wages paid to a journeyman probationer after the said apprentice has been nine months on the machine. No apprentice shall be employed on a machine until he has had four and a half years' instruction in the various departments of the composing-room.

10. That matter set by apprentices shall be used for weekly publications and supplement only.

11. Any operator required to work on Christmas Day, New Year's Day, Good Friday, or Labour Day shall be paid double

rates. In the case of a morning paper the evening preceding or of each of the above holidays to be reckoned the holiday, the employers to determine which evening.

12. That probationers' rates shall be as follows: Day-work, £2 10s. for a week of forty-two hours; night-work, £2 16s. for a week of forty-two hours. On a probationer attaining 4,000 ens before the expiry of three months he shall be paid at the rate of £3 for day-work, and £3 6s. for night-work, from the beginning of his probationary period. Overtime at 6d. per hour extra shall be paid for any time over eight hours worked by the probationer on any day or night, or over forty-two hours for the week. Probationers when employed by the hour shall be paid 1s. 6d. for day-work and 1s. 9d. for night-work.

13. That the hours of employment and rates of pay for efficient operators when employed on machines shall be as follows: Seven hours shall constitute a day's work. Time and rates: Day-work, 1s. 10d. per hour; night-work, 2s. per hour. Overtime, 6d. per hour extra. Piece rates: Day-work, $3\frac{1}{2}$ d. per 1,000 ens for minion and smaller type; $3\frac{3}{4}$ d. for brevier, and $\frac{1}{2}$ d. extra for larger type; night-work, $3\frac{1}{2}$ d. for all type up to and including minion, 4d. for brevier, and $\frac{1}{2}$ d. extra for larger type. Overtime, 1d. per 1,000 extra.

14. That no member shall accept work on composing-machines on terms under which he is called upon to produce a fixed amount of composition, provided that this shall not in any way apply to the minimum of efficiency.

15. That all headings for machine-composition (whether in block or otherwise), all leads (whether cast on bar or otherwise), rules, and let-in blocks in such composition shall be composed and put in by time-hands, and charged by the operators. In permanently illustrated papers the "house" shall be entitled to all wood-cuts, &c., excepting advertisements, cuts in which shall be charged by the operators. Leads used for the purpose of "make-up" to be the property of the "house." Leaded matter cast on bar to be measured and multiplied by the face-size of such matter.

16. That 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.

17. That run-on matter consisting of names, names and figures, abbreviations, &c., such as prize-lists, balance-sheets, market quotations, and matter of a similarly disadvantageous character, to be charged one-third extra.

18. That one line extra be charged for each word of small-caps, italic, or clarendon, &c.

19. That when two-line letter matrices are dropped in they shall be charged one line extra for every two-line letter.

20. That tabular matter and wool-sale quotations be done at time rate.

21. That matter requiring two lines to complete one measure (not being tabular matter) be charged one-third extra; three lines, one-half; four, double.

22. Operators not to be called off piece-work to compose "fat" matter on "time."

23. All stoppages for repairs, change of machine from one size of type to another, altering gauge, waiting for copy, &c., to be charged at the prescribed time-rates, provided that no time under five minutes in any one day or night shall be charged for; and if the time be over five minutes, and under a quarter of an hour, that the full quarter of an hour shall be allowed. All minutes shall be accumulative.

24. Matter having to be transposed by the operator—*i.e.*, that which is not set in the order in which it appears in copy—shall, for this transposition alone, be charged one-third extra; or the "house" shall have the option of getting the matter set on "time."

25. Alterations from copy, as enumerated below, shall be "circled" by the Reader, and corrected by the "house":—

A change in the spelling of proper names, words from foreign languages, &c.

A change from copy not provided for by any style of the office, nor by written instructions given to the operator when copy is given out.

A change in the division or spelling of words not in accordance with the dictionary given by the office as a guide, and not provided for as above.

26. That the "house" shall provide each operator with a style-card.

27. That bad copy (manuscript or other) shall carry an extra charge of one-third. Copy not properly sub-edited to rank as bad copy. The overseer shall adjudicate on bad copy.

28. That all first-proof and revised corrections (marks left undone in the first proof) to be done by the operator, and put in by the "house"; all machine-errors and "house" marks to be charged double if done by the operator.

29. That matrices coming down wrong channel, repeated transposition of matrices, repeated missing of matrices, matrices repeating of their own accord, space-bands transposing, and sunken letters shall constitute machine-errors.

30. That, in the event of a magazine being changed, and proofs having to be corrected on another machine, two lines to be charged for every line by the corrector, and one line of minion docked by the "house" against the original composer.

31. Standing advertisements are the property of the employer until they are given out for "dis." Alterations in standing advertisements shall be charged as two lines for every line altered. Where such alterations affect more than one-third the length of the advertisement if under 6 in., or one-half if above 6 in., the whole to be given out as ordinary copy. That all alterations to

advertisements shall be made by the piece-hands, time-hands, or apprentices, the latter not to be employed at night, and not more frequently than on two days per week for one apprentice, or one day each for two apprentices. All extensions to standing advertisements to be done and charged by the operator.

32. That all advertisements shall be set by the piece-hands, time-hands, or apprentices, the latter not to be employed at night, and not to a greater extent than two days per week for one apprentice, or one day each per week for two apprentices.

33. The minimum lines for a "take" for morning papers shall be fifty up to 2 o'clock a.m., twenty-five between 2 a.m. and 3 a.m., and twelve until the hours of going to press; and for an evening paper fifty lines up to within half an hour of going to press for the first edition, and twenty-four thereafter up to within half an hour of the second or subsequent editions, when the minimum shall be twelve.

34. One farthing extra for every pica shall be charged on all measures below 12-em pica.

35. That no operator shall be asked to do engineer's or labourer's work, but shall assist in changing magazines when required.

36. That machines shall be cleaned by the "house."

37. That the fixing of rates for machines other than linotypes be based on an average which shall give wages corresponding with those derived from the linotypes.

38. That in the event of matrices in any magazine falling short, magazines shall have an equal distribution of the stock of matrices in the office.

39. In case of a dispute over the interpretation of any of the foregoing clauses, or any difference of opinion on matters not therein dealt with, the point at issue shall, if either party so desire, be referred to a committee consisting of two representatives of the union and a like number of representatives on behalf of the other party or parties to the dispute, such representatives to be appointed as occasion requires, and they shall jointly elect a chairman, who shall have a casting vote only. Should the said committee fail to elect a chairman, the Chairman of the Board of Conciliation shall be the chairman of the committee.

40. That an industrial agreement is to be drawn up embodying these clauses, and to be left at the office of the Clerk of Awards for signature on or before the 27th April, 1900. If this be not done, or, having been done, the agreement is not signed by the parties by the 4th May, 1900, the Chairman may file a report that this Board has been unable to bring about a settlement.

41. The above agreement is to be for a period of two years from the 4th May, 1900.

Dated at Wellington, this 24th day of April, 1900.

JOHN CREWES, Chairman.