

## OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

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### (8315.) DUNEDIN JOURNALISTS.—AWARD.

In the Court of Arbitration of New Zealand, Otago and Southland 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 Dunedin Journalists' Industrial Union of Workers (hereinafter called " the union ") and the under-mentioned persons, firms, and companies (hereinafter called " the employers ") :—

The Evening Star Company (Limited), Dunedin.

The Otago Daily Times and Witness Company (Limited),  
Dunedin.

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 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 29th 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 6th day of August, 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 and whose duty it is to sub-edit personally, or by deputy, all news matter before it is sent to the printer to be set in type.

(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 staff 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.

#### *Hours of Work.*

2. (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 assignment or other duty to the time he or she has completed 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.) Prior to the completion of his day's work each reporter shall be informed of the time at which he is next required on duty. Should it become necessary after the diary is made up to allot 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 attendance on such new assignment.

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

(d.) No reporter on a morning newspaper engaged up to midnight shall be called on duty next day before 2 p.m. except in cases of special emergency.

#### *Overtime.*

3. Time worked in excess of forty-eight hours in any one week shall be overtime, and time off equivalent to the overtime may be allowed during the succeeding week. Overtime not thus compensated

for during the succeeding week shall be compensated for within fourteen days from the end of the week in which the overtime has been worked, at the rate of one hour and a half for each hour of the overtime, 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.

*Country Work and Parliamentary Correspondence.*

4. Work which takes a reporter into the country, and parliamentary special correspondence, shall be subject to such arrangement as may be agreed upon between the editor or his representative and the reporter undertaking the work.

*Sub-editorial Salaries.*

5. The minimum salaries payable to journalists engaged in sub-editorial work shall be as follows:—

	Per Week.		
	£	s.	d.
Sub-editor .. .. .	8	15	0
First assistant .. .. .	7	10	0
Second assistant .. .. .	6	10	0
Junior assistant at junior reporter's rates.			

Cadets (additional): Staff of three or fewer, one cadet; staff of more than three, two cadets.

*Reporters' Department.*

6. The minimum salaries payable to reporters shall be as follows:—

	Per Week.		
	£	s.	d.
Seniors .. .. .	8	10	0
Generals .. .. .	7	0	0
Juniors, first year .. .. .	4	10	0
Juniors, second year and thereafter .. .. .	5	0	0
Cadets, first year .. .. .	2	0	0
Cadets, second year .. .. .	2	15	0
Cadets, third year .. .. .	3	15	0

*Casual Reporters.*

7. 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.

*Proof-readers and Copyholders.*

8. Readers shall be paid not less than the minimum rates of wages and overtime, and shall work the hours and be subject to the conditions, other than holidays, prescribed for linotype operators in the Typographical award for the time being in force.

In lieu of the holidays prescribed in the Typographical award, readers shall be entitled to two weeks' holiday on the completion of each year of service.

First reader shall receive not less than 10s. per week above the minimum rate for readers.

				Per Week.		
				£	s.	d.
Copyholder, first year	..	..	..	1	5	0
Copyholder, second year	..	..	..	1	10	0
Copyholder, third year	..	..	..	2	0	0
Reviser ..	..	..	..	3	0	0

Revisers and copyholders shall work the same hours and be subject to the same conditions as prescribed for readers.

#### *Sporting Writers.*

9. 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 or athletic writing shall be paid according to his experience and qualifications.

#### *Sickness and Default.*

10. No deductions shall be made from the weekly wages fixed by this award except for time lost through the worker's sickness or default.

#### *Proportionate Grading.*

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

				Reporting Staff of					
				Five.	Six.	Seven.	Eight.	Nine.	Ten.
Senior	..	..	..	2	3	3	3	4	4
General	..	..	..	2	2	3	3	3	4
Junior	..	..	..	1	1	1	2	2	2
Cadets (additional)	..	..	..	1	1	1	2	2	3

#### *Holidays.*

12. (a.) All reporters regularly employed who are subject to this award shall be allowed one clear day off in every seven, and also one half-day off, from 1 p.m., in each seven days in the case of evening newspapers, and in the case of morning newspapers from 6 p.m., or earlier if possible, for reporters engaged on morning assignments. In no case shall the hours of work on the day on which the half-holiday is given be more than four, which shall be continuous.

(b.) Sub-editors and assistant sub-editors on evening papers shall be allowed at least one clear day off in every seven and one afternoon off in every seven; afternoons to be clear from 1 p.m. Sub-editors

and assistant sub-editors on morning papers shall be allowed at least three clear days off in every fourteen days.

(c.) The half-holiday shall not apply to general-election periods, which shall be computed as between the date of the prorogation of Parliament and the day after the election, both days inclusive.

(d.) All journalists regularly employed in sub-editorial and reporting work shall be allowed two weeks' holiday in each year on full pay, such holiday in every third year of service being increased to three successive weeks.

(e.) The employer may, on giving notice to the union, arrange that the sub-editor and the chief reporter, or the sub-editor and his first assistant, shall not be subject to subclauses (a) and (b) of this clause, but in that case they shall be granted not less than three weeks' holiday in each year.

(f.) 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.

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

#### *General Provisions.*

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

(b.) 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.

#### *Exemptions.*

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.

#### *Termination of Engagement.*

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

#### *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 one calendar month 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, 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.

*Under-rate Workers.*

17. (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.

*Scope of Award.*

18. The operation of this award is limited to the staffs of the daily newspapers published in the City of Dunedin, 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.*

19. This award in so far as it relates to wages shall be deemed to have come into force on the 29th 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 29th 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 6th day of August, 1925.

[L.S.]

F. V. FRAZER, Judge.

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MEMORANDUM.

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

F. V. FRAZER, Judge.

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