

## OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

## (10767.) OTAGO AND SOUTHLAND PRINTERS' MACHINISTS, LITHOGRAPHERS, BOOKBINDERS, ETC.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 9th day of March, 1935, between the Dunedin Printers' Machinists, Bookbinders, Lithographers, and Related Trades Industrial Union of Workers (hereinafter called "the union") of the one part, and the Otago Master Printers Industrial Association of Employers, Messrs. Whitcombe and Tombs, Ltd., Dunedin, and Stanton Bros., Ltd., Dunedin, Southland Master Printers Industrial Association of Employers, Southland Newspapers Industrial Association of Employers (hereinafter called "the employers") of the other part, whereby it is mutually agreed by and between the said parties hereto as follows, that is to say:—

1. That the terms, conditions, stipulations, and provisions contained and set out in the schedule hereto shall be binding upon the said parties, and they shall be deemed to be and are hereby incorporated in and declared to form part of this agreement.

2. The said parties hereto shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, stipulations, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this agreement or of the said terms, conditions, stipulations, and provisions, but shall in all respects abide by and perform the same.

## SCHEDULE.

*Hours of Work.*

1. (a) The hours of work shall not exceed forty-four per week for day-workers and forty-two for night-workers.

(b) The hours of work for day-workers shall be between 7 a.m. and 5.30 p.m. on five days of the week, and 7 a.m. and 12 noon on Saturdays; and in the newspaper departments between 6 a.m. and 6 p.m. on six days of the week.

(c) The hours of night-workers shall be—in job-printing offices, between 6 p.m. and 6 a.m., but not to exceed eight hours and a half nightly; in newspaper offices, as may be arranged, but not to exceed eight hours nightly, except on one night in the week, when eight hours and a half may be worked. All work done in excess of the hours mentioned and in excess of forty-two hours a week (exclusive of meal-hours) shall be paid for at overtime rates.

(d) In weekly-newspaper offices (with the consent of the union, which shall not be arbitrarily withheld), and in offices outside the four chief cities, the hours of work shall be arranged so as to meet the requirements of the employer's business, but so that no worker shall be required to work more than twelve working-hours (exclusive of meal-hours) in any day of twenty-four hours. Workers in a weekly-newspaper office in any one of the four cities required in pursuance of this subclause to work more than ten hours on the day upon which twelve hours' work is permissible shall, as compensation for any time worked in excess of ten hours and up to twelve hours, be allowed time and a half off, or, at the option of the employer, payment at time and a half rates in lieu thereof. "Time and a half" in either case shall mean 50 per cent. extra on the equivalent time or ordinary rate, as the case may be. The ordinary overtime clause shall operate in respect of time worked in excess of ten hours on that day.

#### Classification.

2. For the purpose of this award the Dominion shall be classified as follows: Class 1, cities and within a radius of ten miles of such cities, and towns with a population of over 6,000; class 2, cities and towns with a population of over 3,000 and up to 6,000; class 3, towns with a population not exceeding 3,000. This classification is based on the results of last census, and will be automatically altered on the taking of a new census.

#### Wages.

3. The following shall be the minimum rates of wages:—

(a) Journeymen letterpress machinists, transferers, hand-pressmen (other than newspaper and first-proof pullers), book-binders, paper-rulers, lithographic machinists, embossers, and multi-colour printers:—

				Per Week.		
				£	s.	d.
Class 1	..	..	..	..	4	12 3
Class 2	..	..	..	..	4	5 6
Class 3	..	..	..	..	4	0 0

(b) Cutters—

Class 1—

First year	..	..	..	..	2	14 0
Second year	..	..	..	..	3	3 0
Third year	..	..	..	..	3	12 0
Fourth year	..	..	..	..	4	1 0
Thereafter	..	..	..	..	4	12 3

Class 2—

7s. per week less than the above rates.

Class 3—	Per Week.		
	£	s.	d.
First year .. .. .	2	3	6
Second year .. .. .	2	12	0
Third year .. .. .	3	0	6
Fourth year .. .. .	3	9	0
Thereafter .. .. .	4	0	0

(c) Rotary lithographic, rotary offset machinists, two-colour offset automatic machinists, and zinc-transferers shall be paid 5s. extra per week. Letterpress printers while employed on Kelly presses and all automatic letterpress-printing machines above the size of a 17/22 Kelly shall also receive at least 5s. per week above ordinary rates, provided they have had three months' experience on Kelly presses or machines.

