

NELSON JOURNALISTS.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 28th day of June, 1937, between the Nelson Journalists' Industrial Union of Workers of the one part, and R. Lucas and Son (*Nelson Mail*) of the other part, whereby it is mutually agreed by and between the parties hereto as follows, that is to say:—

SCHEDULE.

Exemptions.

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

(b) Nothing in this agreement shall apply to persons employed as correspondents or contributors; to persons employed as representatives in towns other than Nelson.

Definitions.

2. (a) Journalists: A "journalist" is one, including sub-editors other than editors, who is employed on the literary staff of a daily newspaper, 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 on the reporting or sub-editorial staff, but who has not had three years' experience. A cadet may at any time be promoted to Junior Grade. Employment in the reading department may by arrangement between the parties concerned be deemed as part of a cadet's training; otherwise it shall not be included in the period of the three years prescribed.

(c) Temporary reporter: A "temporary reporter" is a reporter, other than a casual reporter, who is employed for not less than seven consecutive days and is not on the permanent

staff. His or her employment, if lasting more than two months, shall be subject to a week's notice of termination on either side. If employed for more than three months continuously he or she shall be placed on the permanent staff, and graded accordingly.

(d) 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.

(e) Reader: A "reader" is one who is substantially engaged as a correcter of printed matter in proof form for a daily newspaper.

(f) Reviser: 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.

(g) Copyholder: A "copyholder" is one regularly employed as a reader's assistant.

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 the work for an evening paper. Should it become necessary after the assignment-book is made up to allot to any reporters any assignment other than that originally allotted to him, steps shall be taken to inform such reporter in time to permit of his punctual attendance upon such new assignment.

Hours.

4. (a) The hours of sub-editors, reporters, and cadets, calculated on actual work for the office, shall not exceed eighty-eight hours per fortnightly period, and times in excess of the eighty-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 or more hours in the day's work during which the cadet's or 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) Work which takes a reporter into the country and parliamentary special correspondence shall be subject to special arrangement regarding the computation of hours.

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

Overtime.

5. At the end of each fortnightly period the overtime accruing shall be computed, and time off equivalent to the overtime may be allowed during the succeeding fortnightly periods. Otherwise payment for overtime shall be made in cash at a rate which exceeds by one-half the ordinary rate of remuneration calculated on the basis of the weekly salary of the person concerned.

Grading of Journalists.

6. The classification of journalists on daily newspapers shall be as follows:—

	Staff of					
	1.	2.	3.	4.	5.	6.
Senior .. .. .	..	..	1	1	2	2
General	1	1	1	2	2	2
Junior .. .. .	..	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. The following shall be the minimum salaries per week:—

	£	s.	d.
(a) Seniors	7	12	6
Generals	6	8	9
Juniors (first year)	4	4	0
Juniors (thereafter)	5	5	0
Cadets (first year)	1	5	0
Cadets (second year)	2	5	0
Cadets (third year)	2	15	0
Readers (first year)	4	5	0
Readers (thereafter)	4	15	0

(b) All journalists employed on Saturday night sports editions are to be paid 10s. per week extra.

(c) Sub-editors shall be exempt from staff-grading clause of this agreement and shall be paid not less than for senior grade.

Women Journalists.

8. Women and girls performing the work of journalists shall not be included in the classification. The salary of a qualified woman journalist shall be reckoned on the basis of a first-year junior.

Temporary Journalist.

9. A temporary journalist shall be paid at the rates prescribed for a senior, general, or junior journalist as agreed upon between the journalist and employer and notified to the union.

10. Any employee who prior to this agreement coming into force was in receipt of a higher salary than that prescribed herein shall not have such salary reduced.

General Provisions.

11. (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) 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, but in the case of such interchange extending for three months salary shall be paid at the higher rate per week usually paid for those duties.

Holidays.

12. (a) Journalists shall be allowed at least 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. 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. When desired, one clear day may be substituted for two consecutive half-holidays.

(b) All graded reporters who are subject to this agreement and all sub-editors shall be entitled each year to three successive weeks' holiday on full pay, and cadets to have two weeks on full pay.

(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 duty-book on the day prior to that on which the day or half-day is to be given.

Termination of Engagement.

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

Expenses.

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

Preference.

15. (a) If any employer shall hereafter engage any worker coming within the scope of this agreement 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 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 agreement, 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 on payment of subsequent contributions not exceeding 9d. per week, and only so long as the union shall not be associated with any other industrial union or trade-union, or association of such unions, or association of other workers in any way.

Under-rate Workers.

16. (a) Any worker who considers himself incapable of earning the minimum wage fixed by this agreement 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 ability, 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 fixed in such a 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 Agreement.

17. The operation of this agreement 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 Agreement.

18. This agreement in so far as it relates to wages shall be deemed to have come into force on the 1st day of November, 1936, and so far as all the other conditions of this agreement are concerned it shall come into force on the day of the date thereof, and this agreement shall continue in force until the 30th day of June, 1938.

On behalf of R. Lucas and Son (Nelson *Mail*), Ltd.—

[L.S.]

F. J. EARLE, Managing Editor.

On behalf of the Nelson Journalists' Union—

[L.S.]

C. S. SPEAR, President.

C. S. MAYSON, Secretary.