

(8258.) WELLINGTON CITY JOURNALISTS.—AWARD.

In the Court of Arbitration of New Zealand, Wellington 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 Wellington Journalists' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Blundell Bros. (Limited), Wellington.

The New Zealand Times Company (Limited), Wellington.

The Wellington Publishing Company (Limited), Wellington.

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 respectfully 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 a penalty as by law provided shall be 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, 1927, 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 affixed, and the Judge of the Court hath hereunto set his hand this 1st day of July, 1925.

[L.S.]

F. V. FRAZER, Judge.

SCHEDULE.

Interpretation.

1. (a.) Sub-editor : A sub-editor is a journalist who is in charge of the sub-editorial department.

(b.) Assistant sub-editor : An assistant sub-editor is a journalist who sub-edits news-matter under the direction of the sub-editor.

(c.) Reporter : A reporter is a journalist who is daily assigned duty in the reporters' assignment-book, and who takes his regular and adequate share of the reporting-work of the newspaper on which he is employed.

(d.) Cadet : A cadet is one who is in training for journalism by assisting on the reporting or on the sub-editorial staff, but who has not had three years' experience.

(e.) Casual reporter : A casual reporter shall mean a journalist who is engaged occasionally for reporting-work. This definition

shall not apply to any one not actually a reporter who is employed to supply a casual report of any kind.

(f.) Temporary reporter: A temporary reporter is a journalist, other than a casual reporter, who is employed for not less than seven consecutive days, and who is not on the permanent staff. His employment, if lasting more than fourteen consecutive days, shall be subject to a week's notice of termination on either side. If he is employed for more than three months continuously he shall be placed on the permanent staff and graded accordingly.

(g.) Reader: A reader is one substantially engaged in the reading of proofs of matter intended for insertion in any newspaper on the staff of which he or she is regularly employed.

(h.) Reviser: A reviser is one substantially engaged in the reading of corrected proofs of matter intended for insertion in any newspaper on the staff of which he or she is regularly employed.

(i.) Copyholder: A copyholder is one regularly employed as a reader's assistant.

(j.) Probationer: A probationer is one who, not being a copyholder, has had less than five years' experience in the readers' room and less than two years' experience as a proof-reader.

Reporters' Diary.

2. The reporters' diary, setting forth the assignments allotted to members of the reporting staff, shall be made up daily not later than 10 p.m. on the day prior to that to which such assignments refer, or, in the case of an evening paper, not later than 9 a.m. on the day to which such assignments refer. Should it become necessary after the diary is made up to allot to any reporter an assignment other than that originally allotted to him, steps shall be taken to inform such reporter of the alteration in time to permit of his punctual attendance upon such new assignment.

Hours of Work.

3. (a.) The hours for reporters, calculated on actual work for the office, shall, as far as possible, not exceed forty-eight per weekly period, and time in excess of ninety-six hours in the fortnightly 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 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 or her 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.) No reporter shall be required to begin duty for the day until at least eleven hours after the termination of his previous day's work.

(c.) The time-book shall, as far as possible, be signed daily by each member of the reporting staff, when actually coming on duty and actually going off duty.

(d.) Work which takes a reporter into the country shall be subject to such arrangements as may be agreed upon between the chief reporter or the sub-editor and the reporter undertaking the work.

(e.) Parliamentary reporters shall be exempt from the hours clause of this award, but compensation for overtime shall be made at the end of the session, after taking into account the nature of the session.

Overtime.

4. At the end of each fortnightly period the overtime accruing during that period of ninety-six hours shall be computed, and shall be compensated for within fourteen days of the day of computation at the rate of one hour and a half for each hour of overtime worked, or, if not paid for in time off within fourteen days, it shall be paid for in cash at the rate of time and a half.

Holidays.

5. (a.) All journalists regularly employed who are subject to this award shall be allowed the following holidays in each year on full pay :—

(1.) Sub-editors and chief reporters, three successive weeks.

(2.) All others, two successive weeks, such holiday in every third year of service being increased to three successive weeks.

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 newspapers from 6 p.m., or earlier if possible, for the reporters engaged on morning assignments. In no case shall the hours of work on the day on which the half-holiday is to be given be more than four, which shall be continuous: Provided that if a reporter engaged on an evening newspaper is required to do occasional work on the day allotted as the clear day off in any week, 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 half, or, in the alternative (i) three successive clear days off in fourteen days, (ii) two successive clear days and two half-days off in fourteen days.

