

CANTERBURY INDUSTRIAL DISTRICT.

(10817.) CHRISTCHURCH JOURNALISTS.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925; and in the matter of an industrial dispute between the Christchurch Journalists' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

The Canterbury Newspaper Proprietors' Industrial Union of Employers, Christchurch.

The Christchurch Press Co., Ltd., Christchurch.

The Christchurch Times Co., Ltd. (New Zealand Newspapers, Ltd.), Christchurch.

The Sun Newspapers, Ltd., Christchurch.

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 1st day of April, 1936, and thereafter as provided by subsection (1) (d) of section 89 of the Industrial Conciliation and Arbitration Act, 1925.

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 13th day of June, 1935.

[L.S.]

E. PAGE, Judge.

SCHEDULE.

Exemptions.

1. Editors, news-editors, chief sub-editors, and chiefs of reporting staffs shall be deemed to be executive agents of the employers outside the scope of this award, and shall not be eligible for membership to the Journalists' Union.

Interpretation.

2. (a) A "journalist" is one regularly employed on the literary staff of a newspaper, published by the employers, to report news, sub-edit copy, or write matter for publication.

(b) A "sub-editor" is a journalist who sub-edits news matter under the direction of the chief sub-editor.

(c) A "reporter" is a journalist who is assigned duty by the chief of staff, or his deputy, and who performs his regular and adequate share of the reporting-work of the newspaper on which he is employed.

(d) A "cadet" is one who is being trained as a journalist on the reporting staff of a newspaper. The period of training shall be four years. If a cadet has previously been employed in the reading department, half the period of such employment shall be regarded as part of his period of cadetship.

(e) A "sporting writer" is a journalist who is occupied principally upon racing and trotting or field and other sports.

(f) 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.

(g) 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 four weeks, shall be subject to a week's notice of termination on either side. If he is employed for more than eight weeks continuously, he shall be placed on the permanent staff and graded accordingly.

(h) A "reader" is one substantially engaged as a corrector of printed matter in proof form.

(i) A "reviser" is an assistant in the reading department substantially engaged in checking compositors' corrections and may perform the duties of a reader when required.

(j) A "copyholder" is one regularly employed as a reader's assistant. After four years' experience a copyholder shall be deemed qualified as a "reader."

Reporters' Assignment-book.

3. The reporters' assignment-book, setting out the duties allotted to reporters, shall be made up daily, not later than 9 a.m. in respect of work for an evening paper, and by 10 p.m. on the day prior to that to which the entries refer in the case of a morning paper.

Hours.

4. (a) The hours of sub-editors, reporters, and cadets, calculated on actual work for the office, shall not exceed forty-eight per week, and time in excess of forty-eight hours in a week shall be regarded as overtime. The hours of work shall be calculated continuously from the time the member of the staff commenced 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 or cadet's time is at his or her own disposal, such break shall not be included in the computation of the working-hours of the day. In no case shall there be more than one such break in the day's work.

(b) After concluding the day's work a reporter shall not be called on duty within ten hours of signing off except in cases of special emergency.

(c) Work which takes a reporter into the country, and parliamentary special correspondence, shall be subject to special arrangement regarding the computation of hours.

(d) The hours for readers, revisers, and copyholders shall not exceed forty-five hours per week, and time worked in excess of forty-five hours shall be regarded as overtime.

(e) Time-books shall be kept in each department, and shall, as far as possible, be signed daily by each sub-editor, reporter, cadet, or reader when actually coming on duty and going off duty.

Overtime.

5. At the end of each weekly period the overtime accruing shall be computed, and shall be compensated for within fourteen days of the day of computation by time off equal to the overtime worked, or if not compensated for by time off within fourteen days it shall be paid for in cash at the rate of time and a half.

Salaries.

6. (a) All reporters regularly employed on the staffs of the papers which are parties to this award shall be listed for salary purposes in three grades, and one-third of the staff in each case shall be paid the salary agreed upon for each grade.

(b) When the total number on the regular staff is not equally divisible by three, and leaves one over, the number in Grade I shall be increased accordingly; when there are two over, one shall be included in Grade I and the other in Grade II.

(c) The number of cadets in the reporting department shall not exceed the number of journalists listed in Grade III. A cadet who has completed his period of training may continue to be employed at the salary provided for fourth-year cadets, pending a vacancy on the graded staff. Two cadets may be employed on the sub-editorial staffs of each paper.

(d) The following minimum salaries shall be payable:—

				Per Week.		
				£	s.	d.
Grade I	..	..	..	7	13	0
Grade II	..	..	..	6	6	0
Grade III	..	..	..	4	10	0
Cadets—						
First year	..	..	..	1	5	0
Second year	..	..	..	1	15	0
Third year	..	..	..	2	10	0
Fourth year	..	..	..	3	10	0

(e) A list of the names of the graded staff in their respective divisions, together with any alterations which may be made from time to time by the employer, shall be recorded by the chief of staff on a special page in the reporters' assignment-book, and shall be open to inspection by the president or secretary of the Journalists' Association.