(d) Rotary newspaper machinists:—

In the four cities—	Per Week.		
	£	s.	d.
Head of department, by arrangement.			
First machinists .. .. .	4	12	3
Assistant machinists .. .. .	3	16	6
Outside the four cities—			
Head machinist .. .. .	4	12	3
Assistant machinists .. .. .	3	16	6

(e) Stereotypers—

In the four cities—			
Head of department by arrangement.			
Stereotypers .. .. .			
	4	12	3
Outside the four cities—			
Stereotyper .. .. .			
	4	12	3
Assistants .. .. .			
	3	16	6

(f) Flat-bed reel machinists—

Class 1 .. .. .	4	12	3
Class 2 .. .. .	4	5	6
Class 3 .. .. .	4	0	0

(g) General hands in rotary machine and stereo departments with less than three years' experience .. .. .

3 13 0  
3 15 9

Ditto with three years' or more experience

(h) Juniors in stereo and rotary-machine departments—

In the four cities—			
First year .. .. .	1	18	3
Second year .. .. .	2	2	9
Third year .. .. .	2	14	0
Outside the four cities—			
First year .. .. .	1	13	9
Second year .. .. .	1	18	3
Third year .. .. .	2	7	3

(i) Night-workers in all these classes shall be paid 10 per cent. extra, with a maximum of 8s. 6d. per week added to the day wages above prescribed. Junior night-workers shall be paid 4s. 6d. per week added to the respective day wages prescribed in this award.

(j) A journeyman employed in different kinds of work shall be subject to the provisions and be paid the wages designated for the special work in which he is substantially engaged.

(k) Subject to the provisions of the Workers' Compensation Act, no deduction shall be made from the weekly wage fixed by this award except for time lost through the worker's sickness or default, or through accident to the worker not arising out of and in the course of employment.

#### *Casual Workers.*

4. A casual worker is a worker who is employed for a period of less than one week. Every such worker shall be paid at the rate of 10 per cent. above award rates, with a minimum of eight hours' payment, except on Saturday when the minimum shall be four hours.

#### *Female Workers.*

5. (a) The minimum wage for all females engaged in any branch of the trade shall be—

		Per Week.		
		£	s.	d.
For the first six months	.. ..	0	12	6
For the second six months	.. ..	0	17	6
For the third six months	.. ..	1	2	6
For the fourth six months	.. ..	1	7	6
For the third year	.. ..	1	12	6
For the fourth year	.. ..	1	17	6
For the fifth year	.. ..	2	2	6
Thereafter	.. ..	2	7	6

(b) All female workers shall be allowed the holidays hereinafter provided for, and no deduction therefor shall be made from the weekly wage fixed herein, but, subject to the provisions of the Workers' Compensation Act, deductions may be made for time lost through sickness or default of the worker, or through accident to the worker not arising out of and in the course of employment. No girl at present employed shall have her wages reduced as long as she remains with her present employer.

#### *Overtime.*

6. (a) All overtime beyond the hours herein prescribed shall be paid for at the rate of time and a half for the first three hours, and double rates thereafter.

(b) The question of discrimination in regard to the allocation of overtime shall be a matter of consultation between the employer and the representative of the workers.

(c) All time worked on Sundays, Good Friday, or Christmas Day shall be paid for at the rate of double time. The rate for the other holidays prescribed in clause 8 hereof shall be time and a half.

7. All work done on Saturday night special editions shall be paid for at the rate of 3s. 3d. per hour, or at piecework rates, at the option of the employer, with a minimum of 6s. 6d., including tea-money. Workers who are usually employed as pieceworkers shall be paid on the basis of their average output, or at the rate of 4s. 6d. per hour, with, in either case, a minimum of 8s. including tea-money.

#### *Automatic Machines.*

7A. In all factories where automatic machines are used apprentices shall be given six months' training on these machines in their last two years of apprenticeship.

#### *Holidays.*

8. (a) The following days shall be observed as holidays: New Year's Day, Anniversary Day (if observed as a general holiday), Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Christmas Day, and Boxing Day.

(b) If any of the specified holidays shall be observed on any other day, such other day shall be deemed to be the holiday for the purpose of this award.

(c) All workers shall be granted one week's holiday on full pay on completion of each year of service and at a time to be determined by the employer. All workers leaving their employment shall be granted a relative proportion of the week's holiday when the completed period of service is six months or more within the year for which such holiday becomes due, or the equivalent in pay. Any employee who, while on holiday, works for another employer, shall forfeit his holiday pay.

(d) It shall be optional for an employer in lieu of paying overtime rates to workers in respect of work done on holidays other than Good Friday and Christmas Day to add one day on full pay to the annual holiday of such workers for each holiday so worked.

