

The Boston Globe

EMPLOYEES ASSOCIATION CONTRACT

**September 30, 1946
May 1, 1948***



***Openable as to wages only May 1, 1947**



THIS AGREEMENT is made this 30th day of September, 1946, between the Globe Newspaper Company, hereinafter called the Publisher, and Boston Globe Employees Association, a voluntary association, hereinafter called the Association, said Association acting for and representing all of the employees in the editorial, commercial, circulation, advertising, and building maintenance departments of the Publisher, except as hereinafter provided.

IT IS MUTUALLY AGREED by and between the parties as follows:

ARTICLE I.

EXEMPTIONS.

1. The following employees are excluded from the application of this agreement, except insofar as Article IV, Paragraphs 1 and 2:

President, Treasurer and Secretary of the Corporation.

Head cashier; head of classified advertising; head of national advertising; head of local advertising; circulation managers; managing editor; chief of editorial department; day city editor; night city editor; Sunday editor; sports editor; night managing editor; night editor; day editor; picture editor; building superintendent.

All part time employees, temporary employees, space writers, and employees on another company's payroll. Part time employees are those who average not more

than three days of employment per week during half-year periods beginning with the first week of such employment.

2. The following positions are excluded from the application of the provisions of this agreement relative to hours of work and overtime payment.

Group A. Cashiers; news and city editors; society editor; drama department assistants; district men; outside advertising salesmen; sports writers; cartoonists, city, country and suburban roadmen.

Group B. The heads of the following departments: Promotion department; production; display desk; financial; drama; tours and travels, \$99.00.

Group C. Editorial writers, \$100.00.

District men shall have one day off each week and shall not work after 5 o'clock P.M. except in emergencies, for which extra work they shall receive equal time off within the calendar week. District men shall be expected to tip off the office in the event of unexpected news developments after 5 P.M. Regularly scheduled night district men shall not be subject to the foregoing provisions.

ARTICLE II.

GENERAL PROVISIONS.

1. This agreement shall become effective as of September 30, 1946, and all of the salary adjustments herein provided for shall be retroactive to that date.

2. There shall be no reduction in the pay of any employee of the Publisher covered by the terms of this

agreement during the life hereof except in cases of employees who may become incapacitated or superannuated.

Such employees may be continued in employment at a rate of pay mutually agreeable to the employee and the Publisher. The provisions of this paragraph are subject to the exceptions set forth in Article V, paragraph 3.

3. This contract shall remain in force from September 30, 1946, to May 1, 1948, with an opening for wages only May 1, 1947. Thereafter it shall continue in force from year to year unless at least thirty (30) days prior to May 1, 1948, or at least thirty (30) days prior to May 1st of any subsequent year, either of the parties shall give notice to the other in writing of a desire to change any of its provisions, such notice to be accompanied by a schedule, in writing, of the proposed changes.

4. Wages in excess of rates provided for in this agreement shall in all cases be determined by personal agreement between the employee and the Publisher, without the intervention of the Association. Any employee may at any time send written communication to the head of his department or to the Publisher, requesting a joint hearing by both as to wages and conditions of employment.

5. Wages shall be paid weekly and during working hours.

ARTICLE III.

HOURS OF WORK AND OVERTIME.

1. The regular work week of employees covered by the terms of this agreement except those exempted in Article I, paragraphs 1 and 2, shall consist of not more than five (5) days of not more than eight (8) hours each, said eight (8) hours to fall within daily periods of not more than nine (9) hours each. This provision shall not have application to sports writers, to district men, or to writers on out of town assignments.

The Publisher may compensate for overtime on any one day in any one week either by equal time off or by payment of time and one-half at the option of the employee, but if overtime work is required because of an emergency, the office shall have the right to compensate the employees by payment of time and a half.

Any overtime after forty hours in any one week shall be paid for at the rate of time and one-half. Overtime on out of town editorial assignments shall be adjusted by the managing editor. If an employee terminates his employment for any reason, all overtime due him shall be paid for by payroll check.

ARTICLE IV.

SEVERANCE PAY, RETIREMENT, AND DEATH BENEFITS.

1. An employee upon dismissal, but not upon resignation, except as in Article IV, paragraph five, shall become entitled to receive severance pay in accordance with the schedule set forth in this article, but an employee discharged for gross neglect of duty, insubordination, or for serious misconduct shall not be entitled to any severance pay but shall be entitled to receive

written notice of his discharge, setting forth therein the reasons for the dismissal, if the employee so requests.

