

TIMARU 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 companies (hereinafter called "the employers") :—

Timaru Herald Company, Ltd., Timaru.

Timaru Post Company, Ltd., Timaru.

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 28th day of February, 1938, 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 May, 1937.

[L.S.]

E. H. NORTHCROFT, Judge.

SCHEDULE.

Exemptions.

1. (a) Nothing in this award shall apply to editors, associate editors, or women engaged in children's or social sections.

(b) Nothing in this award shall apply to persons employed as correspondents or contributors, to persons employed as representatives in towns other than Timaru, or to any 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.

Interpretation.

2. (a) Journalist: A "journalist" is one, other than an editor, who is solely employed on the literary staff of a daily newspaper as a sub-editor, assistant sub-editor, and/or reporter, and who takes his regular and adequate share of the work of the newspaper on which he is employed.

(b) Cadet: A "cadet" is one who is in training for journalism but who has not had five years' experience.

(c) Casual reporter: A "casual reporter" is a journalist who is engaged occasionally for reporting work. This definition shall not apply to any one not actually a journalist who is employed to supply a casual report of any kind.

(d) 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. If he is employed for more than three months continuously he shall be placed on the permanent staff and graded accordingly.

(e) Reader: A "reader" is one solely engaged as a corrector of printed matter in proof form for publication in a daily newspaper.

(f) Copyholder: A "copyholder" is one substantially engaged as a reader's assistant.

Hours of Work.

3. (a) The hours for journalists shall be calculated on actual time taken upon work for the office, and shall as far as possible not exceed forty-six per week. Where time worked in any weekly period exceeds forty-six hours the employer may allow equivalent time off therefor during the next succeeding two weeks up to a period of six hours, but any time not so allowed off and/or any time worked in excess of fifty-two hours in any weekly period shall be treated as overtime, and shall be paid for at the rate of time and a half.

(b) Work which takes a reporter away from Timaru shall be subject to special arrangement regarding the computation of hours.

(c) Time occupied by work for which a journalist receives payment in addition to his salary shall be excluded from the computation of time worked.

Time-books.

4. The employer shall provide a time-book accessible to all workers covered by this award, and such book shall show the hours worked by each worker in each day and weekly period, together with the particulars of all time worked in excess of forty-six hours per week and also time allowed off.

Reporters' Assignment-book.

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

Grading of Journalists.

6. In order to regulate the payment of salaries, journalists shall be classified in three grades in the proportion set out below, but such classification shall not necessarily be considered in the allocation of duties:—

	Staff of—					
	One.	Two.	Three.	Four.	Five.	Six.
Grade I .. ..	..	..	1	1	2	2
Grade II	1	1	1	2	2	2
Grade III .. ..	..	1	1	1	1	2

Up to three journalists, one cadet; an additional cadet for every three or fraction of three journalists after the first three.

Salaries.

7. (a) The following shall be the minimum salaries per week to be paid respectively to workers hereinafter specified:—

Journalists—				£	s.	d.
Grade I .. ..	..	..	..	7	10	0
Grade II .. ..	..	..	..	6	7	6
Grade III, 1st year ..	..	..	..	4	0	0
Thereafter .. ..	..	..	..	5	0	0
Cadets—						
First year .. ..	..	..	..	1	5	0
Second year .. ..	..	..	..	1	15	0
Third year .. ..	..	..	..	2	5	0
Fourth year .. ..	..	..	..	2	15	0
Fifth year and thereafter ..	..	..	..	3	5	0

A cadet who has completed five years' service may continue to be employed as such until a vacancy occurs on the graded staff.

Readers—				£	s.	d.
First year .. ..	..	..	..	4	7	6
Second year and thereafter ..	..	..	..	4	15	0

Readers regularly employed on night work shall receive 10 per cent. extra.

Copyholders—				£	s.	d.
First year .. ..	..	..	..	1	0	0
Second year .. ..	..	..	..	1	7	6
Third year .. ..	..	..	..	1	15	0

A copyholder after completing three years' service may be promoted to a cadetship and shall be treated as a third year

cadet: Provided, however, that workers of the age of twenty-one years and upwards shall be paid not less than the basic wage for the time being prevailing.

(b) Subject to the provisions of the Workers' Compensation Act, no deduction shall be made from the weekly salary 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 the employment.

(c) A casual journalist engaged on the staff shall be paid as follows: Up to four hours' unbroken time in any one day, 12s. 6d.; over four hours and not exceeding eight hours' unbroken time in any one day, £1; any time worked over eight hours in any one day, at overtime rates.

(d) A temporary journalist shall be paid the rates prescribed for a Grade I, Grade II, or Grade III journalist as agreed upon between the journalist and the employer.

General Provisions.

8. (a) 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.

(b) Where a re-arrangement 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.

Holidays.

9. (a) All workers covered by this award shall be allowed one clear day off in seven, and except during any parliamentary election campaign in the district of circulation, one half-day off in each week. Work on the day of the half-holiday shall be completed by 1 p.m. in the case of evening papers and by 6 p.m. in the case of reporters only, on morning papers. By arrangement one clear day may be substituted for two half-holidays.

(b) All workers covered by this award shall be allowed two weeks' holiday on full pay each year. Journalists shall, in addition, be allowed time off equivalent to the hours worked on Christmas Day, New Year's Day, Good Friday, and Anzac Day, and by arrangement such time off may be added to the annual holiday.

(c) Reasonable notice shall be given of all holidays. In the case of a full or a half-day off, notice shall be given in the reporters' assignment-book on the day prior to that on which the day or half-day is to be given.

(d) Holidays shall be arranged by the employer to suit the convenience of the office.

Termination of Employment.

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

Expenses.

11. Reasonable out-of-pocket expenses, including the cost of meals when such is incurred through the exigencies of office work, shall be allowed to journalists. Claims for such expenses shall be rendered within one week of their being incurred.

Workers to be Members of Union.

12. (a) It shall not be lawful for any employer bound by this award to employ or to continue to employ in any position or employment subject to this award any adult person who is not for the time being a member of an industrial union of workers bound by this award or who is not for the time being a member of a trade-union which was registered as such before the 1st day of May, 1936, and which is bound by this award:

Provided, however, that any non-unionist may be continued in any position or employment by an employer bound by this award during any time while there is no member of a union bound by this award who is available to perform the particular work required to be done and is ready and willing to undertake it.

(b) For the purposes of subclause (a) of this clause a person of the age of eighteen years or upwards and every other person who for the time being is in receipt of not less than the minimum rate of wages prescribed by this award for workers of the age of twenty-one years and upwards shall be deemed to be an adult.

(NOTE.—Attention is drawn to subsection (4) of section 18 of the Industrial Conciliation and Arbitration Amendment Act, 1936, which gives to workers the right to join the union.)

Under-rate Workers.

13. (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.

14. The operation of this award is limited to the parties named herein, 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.

15. This award, in so far as it relates to wages, shall be deemed to have come into force on the 1st day of March, 1937, 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 28th day of February, 1938.

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 May, 1937.

[L.S.]

E. H. NORTHCROFT, Judge.

MEMORANDUM.

The only matter referred to the Court related to under-rate workers. In other respects the award embodies the recommendations arrived at by the assessors in Conciliation Council.

E. H. NORTHCROFT, Judge.