

(2934.) TIMARU, TEMUKA, GERALDINE, AND ASHBURTON
JOURNALISTS.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the Christchurch Journalists' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

The Timaru Herald Company (Limited), Timaru.

The Timaru Post Company (Limited), Timaru.

The Ashburton Mail and Guardian Company (Limited),
Ashburton.

R. R. Martin, proprietor *Temuka Leader*, Temuka.

R. R. Martin, proprietor *Geraldine Guardian*, Temuka.

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, 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 15th day of December, 1913, and shall continue in force until the 21st day of June, 1916.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 29th day of November, 1913.

W. A. SIM, Judge.

SCHEDULE.

Interpretation.

1. (a.) A "journalist" is one, other than an editor, who is employed on the literary staff of a newspaper and who takes a regular and adequate share of the work of the newspaper on which he is employed.

(b.) A "cadet" shall mean one who is training for journalism but who has not had three years' experience, provided that a cadet at any time may be promoted to junior grade.

(c.) Nothing herein contained shall operate to bring within the scope of this award persons, not members of the literary staff, employed in the reading and correction of proofs.

Hours of Work.

2. (a.) A journalist's hours of work shall be spread over a period of not more than twelve consecutive hours (including meal-hours) in any one period of twenty-four hours.

(b.) Except in special circumstances a journalist shall not be brought back to work after his day's work is finished until after an interval of at least ten hours.

(c.) Any time worked in excess of these hours shall be paid for within the next fourteen days either in time off at the rate of one hour and a half for every hour worked or in cash at the rate of 2s. 6d. per hour.

Wages.

3. The following shall be the minimum wages per week to be paid respectively to the workers hereinafter specified:—

	£	s.	d.
Senior journalists	5	0	0
General journalists	4	0	0
Junior journalists	3	3	0
Cadets (first year)	1	5	0
Cadets (second year)	1	15	0
Cadets (third year)	2	5	0

Proportion of Workers.

4. (a.) The proportion of senior, general, and junior journalists shall be in accordance with the size of the staff as follows:—

	Staff of					
	One.	Two.	Three.	Four	Five.	Six.
Senior journalists ... ..	...	...	1	1	2	2
General journalists	1	1	1	2	2	3
Junior journalists ... ..	...	1	1	1	1	1

(b.) The proportion of cadets to journalists shall be as follows: Up to three journalists, one cadet; over three and less than six journalists, two cadets; over six journalists, three cadets: but this clause shall not interfere with existing engagements.

Holidays.

5. (a.) Journalists shall be allowed at least one clear day off in every seven and one evening off in every seven (except at parliamentary election time); evenings off to be clear from 6 p.m. If through any unavoidable cause this cannot be done in any week the employer shall allow the time thus lost to be taken as soon as possible afterwards within the next four weeks.

(b.) Journalists shall be entitled to two weeks' holiday in each year on full pay.

Termination of Engagement.

6. One month's notice of the intended termination of the engagement shall be given on either side.

Preference.

7. (a.) In the event of an employer hereafter engaging any journalist who shall not be a member of the union, and who within one calendar month after his engagement shall not become a mem-

ber of the union and remain such member, the employer shall dismiss such journalist from his service if required to do so by the union, provided there is then a member of the union who is equally qualified with the non-member to perform the particular work required to be done, and ready and willing to undertake the same.

(b.) The provisions of the foregoing clause shall operate if and so long as the rules of the union shall permit any journalist of good character and sober habits to become a member of the union upon payment of an entrance fee not exceeding 5s., upon a written application, without ballot or other election, and so continue a member upon payment of subsequent contributions not exceeding 6d. per week, and only so long as the union shall not be associated in any way with any other industrial union or trade-union, or association of such unions, or association of other workers.

Scope of Award.

8. This award shall apply only to the parties named herein, unless the Court hereafter shall order the same to apply to other parties.

Term of Award.

9. This award shall come into force on the 15th day of December, 1913, and shall continue in force until the 21st day of June, 1916.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the said Court hath hereunto set his hand, this 29th day of November, 1913.

W. A. SIM, Judge.

MEMORANDUM.

The general provisions of this award are the same in substance as those contained in the award made recently in Christchurch. The parties were unable to agree on the subject of wages, and these have been fixed by the Court.

W. A. SIM, Judge.