Employment Period in Months.	Weeks' Earnings.	Employment Period in Months.	Weeks' Earnings.
6	1	96	17
12	2	102	18
18	3	108	20
24	4	114	21
30	5	120	23
36	6	126	24
42	7	132	26
48	8	138	27
54	9	144	29
60	10	150	30
66	11	156	31
72	12	162	32
78	13	168	33
84	14	174	34
90	15		

2. The term "weeks' earnings," used in the foregoing schedule shall be the highest regular weekly wage received by an employee during the six months immediately preceding his dismissal. Leaves of absence shall not be interpreted as termination of employment in the matter of computing severance pay, but such leaves of absence periods shall not be considered as part of an employee's term of service, except employees referred to in Art. 5, section 2, paragraph 2.

3. In the event of the death of an employee, the Publisher shall pay to the employee's beneficiary or to his executor or administrator an amount equal to thirteen (13) weeks' earnings, computed at the highest regular weekly wage received by the employee during

the six (6) months immediately preceding his death, but in no event shall this amount exceed one thousand dollars (\$1,000).

4. Every employee covered by the terms of this agreement shall designate in writing and file with the management a named beneficiary who shall become entitled in the event of the employee's death to receive the death benefit referred to in the preceding paragraph. This beneficiary may be changed at any time at the will of the employee. If no beneficiary has been named, the Publisher shall make the death benefit payments hereinbefore specified, to the executor or administrator of the employee.

5. An employee after twenty-five years of service may voluntarily resign, and he shall thereby be entitled to receive severance pay equivalent to thirty-four weeks' earnings, computed as hereinbefore set forth for dismissal severance pay.

ARTICLE V.

VACATIONS AND LEAVES OF ABSENCE.

1. After one (1) year's service all employees shall be entitled to two (2) weeks' vacation, plus seven (7) holidays, namely, January 1, February 22, May 30, July 4, Labor Day, Thanksgiving Day, and Christmas. Day workers who are scheduled to work on any of the above named holidays and who are required to work shall be paid the rate of double time for such work. Day workers who are scheduled to work on any of the above named holidays but who are not required to work by the office shall nevertheless receive a day's pay at regular straight time rates. If a day worker's day off falls on one of the above named holidays, he

shall be given another day off. After six (6) months' service, all employees shall be entitled to one (1) week's vacation, and a holiday for such of the aforesaid legal holidays as may fall within the period of their employment.

In lieu of the above named seven holidays, night workers shall receive an additional week's vacation plus two days' pay, making three weeks for regular night workers after one year's service.

Every employee who has worked for the Globe for fifteen consecutive years prior to April 1st of any year, shall be entitled to an annual vacation of one week, additional to that provided in the preceding paragraph.

No employee on vacation shall have the right to substitute another employee to work in his stead.

2. Employees who volunteer for and are accepted for, or who are drafted for service in the armed forces of the United States, or employees who are drafted by competent government authority for civilian defense work, shall be granted leave of absence and upon return from such service shall be entitled to receive employment under the conditions set forth in the United States Selective Service Act or any subsequent legislation amendatory thereof: (a) That they are able and competent to perform the work, (b) that the opportunity for such work has not been wiped out by necessary reduction of the force; (c) that they apply for reinstatement within ninety (90) days of their honorable discharge, with certificate, from service.

Employees entering the service of the United States as aforesaid shall be given two weeks pay plus whatever vacation pay may be due them, and they shall not lose any benefits of severance, death and step rate provisions during their period of service.

If an employee becomes totally incapacitated in the service of the United States, he shall be granted severance pay provided for in this agreement.

3. In the event that employees are elevated temporarily to a higher classification for the purpose of filling the places of those employees who enter the service of the United States, such employees may be restored to the lower classification upon the return of the former employees from such service, and the salary of the substituting employees may be adjusted accordingly.

4. An employee shall not forfeit any part of his pay because of absence on account of illness up to one month in any calendar year; further sick leave may be granted in the discretion of the Publisher.

ARTICLE VI.

WAGES.

The word "year" or "years" as used in this article in relation to step raises shall mean year or years of experience in comparable work. No employee within the classifications set forth below shall receive a weekly wage less than that set forth in the following schedule:

1. Business Office and Editorial Messenger and Copy Boys and Girls . . . \$31.00
Evening Sports Boys will be paid \$1.00 above the daily rate for Copy Boys.

2. Office Boys

Boy for Publisher, Circulation and Display Desk

33.00

LENGTH OF SERVICE IN YEARS

1

2

3

3. Cashier's Department

Typist and entry clerk . . .

\$40.00 \$46.00 \$55.00

3rd asst. . .

57.00 61.00 67.00

2nd asst. . .

79.00

1st asst. . .