#### *Payment of Tea-money.*

9. When a worker has to come back after the completion of the day's or night's work and notice has not been given before

noon of that day in the case of a day-worker in a printing office, or before ceasing work for the lunch-hour on that day in the case of a worker on a newspaper, or before midnight in the case of a night-worker, that he or she shall be required to work overtime, tea-money shall be paid—not less than 2s. in the case of adult male workers or 1s. in the case of females or juniors. Such tea-money shall also be paid if an interval of two and a half hours shall elapse between the time of leaving work and the time for resuming work.

*Proportion of Workers.*

10. Where one, two, or three stereotypers are permanently employed, one general hand (or assistant) and one junior may be employed. In all other cases, the number of general hands (or assistants) shall be at least one less than the number of stereotypers, including the head of the department, and the number of juniors shall be at least one less than the number of general hands (or assistants). Apprentices may be employed instead of juniors. General hands and juniors shall not necessarily be exclusively employed in the stereotyping department.

*Rotary-machine Department.*

11. (a) "Rotary-machinist" shall mean one who is competent to take full charge of a rotary newspaper-printing machine and to make all necessary adjustments, produce well-printed newspapers, and run such machine in a thoroughly workmanlike manner.

(b) "Rotary-machinist's assistant" shall mean one who assists the rotary-machinist to produce the newspaper. Rotary-machinist's assistants shall not necessarily be employed exclusively in the rotary-machine department.

(c) "General-hand" shall mean one who is engaged in oiling, damping, unpacking, moving paper, and making himself generally useful.

*Feeders.*

12. Male feeders may be employed at such wages as may be agreed upon between such worker and his employer (in addition to female feeders, whose wages shall not be less than those defined in clause 5 of this award for female workers). Their work on the machine shall be limited to oiling, feeding, and cleaning machines, washing rollers, lifting formes, paper, and rollers on or off the machine; assisting the machinist, or other general work required in the office. The feeder shall not alter the adjustments of the machine, except such as are necessary in

washing-up or starting and stopping the machine. They shall not do any making ready. All male feeders to be notified when engaged that they are taken on as feeders only.

*Definition of Work.*

13. (a) The following shall be considered the work of journeymen bookbinders:—

- (1) Pressing (excluding bundling) before the work is sewn.
- (2) Rolling, sawing, clothing, boarding, making backs, and hollows, drawing leather on backs and siding in half- or full-bound work.
- (3) Gilding and marbling.
- (4) Cutting and bevelling boards.
- (5) Cutting leather, hollow linings, and all binding material, when material for less than fifty books is prepared at one time.
- (6) Making leather cases, and casing in heavy work.
- (7) Paring leather for less than thirty books at one time, cornering boards.
- (8) Half-bound work, foolscap, of four quires and upwards.
- (9) Map or plate mounting on boards or calico, including sizing and varnishing.
- (10) Pocketbook and wallet work.
- (11) Making joints.
- (12) Blocking.
- (13) Finishing and assisting finishing and laying gold leaf for orders of not more than twenty-four.
- (14) Loose-leaf ledger case work.
- (15) Casemaking by hand in connection with forwarding of book work of demy quarto and larger sizes, and casemaking by hand hitherto prescribed for journeymen, including work carried out in cloth which was formerly done in leather.

(b) The making of joints for stock orders of books in quantities of 200 or over in each size up to demy folio shall not be included in journeymen's work.

(c) Post octavo and smaller books bound in cloth shall not be included in journeymen's work.

(d) The following shall be considered to be the work of journeymen paper-rulers; paper-ruling (except feeding and flying, faint, faint and common ruling, stock letter-heads, and bill-heads).

(e) All cutting shall be done by bookbinders or cutters.

(f) All work now done by females shall be considered as proper work for female employees.

*Bronzing.*

14. Workers engaged on bronzing and dusting off shall be supplied with the necessary safeguards as prescribed in regulations issued by the Labour Department. No worker shall be required to work on hand-bronzing or dusting off for more than four hours in any day.

*No Limit to Number of Machines.*

15. Employers are not limited as to the number of machines which are to be worked by any journeyman, except that on each cylinder machine of double demy and larger used in letterpress and lithographic printing one journeyman or apprentice shall be employed while the machine is in operation. Each employer shall have full discretion in the management and arrangements of the work and machines in his factory, and he may make such regulations, not inconsistent with the provisions of this award, as he may think necessary for the proper working of his business.

16. No objection shall be made to any employer making use of such time records or other means as shall enable him to ascertain the cost of work done.

