

OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

(761.) OTAGO TYPOGRAPHERS.—AGREEMENT.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," this 15th day of August, 1904, between the Otago Typographical Association, registered under the style of the Otago Typographical Industrial Union of Workers (hereinafter called "the union"), and the Otago Daily Times and Witness Newspapers Company (Limited), and the Evening Star Company (Limited) (hereinafter called "the employers").

The parties above mentioned do hereby agree as follows: That as between the union and the members thereof and the employers and each of them, the terms, conditions, and provisions set out in the schedule hereto and of this agreement shall be binding upon the union and the members thereof and upon the employers and each of them. And the said terms shall be deemed to be and they are hereby incorporated in and declared to form part of this agreement. And, further, the union and the members thereof and the employers and each of them shall respectively do, observe, and perform every matter and thing by this agreement, and by the said terms, conditions, and provisions respectively agreed to be done, observed, and performed, and shall not do anything in contravention of this agreement or of the said terms, conditions, and provisions, but shall in all respects abide by and observe and perform the same.

And the parties above mentioned do hereby agree that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of the agreement. And the parties above mentioned do hereby further agree that this agreement shall take effect from the 15th day of August, 1904, and shall continue in force until the 15th day of August, 1907.

THE SCHEDULE HEREINBEFORE REFERRED TO.

1. Time and piece work shall be recognised in the working of the type-setting machines.

2. The cast-up shall be by en quads.

3. Any operator or apprentice required to work on Christmas Day, New Year's Day, or Good Friday, shall be paid double rates. Any operator or apprentice required to work on Labour Day shall be paid rate and a half. In the case of a morning paper, the evening preceding each of the above holidays to be reckoned the holiday.

4. The day's work for efficient operators to consist of not more than seven hours, at not less than £3 6s. per week for day operators, and not less than £3 12s. for night operators. By time: 1s. 7d. per hour for day operators; 1s. 9d. per hour for night operators. Over-time, except as mentioned in paragraph 3 hereof, to be one-third extra. Piecework: Per 1,000: With all fat (with respect to adver-

tisements, as provided for by clauses 28 and 29 and otherwise as provided for in this agreement)—Type up to and including brevier, 3d. ; bourgeois, 3½d. ; long primer, 3¾d. Without fat—3¾d. all type. Operators to be allowed to use thick space-bands for minion and larger type.

5. All headings (whether cast on bar or otherwise), leads, whites, and rules to be put in by time hands and charged by operators. When leads are cast on bar, operators to charge additional depth.

6. When two-line matrices are dropped in they shall be charged one line for every two.

7. No operator shall be deemed efficient unless he shall have attained a speed of 4,000 ens an hour in three months, 5,000 in six months, 6,000 in eight months, 6,500 in fifteen months. If he shall have attained the speed of 6,500 before the fifteen months he shall then be deemed an efficient operator. The matter to be solid, and the average to be based on minion matrices. The test of the operator's efficiency to be his ability to set any of the above numbers at the period stated as tests for a full day on fair copy, and to approximately maintain these averages. Speed shall not be held to constitute the sole basis of efficiency.

8. That in all offices where composing-machines of any description are introduced or are in use, advantageous portions of articles not to be selected for time as against piece hands, and copy generally, whether advertisements or news-matter, to go out in fair proportion.

9. Permanent efficient operators to be guaranteed thirty hours weekly.

10. No member of the union shall accept bonuses for work done on type-setting machines.

11. No apprentice shall be employed on a machine until he has had eighteen months' instruction in the work of a compositor. Thereafter his apprenticeship shall continue until he has served four and a half years on the linotype or other type-casting machine. All apprentices shall be legally indentured for the above machine period, provided that there shall be a probationary period of six months, at the close of which it shall be optional with either employer or apprentice to carry out the apprenticeship period on the machine ; and in the event of it being decided by either party not to do so, then the apprentice to complete his term at case. In the case of apprentices now in service and unindentured, they may, by arrangement between the parties, be indentured for the unexpired portion of the term. When an employer is unable to complete his engagement with an apprentice from any cause the apprentice may complete his service with another master. The following wages shall be paid to apprentices : For the first six months of his machine term, 12s. 6d. weekly ; for the third year, 17s. 6d. ; for the fourth year, £1 2s. 6d. ; for the fifth year, £1 10s. ; for the first six months of the sixth year, £1 12s. 6d. ; and for the final six months, £1 15s.