Permanent employees in the sub-editing department may be given three clear days off in fourteen days in lieu of the clear day and a half-day in seven days.

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

(c.) Notice of such full or half-day off shall be given in the notice-book to the staff members on the day prior to that on which the day or half-day off is to be given.

(d.) Cadets shall be entitled to two weeks' holiday on the completion of each year of service.

Proportionate Grading.

6. The proportion of senior, general, junior, and cadet reporters shall be in accordance with the size of the staff (excluding cadets and casual reporters), as follows:—

				Number on Staff, excluding Cadets.										
				5	6	7	8	9	10	11	12	13	14	
Seniors	..	..	..	2	3	3	3	4	4	5	5	5	6
Generals	..	..	..	2	2	3	3	3	4	4	4	5	5
Juniors	..	..	..	1	1	1	2	2	2	2	3	3	3
Cadets. in addition, not to exceed..				1	1	1	2	2	3	3	3	3	3	

Reporters' Department: Salaries.

7. (a.) The minimum salaries payable to workers subject to this award shall be—

				Per Week.		
				£	s.	d.
Senior reporters	..	..	..	8	10	0
General reporters	..	..	..	7	0	0
Juniors, first year	..	..	..	4	10	0
Juniors, second year	..	..	..	5	0	0
Cadets, first year	..	..	..	1	15	0
Cadets, second year	..	..	..	3	0	0
Cadets, third year	..	..	..	3	15	0

(b.) Casual reporters engaged on the city reporting staff shall be paid as follows: Up to four hours' unbroken time in any one day, 15s.; over four hours' working-time in any one day, £1 5s.

Sub-editorial Department.

8. The sub-editor and first assistant shall be paid not less than the amount prescribed for senior reporters, and the second assistant sub-editor shall be paid not less than 10s. above the amount prescribed for general reporters. Where the staff of sub-editors and assistant sub-editors is three or more in number, one junior and one cadet sub-editor may also be employed at the rates prescribed for junior and cadet reporters.

Readers' Department: Rates of Pay.

9. The salaries of readers, revisers, and copyholders shall be:—

				Per Week.		
				£	s.	d.
First reader	..	..	..	6	10	0
Second reader	..	..	..	6	0	0
Third reader	..	..	..	5	15	0
Fourth reader	..	..	..	5	0	0
Reviser	..	..	..	3	0	0
Copyholders, first year	..	..	..	1	5	0
Copyholders, second year	..	..	..	1	10	0
Copyholders, third year	..	..	..	2	0	0

Hours of Work.

10. The hours of work for readers and revisers shall be forty-five weekly, with two weeks' holiday annually; or forty-two hours weekly with one week's holiday annually. Copyholders shall work the hours prescribed for readers and revisers, and shall be granted one week's holiday annually.

Readers, revisers, and copyholders shall be granted one clear day off in every seven days, and also one half-day off, from 12.30 p.m. in the case of evening newspapers, and in the case of morning newspapers from 6 p.m. till 10.30 p.m., or, alternatively, they may be granted three clear days off in fourteen days.

Overtime.

11. The rates of overtime for readers, revisers, and copyholders shall be as provided in clause 4 hereof.

General.

12. (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 the sporting (or 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 and 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.

(d.) In cases where temporary interchange of staff is necessary owing to holiday leave, sickness, or other cause, the employer shall have the right to make such interchange without making any additional payment.

(e.) 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.

Termination of Engagement.

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

Exemption.

14. Nothing in this award shall apply to a student taking a full course of study, including lectures in practical journalism at any university college, who may be employed for any period not exceeding three months in the year.

Under-rate Workers.

15. (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 Awards 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.

16. (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 9d. per week; also, only so long as the union shall not be associated with any other industrial union or association of such unions, or association of other workers except it be composed exclusively of journalists.

Scope of Award.

17. The operation of this award is limited to the staffs of the daily newspapers in the City of Wellington, and it shall apply only to the parties named herein, unless the Court hereafter shall order the same to apply to other parties.

Term of Award.

18. This award in so far as it relates to wages shall be deemed to have come into force on the 1st day of June, 1925, and so far as all the other conditions of this award are concerned it shall come into force on the day of the date hereof; and this award shall continue in force until the 1st day of June, 1927.

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 1st day of July, 1925.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

This award embodies, without alteration, an agreement of the parties.

F. V. FRAZER, Judge.