91.00

10

	1	2	3	4
4. Clerks	\$1.00			
Group E Clerks	\$240.00	\$240.00	\$240.00	
Movie Timetable	\$32.00	\$34.00	\$37.00	\$38.00
Matrix and pasteup messenger				
Group D Clerks				
Day Front Window				
Junior statistical				
Junior library				
Composing room				
Circulation bookkeeping				
Circulation Accounts Receivable				
Addressograph				
General and Tearsheet Clerks				
Typist	33.00	35.00	38.00	42.00
Group C Clerks				
Exchange Room				
Advertising Accounts Receivable Clerks				

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Senior subscription	40.00	40.00	42.00	
Accounts Payable				
Payroll				
Radio Department	36.00	38.00	42.00	45.00
Group B Clerks	38.00	40.00	44.00	
Senior library				
Exchange room senior				
Promotion Department				
Senior Bookkeeping				
Senior Circulation	46.00	55.00	61.00	\$67.00
Senior Statistical	42.00	44.00	48.00	52.00
Group A Clerks	\$240.00	\$240.00	\$240.00	
Bookkeeping Advertising Contract				
Clerk, Sports Department Clerk				
Chief City Room Clerk				
Day Desk Clerk				
Credit Clerk	40.00	46.00	55.00	61.00

LENGTH OF SERVICE IN YEARS

1 2 3

5. Stenographers

Secretary-stenographers in Household, Composing, National, Local Advertising

\$40.00 \$43.00 \$45.00

Secretaries to

Clerk of Corporation and Credit Manager

Building and Mechanical Department Heads

Travel Department

Head of National Advertising

Classified

Circulation Manager

Sunday Editor

City Editor 46.00 49.00 55.00

Executive Secretaries

To Publisher and Business Manager

To Managing Editor \$61.00

6. Telephone Operators

Chief Operator

55.00

Operators 38.00 40.00 46.00

7. Assistant to

Exchange, Sunday, Financial

Household Editors

Promotion Writer 46.00 55.00 61.00 \$67.00

8. Heads of Departments

Group A

Head Advertising Bookkeeper

80.00

Group B

Head Circulation Bookkeeper

Head Collector

Head Composing Room Paymaster

75.00

LENGTH OF SERVICE IN YEARS

1

2

3

4

12' 00

Group C

Head of Front Office \$67.00

Group D

Assistant Head Advertising Bookkeeper 63.00

Group E

Head of Subscription, Radio 61.00

14 9. Merchandisers

Head man 55.00

Merchandisers \$39.00 \$42.00 \$45.00

10. Promotion Department

Promotion Writer 61.00 67.00 73.00 \$79.00

Head Statistical 69.00

11. Telephone Ad Solicitors

Head Telephone Ad Solicitor 61.00

Day Solicitors 39.00 43.00 46.00 51.00

12. Day Front Office Want Ad Takers 42.00 44.00 46.00 51.00

Night Front Office Want Ad Takers 34.00 38.00 42.00 45.00

13. Outside Salesmen

Group D 55.00 61.00 67.00

Group C 73.00

Group B 85.00

Group A 97.00

15 All decisions as to classifying salesmen as to Groups shall be entirely within the discretion and control of the management.

LENGTH OF SERVICE IN YEARS

1

2

3

4

14. Display Desk

Assistant day desk man \$46.00 \$55.00 \$61.00 \$67.00

Assistant night desk man 40.00 46.00 55.00 61.00

Advertising contract clerk \$73.00

15. Payroll and Auditing Head

Assistant Payroll and Auditing Head 80.00

Senior Payroll and Auditing Clerk 71.00 67.00

LENGTH OF SERVICE IN YEARS

1 2 3 4

16. Circulation

Street salesmen99 cents per hour
 City and Country Roadmen . . \$41.00 \$48.00 \$56.00 \$65.00

17. Maintenance

Cleaning women21.60 for 6 four-hour days per week
 Janitors38.00 45.00
 Elevator operators37.00 43.00

18. Composing Room

Boy31.00 35.00 38.00
 Janitor38.00 45.00
 Smelter pot man46.00 55.00
 Lumper \$50.00

A differential of \$3.00 per week will be paid to night display desk, night messenger and copy boys, telephone operators, elevator operators, janitors, lumpers, smelter pot men and composing room boys who regularly work forty hours on the night shift, after one year's service,

and who have reached the maximum rate of pay for the aforementioned classifications; a differential of five (5) cents per hour will be paid to those holding regular situations at night whose work week consists of less than forty hours.

19. Editorial

Editorial Writers \$100.00
 Regular slot and makeup man 99.00

Assistant city editors, Rotogravure editor, Household editor, Art editor, Automobile editor, Society editor, Re-write men, Cartoonist, Illustrator, Librarian and Assistant Sunday editor 87.00

The management shall be the sole judge of who are re-write men.

Desk Men

News and Sports 87.00

Desk men used as substitutes on make-up, head of sports, slot shall be paid \$2.00 per day or night extra.

Men from other departments who are used temporarily on the news desk or on the sports desk shall be paid for such work the salaries of their then existing classifications. Provided

that if any such man so employed is permanently assigned to such desk work, he shall be paid the desk salary set forth in this contract beginning three months after date of such permanent assignment.