11A. One apprentice shall be allowed to every complete four machines, unless there be less than four machines used in the establishment, in which case one apprentice may be employed for the first four or fraction of four machines so used.

12. Probationers' wages shall be as follows:—Day work, £2 10s. for a week of forty-two hours; night work, £2 16s. for a week of forty-two hours. On a probationer attaining 4,000 ens he shall be paid at the rate of £3 for day work and £3 6s. for night work. Overtime at 6d. per hour extra shall be paid for any time over eight hours worked by the probationer on any day or night, or over forty-two hours for the week. Probationers, when employed by the hour, shall be paid 1s. 6d. for day work and 1s. 9d. for night work.

13. No member shall accept work on composing-machines on terms under which he is called upon to produce a fixed amount of composition, provided that this shall not in any way apply to the minimum of efficiency.

14. Matter of and above four lines composed in other than ordinary English (*e.g.*, dialects) to be charged one-half extra and foreign languages double for each line.

15.—Run-on matter, consisting of names and figures, abbreviations, &c., such as prize-lists, balance-sheets, market and wool-sale quotations, and matter of a similarly disadvantageous character, to be charged one-third extra. Matter indented nine or more ems to be charged one-half extra.

16. One line extra to be charged for each word of small caps, italics, or clarendon, except in the case of double-matrix machines, when lines necessitating the use of the adjustable platform shall be charged double. One line for each four or less number of outside sorts put in by hand.

17. Tabular matter to be set at time rates.

18. Matter requiring two lines to complete one measure (not being tabular matter) to be charged one-third extra; three lines, one-half; four, double.

19. Operators not to be called off piecework to compose "fat" matter on "time."

20. All stoppages for repairs, changes of machine from one size to another, altering gauge, waiting for copy, &c., to be charged at the prescribed time rates, provided that no time under five minutes in any one day or night shall be charged for, and that if the time be over five minutes and under a quarter of an hour the full quarter of an hour shall be allowed. All minutes to be accumulative.

21. Matter having to be transposed by the operator—*i.e.*, that which is not set in the order in which it appears in copy—shall for this transposition alone be charged one-third extra; or the "house" shall have the option of having the matter set on "time."

22. Alterations from copy as enumerated below shall be circled by the reader, and corrected by the "house": A change in the spelling of proper names, words from foreign languages, &c. A change from copy not provided for by any style of the office, nor by

written instructions given to the operator when the copy is given out. A change in the division of spelling of words not in accordance with the dictionary given by the office as a guide, and not provided for above.

23. The "house" shall provide each operator with a style card if requested to do so.

24. Bad copy (manuscript or other) shall carry an extra charge of one-third. Copy not properly sub-edited to rank as bad copy. The overseer shall adjudicate on bad copy.

25. All first-proof and revised corrections (marks left undone in the first proof) to be done by the operator and put in by the house; all machine errors and house marks to be charged double if not over three consecutive lines.

26. Matrices coming down wrong channel, repeated transposition of matrices, repeated missing of matrices, matrices repeating of their own accord, space-bands transposing, and sunken letters shall constitute machine errors.

27. In the event of a magazine being changed and proofs having to be corrected at another machine, two lines to be charged for every line done by the corrector, and one line of minion docked by the house against the original composer.

28. Standing advertisements are the property of the employer until they are given out for "dis." Alterations in standing advertisements shall be charged as two lines for every line altered. Where such alterations affect more than one-third the length of the advertisement if under 6 in., or one-half if above 6 in., the whole to be given out as original copy. All alterations to advertisements shall be made by the piece hands, time hands, or apprentices; the latter not to be employed at night. All extensions to standing advertisements to be done and charged by the operator.

29. All advertisements shall be set by the piece hands, time hands, or apprentices; the latter not to be employed at night.

30. Minimum lines for a "take": Morning papers—40 up to 2 a.m., 25 between 2 and 3 a.m., 12 until hour of going to press. Evening papers: 40 up to one hour of first edition, then 25 up to within half-hour of last edition, and 12 during last half-hour. Weekly papers—50; day of publication, 25.

