

(4520.) AUCKLAND JOURNALISTS.—AWARD.

In the Court of Arbitration of New Zealand, Northern 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 Auckland Journalists' Industrial Union of Workers (hereinafter called "the union") and Messrs. Wilson and Horton and the Brett Printing and Publishing Company (Limited) (hereinafter called "the employers").

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, 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 as from the 1st day of October, 1916, and shall continue in force until the 1st day of October, 1918, and thereafter as provided by subsection (1) (d) of section 90 of the Industrial Conciliation and Arbitration Act, 1908.

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 9th day of December, 1916.

— T. W. STRINGER, Judge.

SCHEDULE.

Hours of Work.

1. (a.) The hours for reporters calculated on actual work for the office shall not exceed forty-eight per weekly period, and time

in excess of forty-eight hours in the period shall be regarded as overtime. The hours of work shall be calculated continuously from the time the member of the staff commences his or her first assignment or other duty to the time he or she completes the day's work: Provided that if there be a break of two hours or more in the day's work, during which the reporter's time shall be absolutely at his own disposal, such break shall not be calculated in computing the working-hours for the day. In no case shall there be more than one such break in the day's work.

(b.) The time-book shall, as far as possible, be signed daily by each member of the staff.

(c.) Work which takes a reporter into the country and parliamentary special correspondence shall be subject to such arrangements as may be agreed on between the chief reporter or the editor and the reporter undertaking the work.

(d.) In the event of a reporter being employed during the parliamentary session in Wellington he shall receive an allowance of £2 15s. per week (if married) and £2 per week (if single) in addition to his ordinary salary.

Overtime.

2. At the end of each weekly period the overtime accruing shall be computed, and shall be compensated for within twenty-one days of the day of computation at the rate of one hour for each hour of overtime accrued, or if not paid for in time off within twenty-one days it shall be paid for in cash at the rate of time and a quarter.

Holidays.

3. (a.) All journalists regularly employed who are subject to this award shall be allowed two successive weeks' holiday in each year on full pay. They shall also be allowed one clear day off in each seven days, and also one half-day off from 1 p.m. onwards in each seven days in the case of evening papers, and in the case of morning papers from 6 p.m., or earlier if possible, for the reporters engaged on morning assignments: Provided that if a reporter engaged on an evening paper is required to do occasional work on the day allotted as the "clear day off" in any week then the time so worked shall be compensated for within twenty-one days thereafter at the rate of one hour and a half for each hour so worked, or shall be paid for in cash at the rate of time and a quarter; or in the alternative, (i) three successive clear days off in fourteen days, (ii) two successive clear days off and two half-days off in fourteen days, (iii) three clear days off in fourteen days in the case of sub-editors.

(b.) The half-holiday shall not necessarily apply to general-election periods.

(c.) Provided that notice of such full or half days off shall be given to the staff member on the day prior to that on which the day or half-day is to be given.

Termination of Engagement.

4. One month's notice of termination of an engagement shall be given by either side.

Proportionate Grading.

5. (a.) The following proportion of grading of the reporting staffs shall be observed, cadets and casual reporters being excluded:—

Number of staff, excluding cadets	...	10	11	12	13	14
Number of senior reporters	...	4	4	4	4	5
Number of general reporters	...	4	5	5	6	6
Number of junior reporters	...	2	2	3	3	3
Cadets in addition (not to exceed)	...	2	2	2	2	2

(b.) When members of a newspaper staff have gone upon active service with an assurance that their positions will be kept open for them the staffing provided under the grading scheme of this award may be modified by the employer until the termination of the war, unless written objection to such modification is made by the union to the employer concerned.

Salaries.

6. The minimum salaries payable to reporters shall be—

Seniors	...	...	...	...	£	s.	d.	per week.
Generals	...	...	...	...	5	10	0	„
Juniors	...	...	...	...	4	15	0	„
Cadets—					3	10	0	„
First year	...	...	...	...	1	5	0	„
Second year	...	...	...	...	1	15	0	„
Third year	...	...	...	...	2	5	0	„

General.

7. (a.) The provisions of this award, except where clauses are specifically limited in their operation, shall include in their scope sub-editors (other than two sub-editors on each paper, to be nominated by the proprietors as their agents to a member of the union executive), sporting, and other departmental writers fully employed on the daily paper staff; but sub-editors, sporting, and other departmental writers shall be exempted from the staff-grading clause of this award.

(b.) Any writer engaged exclusively in charge of sporting and athletic news shall be paid a salary not less than that of a senior reporter, and any assistant exclusively engaged in sporting writing shall be paid according to his experience qualifications.

(c.) The duties of the members of the staff shall be allotted by the employer to suit the convenience of the office, and no exception shall be taken to the class of work allotted to men in different grades.

Casual Reporters.

8. (a.) Casual reporters engaged on the city reporting staff shall be paid as follows: Up to four hours' unbroken time in any one day, 12s. 6d.; over four hours' working-time in any one day, £1.

(b.) A "casual reporter" shall mean a reporter who is engaged occasionally upon engagements allotted to him. (This definition shall not apply to any one not actually a reporter who is employed to supply a casual report of any kind.)

Transfers.

9. No obstacle shall be placed in the way of any journalist wishing to transfer from the staff of one newspaper to that of another.

Preference.

10. No person shall be employed as a reporter, or in any capacity which brings him or her within the scope of this award, unless he or she is a member of the Auckland Journalists' Industrial Union of Workers, or unless within three months after his or her engagement he or she becomes a member thereof.

Term of Award.

11. This award shall come into force as from the 1st day of October, 1916, and shall continue in force until the 1st day of October, 1918.

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 9th day of December, 1916.

T. W. STRINGER, Judge.

MEMORANDUM

This award embodies the recommendations of the Conciliation Council, which the parties agreed to accept, with a slight modification of clause (3) (a) which was agreed on by the parties at the hearing. The preference clause is not in the form usually granted by the Court, but as it was in the industrial agreement of the parties which was in force prior to the making of this award the Court has, without expressing any opinion as to its validity, inserted it in this award at the request of the union and with the consent of the employers.

T. W. STRINGER, Judge.