

OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

(10825.) DUNEDIN JOURNALISTS.—INDUSTRIAL AGREEMENT.

THE industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 23rd day of May, 1935, between the Otago Daily Times and Witness Newspapers Co., Ltd., and the Evening Star Co., Ltd., both of Dunedin (hereinafter called "the employers"), of the one part, and the Dunedin Journalists' Industrial Union of Workers (hereinafter called "the union"), of the other part. Whereby it is mutually agreed by and between the said assessors as follows:—

Interpretation.

1. (a) 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) 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.

(c) A "cadet" is one who is in training for a journalist by assisting on the reporting staff or on the sub-editorial staff, but who has not had five years' experience.

(d) A "reader" is one who is engaged substantially as a corrector of printed matter in proof form intended for publication in a daily newspaper. Employment in the reading department may, by arrangement between the parties concerned, be deemed part of a journalist's training. Otherwise it shall not be included in the period of five years referred to above.

(e) 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.

(f) A "reader's" assistant is one regularly employed to assist the reader by holding copy.

Exemptions.

2. The provisions of this agreement, except where clauses are specifically limited in their operation, shall include in their scope assistant sub-editors (other than the sub-editor and one assistant sub-editor 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, assistant sub-editors, sporting and other departmental writers shall be exempted from the staff-grading clause of this agreement.

Reporters' Assignment-book.

3. The reporters' assignment-book, setting forth the work allotted to members of the reporting staff, shall be made up as far as possible not later than 10 p.m. daily prior to the day to which the entries refer, or, in the case of an evening paper, not later than 9 a.m. on the day to which the entries refer.

Hours.

4. (a) The hours of reporters, assistant sub-editors, and cadets, calculated on actual work for the office, shall not exceed forty-eight per week, and time in excess 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 to the time he or she has completed the day's work: Provided that in the case of reporters and cadets, if there is a break of two hours or more during which the reporter'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) The time-book shall, as far as possible, be entered up daily by each member of the staff.

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

Proof-readers and Readers' Assistants.

5. Readers shall work the hours and be subject to the conditions, including holidays, prescribed for linotype operators in the typographical award for the time being in force. The head reader shall receive an additional week's holiday.

(a) The minimum salaries payable to readers shall be—for day work £4 19s. per week; for night work, £5 8s. per week. Chief reader—for day work, £5 8s. per week; for night work, £5 17s. per week. For revisers on day work, £3 per week; on night work, £3 6s. per week.

	Night.		Day.	
	Per Week.		Per Week.	
	s.	d.	s.	d.
For readers' assistants—				
First year	20	0	17	6
Second year	30	0	27	6
Third year and thereafter ..	40	0	37	6

but the present wages of readers' assistants shall not be reduced during the currency of this agreement.

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

Overtime.

6. Time worked by journalists in excess of forty-eight hours in any week shall be deemed to be overtime, and equivalent time off may be allowed during the succeeding week. Overtime not thus compensated for shall be remunerated in cash at a rate which exceeds the journalist's ordinary remuneration by one-half.

Salaries.

7. (a) All reporters regularly employed on the staff of the papers which are parties to this agreement shall be listed for salary purposes in three grades, and one-third of the staff in each case shall be paid not less than the salary agreed upon for such grade.

(b) When the total number of the regular staff is not equally divisible by three, and leaves one over, the number of senior reporters shall be increased accordingly; when there are two over, one shall be included as a senior reporter and the other as a general reporter. The employer shall omit women journalists, sporting writers, and cadets in the compilation of the graded staff.

(c) The number of cadets in all departments shall not exceed the number of reporters listed as juniors. A cadet who has completed his period of training may continue to be employed at the salary provided for the fifth-year cadets, pending a vacancy on the graded staff.

(d) The following minimum salaries shall be payable—

	Per Week.		
	£	s.	d.
Senior reporters	7	13	0
General reporters	6	6	0
Junior reporters	4	10	0
Cadets: First year, £1 2s. 6d.; second, £1 12s. 6d.; third, £2 7s. 6d.; fourth, £2 15s.; fifth year and thereafter £3 10s. But the present wages of cadets now employed shall not be reduced during the currency of this agreement.			

(e) Women journalists of not less than five years' experience, fully employed by the office, shall receive a salary of not less than that payable to junior reporters; for any assistant under five years' experience the salary shall not be less than is provided for cadets.

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

Sickness and Default.

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

Holidays.

9. (a) All sub-editors, assistant sub-editors, reporters, and cadets regularly employed shall be allowed one clear day off in every seven, and also one half-day in every seven. Four hours' continuous duty shall be deemed to be half a day's work; on morning papers the half-day's work shall be completed by 6 p.m.

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

(c) All journalists regularly employed, and any cadet who has completed three years' training, shall be entitled to two weeks' vacation annually on full pay; other cadets one week. Such annual leave shall be arranged with the sub-editor to suit the convenience of the office. Sub-editors and their first assistants and senior and general reporters at present employed shall not have their annual vacation reduced during the currency of this agreement.

Interchange of Duties.

10. (a) The duties of members of the reporting staff shall be allotted by the editor, sub-editor, or person duly authorized, at his discretion irrespective of the reporter's grading, and no exception may be taken by the reporter 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 members of the staff without incurring any liability for additional payment.

Casual Work.

11. Casuals 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. This does not apply to any one not actually a reporter who is employed to supply a casual report of any kind.

Temporary Employment.

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

Termination of Employment.

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

Under-rate Workers.

14. The Arbitration Court's usual clause.

Term of Agreement.

15. This agreement shall come into force on the date of the making thereof as specified herein, and shall be for a term of one year, but it is agreed by the parties hereto that the increase of salaries herein provided for shall be paid as from the 12th day of May, 1935.

In witness whereof the parties hereto have executed these presents the day and year first before written.

Otago Daily Times and Witness Newspaper Co.,
Ltd.—

WM. EASTON, General Manager.

Evening Star Co., Ltd.—

C. S. SMITH, Director.

Dunedin Journalists' Industrial Union of
Workers—

[L.S.]

E. C. ISAACS, President.

Witness—S. Ritchie, Conciliation Commissioner.