31. One farthing extra for every pica shall be charged on all measures below 12 em pica.

32. No operator shall be asked to do engineer's or labourer's work, but shall assist in changing magazines when required, and keep his metal-pot supplied. The metal-pot shall be under the control of the mechanist in charge of the machines, and he shall be responsible for the temperature of the metal in the pots.

33. The machines shall be cleaned by the "house."

34. The fixing of rates for machines other than linotypes shall be based on an average which shall give wages corresponding with those derived from the linotype.

35. In the event of matrices in any machines falling short, magazines shall have an equal distribution of the stock of matrices in the office.

36. Any journeyman who considers himself not capable of earning the wage hereinbefore prescribed may be paid such less wage as may from time to time be agreed upon in writing between any employer and the president or secretary of the union; and, in default of such agreement within twenty-four hours after such journeyman has applied in writing to the secretary of the union, stating his desire that such wage shall be so agreed upon as shall be fixed in writing by the Chairman of the Conciliation Board for the industrial district upon the application of such journeyman, after twenty-four hours' notice in writing to the secretary of the union, who shall (if desired by him) be heard by such Chairman on such application. Any journeyman whose wage has been so fixed may work and may be employed by any employer for such less wage for the period of six calendar months thereafter, and after the expiration of the said period of six calendar months until fourteen days' notice in writing shall have been given to him by the secretary of the union requiring his wages to be again fixed in manner prescribed by this clause.

37. If and after the union shall so amend its rules as to permit any person now employed in the trade in this industrial district and any person who may hereafter reside in this industrial district, and who is a competent journeyman printer, compositor, or operator, to become a member of such union upon payment of an entrance fee not exceeding 5s., and of subsequent contributions, whether payable weekly or not, not exceeding 6d. per week, upon a written application of the person so desiring to join the union without ballot or election, and shall give notice in writing of such amendment with a copy thereof to the employers, then and in such case and thereafter employers shall, when engaging a workman, employ members of the union in preference to non-members, provided that there are members of the union equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it.

38. Until compliance by the union with the conditions of the last clause employers may employ any person, whether a member of the union or not, but no employer shall discriminate against members of the union, and no employer shall in the employment or dismissal of any person or in the conduct of his business do anything for the purpose of injuring the union, whether directly or indirectly.

39. When members of the union and non-members are employed together there shall be no distinction between members and non-members, and both shall work together in harmony, and shall receive equal pay for equal work.

40. In case of a dispute over the interpretation of any of the foregoing clauses or any difference of opinion on matters not therein dealt with, the point at issue shall, if either party so desire, be

referred to a Committee consisting of two representatives of the union (to be appointed within twenty-four hours of the service on the secretary or president of the union of a notice in writing by the employer calling for such appointment), and a like number of representatives on behalf of the other party or parties interested (to be appointed within twenty-four hours of the service on such party or parties of a notice in writing by the secretary or president of the union calling for such appointment), and of a chairman to be chosen by all the representatives so appointed. Such chairman shall have a casting-vote only. Any matter referred to such committee shall be decided by the majority of the votes of the members of the committee, or in case of equality of votes by the casting-vote of the chairman. If such committee shall fail to appoint a chairman and give a decision on any matter referred to it within ten days from the time of the service of the last of such notices on the secretary or president of the union on the one hand, or the other party to be affected on the other, then either party shall be at liberty to deal with such matter as if the clause had not been inserted herein. If such committee shall within the said period of ten days give its decision on such matter, then such decision shall be final and conclusive as between the union and every member thereof on the one hand and any employer who appointed representatives on such committee on the other.

The foregoing paragraphs numbered 1 to 40 (both inclusive) embody the terms, conditions, and provisions referred to in the foregoing agreement, and are hereby declared to be incorporated in and to form part thereof.

The Otago Daily Times and Witness Newspapers
Company (Limited),

GEORGE FENWICK, Managing Director.

The Evening Star Company (Limited),

F. E. CLAPPERTON, Director.

[Seal of Otago Typographical Industrial Union of Workers.]

J. T. PAUL, President.

ANDREW WALKER, Secretary.