

(6907.) NORTHERN INDUSTRIAL DISTRICT (EXCEPT AUCKLAND CITY) 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' (Country Daily Papers) Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Proprietors—

*Bay of Plenty Times*, Tauranga.

*Gisborne Times*, Gisborne.

*Hot Lakes Chronicle*, Rotorua.

*Northern Advocate*, Whangarei.

*Poverty Bay Herald*, Gisborne.

*Taumarunui Press*, Taumarunui.

*Thames Star*, Thames.

*Waihi Daily Telegraph*, Waihi.

*Waikato Times*, Hamilton.

*Whakatane Press*, Whakatane.

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 hereinafter provided, and shall continue in force until the 1st day of June, 1923, 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 4th day of July, 1921.

[L.S.]

F. V. FRAZER, Judge.

SCHEDULE.

*Application of Terms.*

1. These terms shall apply to all journalists, as hereinafter defined, employed on the staffs of all daily newspapers published in the Northern Industrial District (including Gisborne), except those published in the City of Auckland.

*Interpretation.*

2. (a.) For the purpose of this award a "journalist" is one, other than an editor, who is employed on the literary staff of a daily newspaper, and who takes a regular share of the subediting, reporting, or proof-reading work of the newspaper on which he is employed: Provided that in cases where the editor performs the whole literary work of the paper he shall be ranked not lower than as a senior and come within the scope of this award.

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

#### *Hours of Work.*

3. (a.) The hours for journalists calculated on actual work for the office shall not exceed 120 per fortnight, and time in excess of 120 hours in the period shall be regarded as overtime.

(b.) 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.

(c.) 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 twelve hours.

(d.) Any time worked in excess of these hours shall be paid for in cash within the next fourteen days at the rate of time and a half.

#### *Rates of Pay.*

4. (a.) The following shall be the minimum salaries per week to be paid respectively to workers on daily newspapers:—

	£	s.	d.
Senior journalists	6	10	0

In addition to the above minimum rates a bonus of 10s. per week shall be paid unless and until the Court shall otherwise order.

General journalists	5	10	0
Juniors, first year	4	0	0
Juniors, second year	5	0	0
Cadets, first year	2	0	0
Cadets, second year	3	0	0

(b.) No deduction shall be made from the weekly salaries fixed by this award, except for time lost through the worker's default.

(c.) A casual journalist engaged on the staff shall be paid—up to four hours' unbroken time in any one day, 12s. 6d.; over four hours, £1; over twelve hours, overtime rates.

(d.) Any employee who prior to this award coming into force is in receipt of a higher salary than that prescribed herein shall not have such salary reduced.

#### *Grading of Journalists.*

5. (a.) The classification of journalists on daily newspapers shall be as follows:—

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

(b.) Up to three journalists, one cadet; an additional cadet for every three or fraction of three journalists after the first three.

*Holidays.*

6. (a.) All journalists regularly employed who are subject to this award shall be allowed two consecutive weeks' holiday in each year on full pay. After three years of service, in addition to the fortnight's holiday above mentioned, they shall be entitled to a further seven days to be given in periods to suit the convenience of the employer.

(b.) They shall also be allowed off one clear day 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. In no case shall the work on the day on which the half-holiday is given be more than four hours, which shall be continuous. Notice of such full or half day off shall be given in the duty-book to the staff members on the day prior to that on which the day or half-day is to be given.

*Termination of Engagement.*

7. At least one month's notice of termination of engagement shall be given on either side.

*Under-rate Workers.*

8. (a.) Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may from time to time be fixed, on the application of the worker after due notice to the union, by the local Inspector of Awards or such other person as the Court may from time to time appoint for that purpose; and such Inspector or other person in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector or other person shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b.) Such permit shall be for such period, not exceeding six months, as such Inspector or other person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been given to such worker by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability it may be fixed for such longer period as such Inspector or other person shall think fit.

(c.) Notwithstanding the foregoing it shall be competent for a worker to agree in writing with the president or secretary of the union upon such wage without having the same so fixed.

(d.) It shall be the duty of the union to give notice to the Inspector of Factories of every agreement made with a worker pursuant hereto.

(e.) It shall be the duty of an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

•  
*Preference*

9. (a.) If any employer shall hereafter engage any worker coming within the scope of this award who shall not be a member of the union, and who shall not become a member thereof within fourteen days after his engagement and remain such member, the employer shall dismiss such worker from his service if requested to do so by the union, provided there is then a member of the union equally qualified 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 only if and so long as the rules of the union shall permit any worker coming within the scope of this award 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 to continue a member upon payment of subsequent contributions not exceeding 6d. per week.

*Transfers.*

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

*Scope of Award*

11. The operation of this award is limited to the parties herein named.

*Term of Award.*

12. This award in so far as relates to wages shall be deemed to have come into force on the 1st day of June, 1921, and so far as all the other provisions of this award are concerned it shall come into force on the date hereof; and this award shall continue in force until the 1st day of June, 1923.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand, this 4th day of July, 1921.

[L.S.]

F. V. FRAZER, Judge.

—  
MEMORANDUM.

This award embodies without alteration the recommendations of the Conciliation Council, which the parties agreed to accept.

[L.S.]

F. V. FRAZER, Judge.