(f) The minimum salaries payable per week to journalists engaged on sub-editorial work shall be—

				Per Week.		
				£	s.	d.
Sub-editor	..	..	..	7	17	6
First assistant	..	..	..	6	19	6
Second assistant	..	..	..	6	6	0
Junior assistant, at Grade III reporter's rate.						

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

(g) A woman journalist of four years' experience shall receive a salary not less than that of Grade III. Under four years' experience, not less than cadet rates.

(h) The minimum salaries payable to readers, revisers, and copyholders subject to this award shall be—

			Per Week.		
			£	s.	d.
Head reader (night) .. .. .	..	..	5	17	0
Head reader (day) .. .. .	..	..	5	8	0
Reader (night) .. .. .	..	..	5	8	0
Reader (day) .. .. .	..	..	4	19	0

Where readers are at present receiving higher rates than those above specified, they shall not be reduced during the term of this award.

			Per Week.		
			£	s.	d.
Reviser (night) .. .. .	..	..	3	6	0
Reviser (day) .. .. .	..	..	3	0	0
Copyholders—					
First year (night) .. .. .	..	..	1	2	0
First year (day) .. .. .	..	..	1	0	0
Second year (night) .. .. .	..	..	1	13	0
Second year (day) .. .. .	..	..	1	10	0
Third year (night) .. .. .	..	..	2	4	0
Third year (day) .. .. .	..	..	2	0	0
Fourth year (night) .. .. .	..	..	2	15	0
Fourth year (day) .. .. .	..	..	2	10	0

(i) In the event of a reporter from a centre other than Wellington being employed in Wellington during the parliamentary session, he shall receive an allowance of £3 per week in addition to his ordinary salary.

Holidays.

7. (a) Reporters and cadets shall 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).

(b) 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.

(c) Sub-editors shall be allowed at least one clear day off in every seven, and one afternoon off in every seven; or, in the alternative, at least three clear days off in every fourteen days.

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

(e) The employer shall not be obliged to give half-holidays in the period of fourteen days prior to a general election of members of the House of Representatives.

(f) All journalists and cadets regularly employed shall be entitled to two weeks' vacation annually on full pay. Such annual leave shall be arranged with the editor to suit the convenience of the office. Sub-editors and journalists in Grade I and in Grade II shall have one week extra added to their annual leave.

(g) Readers and revisers and copyholders shall be entitled to two weeks' vacation annually on full pay.

Interchange of Duties.

8. (a) The duties of the members of the staff shall be allotted by the editor or chief of staff at his discretion irrespective of the journalist's grading, and no exception shall be taken by a journalist to his assignment.

(b) Where a rearrangement of duties is necessary on account of sickness, annual leave, or other cause, the employer may interchange the duties of any member of the staff without incurring any liability for additional payment.

Casual Work.

9. Journalists may be employed on casual assignments which cannot be conveniently covered by the regular staff. In all such cases the remuneration shall not be less than 2s. 6d. per hour, with a minimum of two hours' work.

Temporary Employment.

10. The employer shall have the right to supplement the regular staff by the employment of a journalist temporarily at a salary not less than that payable in Grade II, but should the employment extend over the period of eight weeks such journalist shall be deemed to be on the regular staff and shall be placed on the graded list.

Termination of Employment.

11. The employment of a journalist or reader may be terminated by not less than four weeks' notice on either side. In the case of cadets, copyholders, and revisers the period shall be not less than two weeks.

Sickness and Default.

12. The employer shall not be obliged to pay for the time lost through the employee's sickness or default.

Disputes.

13. If any dispute shall arise between the parties to this award as to its construction or meaning, such dispute shall be

referred to a Disputes Committee consisting of a representative of the employer concerned, a representative of the Journalists' Union, and a third party acceptable to both. The decision of the Disputes Committee shall be binding on the parties: Provided that nothing in this clause shall prejudice any party to this award in seeking redress for any breach by the ordinary process of law.

Under-rate Workers.

14. (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.

15. (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 thirty 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 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 9d. per week, and such fines as may be lawfully imposed on him for non-attendance without reasonable 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.

Scope of Award.

16. This award shall operate in the City of Christchurch.

Term of Award.

17. This award, in so far as it relates to wages, shall be deemed to have come into force on the 1st day of April, 1935, 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 April, 1936.

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 13th day of June, 1935.

[L.S.]

E. PAGE, Judge.

MEMORANDUM.

The only matter referred to the Court related to under-rate workers. In other respects the award embodies the recommendations of the Conciliation Council, which the parties agreed to accept.

E. PAGE, Judge.