

TARANAKI INDUSTRIAL DISTRICT.

(2.) TARANAKI PRINTERS.—RECOMMENDATIONS.

Under "The Industrial Conciliation and Arbitration Act, 1900." Before the Board of Conciliation for the Taranaki Industrial District, at New Plymouth, on Thursday, the 31st day of October, 1901.—In the matter of an industrial dispute between the Taranaki Letterpress, Lithographers, and Machinists' Industrial Union of Workmen and J. H. Clayton, W. C. F. Carnecross, Whitlock and Alexander, Brennan and Armstrong, T. E. Hamerton, Walton and Andrews, W. A. Noseworthy, C. O. Ekdahl, Henry Weston, E. G. Allsworth, Thomas Avery, A. A. Ambridge, William Parkinson, Joseph Hooker, and J. P. Holloway; and of a reference thereof for settlement.

THE Board of Conciliation, having taken into consideration all matters arising out of the dispute, and having taken evidence and heard arguments, do hereby recommend as follows:—

1. Both piecework and timework shall be recognised, whether for type-setting machines or case-work.

2. The proportion of apprentices shall be as follows: Two apprentices to each journeyman employed. No office to have more than five apprentices.

3. "Journeyman" shall include and mean compositors and machine-hands over the age of twenty-one years who have been engaged at least four years at a newspaper office or jobbing-work.

4. 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.

5. 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-seven hours per week. At the end of that time to receive the pay of efficient operators.

6. An apprentice in the last year of his apprenticeship may be employed on a machine. He shall then rank as an efficient operator, and not serve any further period as a probationer.

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

SCALE OF CHARGES.

Timework.

8. The week's work for efficient operators to consist of not more than forty-seven hours, at the minimum wage of £2 5s. per week for

day operators and £2 12s. 6d. for night operators; overtime one-quarter extra. Sunday, Christmas Day, and Good Friday, double rates.

Piecework.

9. Threepence per 1,000, with all "fat" (double-column and large advertisements or tables set by the "house"); 3½d. per 1,000 without "fat"; piecework not to be put in operation until operators can earn a minimum wage of £2 5s. per week of forty-seven hours. (In piecework ¼d. per 1,000 extra to be charged on all type larger than brevier.)

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

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

12. 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.

13. 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.

14. 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.

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

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

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

18. 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.

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

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

FOR CASE-HANDS.

Timework.

21. The minimum wage for day-hands shall be £2 5s. for forty-seven hours; and £2 12s. 6d. for night-hands for forty-seven hours.

22. Overtime: For day-hands, time and a quarter up to 11 p.m.; after that hour time and a half. For night-hands, 1s. 3d. per hour. Sunday, Christmas Day, and Good Friday, double rates.

Piecework.

23. The minimum price for 1,000 ens shall be 10d. for day-work and 11d. for night-work of 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 foreign languages to be charged not less than one-third extra.

24. 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.

25. 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.

26. All kinds of composition in the English language shall be cast up at the standard rate of 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 the 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.

27. The following are the extra charges to be made for column or tabular work: 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.)

28. Where compositors are employed on piecework and are kept waiting for copy, standing-time shall be charged for at the standard rate 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 one hour; the standing-time to be totalled up at the end of the day's work.

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

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

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

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

33. General heads of articles and 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.

34. 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.

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

36. 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.

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

FEMALES.

39. Females may be employed in any office in the Taranaki Industrial District, and shall be paid 25 per cent. less than the minimum rate of wages paid to journeymen and apprentices.

MACHINISTS AND LITHOGRAPHERS.

40. The hours of labour to be not more than forty-seven hours per week, the same to apply to both day-work or morning papers.

41. The minimum wage to be paid to journeymen shall be £2 10s. per week of forty-seven hours. Assistant machinists to be paid not less than £1 15s. per week of forty-seven hours.

42. Overtime to be paid at the rate of time and a quarter up to 11 p.m.; after that hour, time and a half. For night-hands, 1s. 3d. per hour. Sunday, Christmas Day, and Good Friday, double rates.

APPRENTICES.

43. The proportion of apprentices to be two apprentices to each machine. All apprentices to be indentured for five years.

44. First year of apprenticeship, 5s. per week; second, 10s.; third, 15s.; fourth, £1; fifth, £1 5s. Payment to be made for all holidays.

45. Apprentices to receive 6d. per hour overtime for the first two years, 9d. per hour for the third and fourth years, 1s. per hour for the fifth year.

PREFERENCE OF EMPLOYMENT.

46. None of the employers in the printing-offices in employing labour shall discriminate against members of the union, or shall, in the engagement or dismissal of their hands or in their conduct of their business, do anything, directly or indirectly, for the purpose of injuring the union. Where members of the union and non-members are employed there shall be no distinction between members and non-members, and both shall work in harmony, and shall receive equal pay for equal work.

47. The Board recommends that this proposed settlement shall take effect from the 1st day of January, 1902, and shall continue in force for two years.

J. B. ROY, Chairman.

Supreme Court, New Plymouth, November, 1901.