*Notice.*

17. Any journeyman or woman employed for two consecutive months in any office shall be entitled to one week's notice that his or her services are dispensed with, and any such journeyman or woman leaving his or her employment shall likewise give one week's notice: Provided that nothing herein contained is to affect the right of an employer to dismiss without notice any worker guilty of such misconduct as would at common law justify the immediate dismissal of such worker.

*Piecework.*

18. Provided that the local union and the employer are in agreement, piecework may be worked, but the rate for such work shall be such as to enable the worker to earn not less than 15 per cent. above the minimum rate of wages herein provided. If the union and the employer cannot come to an agreement as to piecework, or as to the rate thereof, such question shall be settled in the manner provided in clause 19 hereof. This clause shall not apply to lithographic or letterpress machinists.

*Disputes.*

19. The essence of this award being that the work of the employers shall not on any account whatsoever be impeded, but

shall always proceed as if no dispute had arisen, it is provided that if any dispute or difference shall arise between the parties bound by this award or any of them, as to any matter whatsoever arising out of or connected therewith, and not specially dealt with in this award, every such dispute or difference shall be referred to a Committee in the industrial district in which the dispute arises, each Committee to be composed of two representatives of each side, together with an independent chairman to be mutually agreed upon, or, in default of agreement, to be appointed by the Conciliation Commissioner for the district. Either side shall have the right to appeal to the Court against a decision of any such Committee upon giving the other side written notice of such appeal within fourteen days after such decision has been made known to the party desirous of appealing. Should a question arise as to where work shall be performed, the same shall be decided by the Committee mentioned herein. This clause shall also apply to the female section of this award.

*Preference. Males.*

20. (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. The provisions of this subclause relating to the dismissal of workers shall apply, with equal effect, to any worker coming within the scope of this award engaged since the 27th day of June, 1927, but before the coming into force of this award, who is not a member of the union during the currency of this award.

(b) The provisions of this 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 1s. per week, and such fines as may be lawfully imposed upon him for non-attendance without excuse at a specially called meeting of the union, of which written notice has been given to him or sent to him by post at his last address as notified by him to the union, or for misconduct at a

meeting of the union, or for being more than three months in arrear, without reasonable excuse, in his contributions to the union: Provided that the maximum fine shall not exceed 2s. 6d. for non-attendance at a meeting of the union or for being in arrear with his contributions, and £1 for misconduct at a meeting of the union.

*Preference. Females.*

21. (a) Upon completion of two years of service in one or more branches of the industry covered by this award, a female worker over eighteen years of age may be required by the secretary of the union to become a member thereof, and if she shall fail or neglect to become a member thereof within fourteen days after the receipt of such notice, the employer shall dismiss such worker from his service if requested to do so by the union, provided there is then a female 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 female 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 2s. 6d., upon a written application, without ballot or other election, and so to continue a member upon payment of subsequent contributions not exceeding 6d. per week.

(c) When a female worker has entered her third year of service she shall be considered as having definitely adopted the class of work covered by the award as her calling, and then only shall she be given the preference of employment under the conditions prescribed in subclause (a) hereof.

*Under-rate Workers.*

22. (a) Any worker who considers himself unable to earn 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 to the secretary of the union, who shall forward such application to the Committee set up under clause 19.

(b) Such permit shall be for such period, not exceeding six months, as the Committee 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 her or him to have his or her wages again fixed in the manner prescribed by this clause.

(c) 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.

(d) 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.*

23. This award shall operate throughout all the industrial districts of Otago and Southland.

*Term of Award.*

24. This award shall come into force on the 1st day of April, 1935, and shall continue in force until the 31st day of March, 1936.

25. If during the currency of this award any increase in wages is given to the New Zealand Federated Printing Trades Unions, the same increase shall apply to this award.

Signed on behalf of the Otago Master Printers' Industrial Association of Employers—

R. HANNING, Secretary.

Signed on behalf of Messrs. Whitcombe and Tombs, Ltd., Dunedin—

GERALD WHITCOMBE, Manager.

Signed on behalf of Messrs. Stanton Bros., Ltd.—

A. L. STANTON, Managing Director.

Signed on behalf of the Southland Master Printers Industrial Association of Employers—

FRANK A. WEBB, Secretary.

Signed on behalf of the Southland Times Co., Ltd.—

ROBT. GILMOUR, Managing Director.

Signed on behalf of the Southland News Co.—

E. ABBEY JONES, General Manager.

Signed on behalf of the Dunedin Printers' Machinists, Bookbinders, Lithographers, and Related Trades Industrial Union of Workers—

W. J. M. WILSON, Secretary.

Dated at Dunedin this 26th day of March, 1935.