

(708.) WELLINGTON TYPOGRAPHICAL AWARD.

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1900,” and its amendment; and in the matter of an industrial dispute between the Wellington Typographical Industrial Union of Workers (hereinafter called “the workers’ union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”): Blundell Bros. (Limited), Wellington; New Zealand Times Company (Limited), Wellington; Geddis and Blomfield, Wellington; Wanganui Herald Company, Wanganui; Wanganui Chronicle Company, Wanganui; Proprietors of the *Hastings Standard*, Hastings; Edward W. Knowles, Napier; Proprietors of the *Manawatu Standard*, Palmerston North; Dinwiddie, Walker, and Co., Napier.

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 union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives duly appointed, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, and having from time to time duly extended the time for making this award, doth hereby order and award: That, as between the union and the members thereof 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 union and upon every member thereof and upon the employers and upon each and every of them, and that 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, that the union 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 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 thereof. And the Court doth further order that this award shall take effect from the 25th day of April, 1904, and shall continue in force until the 24th day of April, 1906.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the President of the Court hath hereunto set his hand, this 14th day of April, 1904.

FREDK. R. CHAPMAN, J., President.

THE SCHEDULE HEREINBEFORE REFERRED TO.

Computation of Payment.

1. Payment by time and piece work shall be recognised in the working of typesetting-machines.

2. The cast-up shall be by en quads.

3. Any operator or apprentice required to work on Christmas Day or Good Friday shall be paid at double rates, and if required to work on New Year's Day or Labour Day shall be paid at time-and-a-half rates or at a corresponding rate for piecework. If these holidays are given, all operators shall be paid for them at time rates. In the case of a morning paper the evening preceding each of the above holidays shall be reckoned the holiday.

4. The day's work for efficient operators for linotypes shall consist of not more than seven hours at not less than £3 6s. per week for day operators, and not less than £3 12s. for night operators. Overtime, except as mentioned in paragraph 3 hereof, to be one-third extra. For linotype day operators piecework to be 3d. per thousand with all fat (double column and large advertisements or tables to be set by the house, and not to be charged by the operator), 3½d. per thousand without fat. Piecework not to be put into 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 type larger than brevier.

Probationers' Wages.

5. Linotype probationers' wages 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 obtaining 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.

Efficiency Speed for Journeymen.

6. No linotype operator shall be deemed efficient unless he shall have attained a speed of 4,000 ens an hour in three months, 5,000 in six months, 6,500 in eight months, 7,000 in fifteen months. If he shall have attained the speed of 7,000 before the fifteen months he shall 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. Speed shall not be held to constitute the sole basis of efficiency.

General conditions.

7. All headings (whether cast on bar or otherwise), leads, whites, and rules to be put in by time-hands and charged by operators. When leads are cast on bar, operators to charge additional depth.

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

9. 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 advertisement or news matter, to go out in fair proportions.

10. The efficient operators to be guaranteed four hours daily.

Apprentices.

11. No apprentice shall be employed on a machine until he has had eighteen months' instruction in the work of a compositor. Thereafter his apprenticeship shall continue until he has served four years. One apprentice shall be allowed to every complete four machines, unless there be less than four machines used in the establishment, in which case one apprentice may be employed for the first four or fraction of four machines so used.

All apprentices shall be legally indentured for the above term, but the apprentices now in service and unindentured may be indentured for the unexpired portion of the term. When an employer is unable to complete his engagement with an apprentice from any cause, the apprentice may complete his service with another master.

12. The following wages shall be paid to apprentices: For the first year, 10s. per week; for the second year, 15s. per week; for the third year, £1; and for the fourth year, £1 10s. When working at the machines the apprentices shall receive 2s. 6d. per week in addition to the foregoing wages.

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

15. One line extra to be charged for each word of small caps, italics, or clarendon, &c.

16. Tabular matter and wool-sale quotations to be done at time rate.

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

18. Operators not to be called off piecework to compose fat matter on time.

19. All stoppages for repairs, changes of machines from one side 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 to be accumulative.

20. 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 the transposition alone be charged one-third extra, or the “house” shall have the option of having the matter set on “time.”

21. Alterations from copy 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.

22. The “house” shall provide each operator with a style-card.

23. 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.

24. All first-proof and revised corrections (marks left undone in 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 not over three consecutive lines.

25. 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.

26. 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.

27. 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 original copy. All alterations to advertisements shall be made by the piece-hands, time-hands, or apprentices; the latter not to be employed at night. All extensions to standing advertisements to be done and charged by the operator.

28. All advertisements shall be set by the piece-hands, time-hands, or apprentices; the latter not to be employed by night.

29. The minimum lines for a “take” for a morning paper shall be forty up to 2 a.m., twenty-five between 2 and 3 a.m., and twelve until the hour of going to press; and for an evening paper, forty 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.

30. One farthing extra for every pica shall be charged on all measures below 12 ems pica.

31. No operator shall be asked to do engineer's or labourer's work, but shall assist in changing magazines when required, and keep his metal-pot supplied. The metal-pot shall be under the control of the mechanist in charge of the machine, and he shall be responsible for the temperature of the metal in the pots.

The foregoing shall only apply in the City of Wellington. Elsewhere in the industrial district any man doing work to a machine shall be paid at the same rate as he would be paid for day-work at the machine, or if he be a pieceworker at the rate at which he could earn wages at piecework in the same time.

32. Machines shall be cleaned by the "house."

33. In the event of matrices in any magazines falling short, magazines shall have an equal distribution of the stock of matrices in the office.

34. Women may be employed during the daytime within the hours allowed by law at the same rates of pay as are fixed for men.

Conditions for Monoline Machines.

35. Monoline operators shall be paid £3 per week for day-work, and £3 6s. for night-work.

36. Whereas the Court deems the data placed before it for fixing a piecework rate for monoline operators to be at present insufficient, it therefore fixes no such rate, but reserves its power to do so by supplemental award.

37. Any employer working with monolines may arrange for a piecework rate for his men. Such rate shall be fixed by agreement between the employer and the union or the local branch thereof.

38. The conditions of labour and other general conditions in this award expressed with reference to linotype machines shall apply to hands working on monoline machines, except such as are herein dealt with separately and such as are applicable to linotypes only.

Other Machines.

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

Under-rate Workmen.

40. In case a workman considers himself unable to earn the minimum rate of wage, a written permit to accept a less wage can be obtained from the secretary of the union, or at a conference between the employee, employer, and the secretary or president, and if they are unable to agree the question shall be referred to the Chairman of the Conciliation Board at Wellington, and in other localities in the industrial district the Stipendiary Magistrate sitting in any such locality.

Preference to Present Hands.

41. In the event of typesetting-machines being introduced into any office, the men employed in that office shall have first chance of employment of the machines.

Preference to Union Men.

42. So long as the rules of the union permit any person of good character and sober habits to become a member upon payment of an entrance fee not exceeding 5s., upon his written application, without ballot or other election, and so to continue upon contributing subscriptions not exceeding 6d. per week, the 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: but this shall not compel an employer to dismiss any person now employed by him. The foregoing shall apply to Wellington City only.

43. No employer shall, in the engagement or dismissal of his men, discriminate against members of the union, or shall in the conduct of his business do anything directly or indirectly for the purpose of injuring the union.

44. Where members of the union and non-members are employed together they shall work in harmony, and shall receive equal pay for equal work.

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FREDK. R. CHAPMAN, J., President.