LENGTH OF SERVICE IN YEARS

1 2 3 4 5

Reporter, photographer, editorial artists, commercial artists, sports writers, feature writers, district men, church editor, commercial editor, exchange editor, real estate editor, picture editor, fashion writer	\$48.00	\$56.00	\$62.00	\$71.00	\$81.00
Society assistants	40.00	46.00	55.00		

A differential of \$5.00 per week will be paid to all night desk men, artists, photographers and all reporters who regularly work on the night shift, and who have reached or exceeded the maximum rate of pay for the aforementioned classifications.

A differential of 5% will be paid to all night reporters, desk men, artists and photographers

who regularly work on the night shift who have not yet reached the maximum rate of pay for their classifications.

Men on the lobster shift instead of nightly differential of \$5.00 or 5% shall receive seven (7) dollars per week more than the minimums of their classification.

Part-time or Temporary Workers

No part-time or temporary employees in any classification shall be paid less than the minimum wages for such classification in the wage schedules set forth above.

Hourly wage rates in any classification shall be determined by dividing the weekly wage set forth in the above wage schedules for each classification by forty hours.

A day worker who is required by the exigencies of any assignment to work a majority of the hours in a shift after 6 p.m. on any day shall be paid the night differential as set forth on Page 11 of this contract for such shift.

Call Artists

Call artists shall receive one dollar (\$1.00) per day more than the minimum wage for regular artists of five (5) years' experience in lieu of vacations and other benefits under this arrangement.

The Publisher shall reimburse the employees for all legitimate expenses incurred in the service of the Publisher, and shall compensate employees for the use of automobiles at the rate of eight (8) cents per mile when such use of automobiles is authorized by the Publisher. Expense vouchers shall be submitted to department heads weekly on Wednesday before 11 A.M. after the expenses have been incurred unless circumstances make it impossible to submit the vouchers within that time, in which event they may be submitted at any reasonable time.

When an employee is requested by the office to use his automobile for office work, and parks his automobile at a location satisfactory to the office, he shall be guaranteed a minimum of \$1.00 per day.

This guaranteed minimum will pay for mileage used to the extent of twelve and one-half (12½) miles, or for any other allowable expense.

City and country roadmen shall receive the rate above stated for use of automobile as required by the office, and if a roadman is absent from work for more than seven consecutive days because of illness he shall be entitled to receive, upon presentation of a doctor's certificate to the effect that his absence was due to a prolonged illness, such sum of money as may be mutually agreed upon between the roadman and the circulation manager as a fair settlement for the continuing expense of the automobile during said illness.

ARTICLE VII.

MISCELLANEOUS PROVISIONS.

1. Any employee shall be free to engage in political, professional, or other activities outside of working hours, but without written permission from the Pub-

lisher no employee shall use the name of the Globe or his position or employment with the Globe in connection with any such activities.

2. The Boston Globe Employees Association is recognized as the exclusive representative for the purpose of collective bargaining for all employees covered by this agreement.

3. The Publisher, upon the signed written request of any employee who is a member of the Association, shall deduct from the pay of said employee, in February, June and October of each year, the amount of the Association dues designated in such request presented in the form set forth on Exhibit A and for the periods specified therein. This amount shall be paid to the treasurer of the Boston Globe Employees Association by the Publisher within a month of the actual deduction. The Association agrees that such dues "check-off" shall be entirely voluntary on the part of the employees involved. Any employee who has filed such a request may, at any time, revoke such authorization by a written notice to the publisher.

4. If changes should be desired in this agreement by either party to it, or if either party shall desire to terminate this agreement, written notice of such changes in detail, or of termination, must be presented by the party desiring such changes to the other party not less than 30 days prior to the date of the expiration of this agreement, or any anniversary of such date, and until a new agreement has been executed, the terms of this agreement shall remain in effect.

ARTICLE VIII.

ARBITRATION.

1. Any dispute arising under this agreement or in the interpretation of any clause of it, except Article 7, paragraph 3, shall be referred for settlement to a committee composed of two representatives of the Association and two representatives of the Publisher. A majority decision of this committee shall be final and binding upon both parties.

2. If this committee is unable to arrive at a decision the committee shall choose a disinterested fifth person as arbitrator. The issue in dispute shall be argued before the committee, including the impartial arbitrator, and the decision of the majority shall be final.

GLOBE NEWSPAPER COMPANY,

By WM. DAVIS TAYLOR, *Treasurer.*

BOSTON GLOBE EMPLOYEES
ASSOCIATION,

By HAROLD J. DELANEY, *President.*

BASIL W. ROBINSON.

CHARLES L. WHIPPLE.

LAWRENCE B. HEALEY.

THOMAS J. FITZGERALD for

HYMAN HURWITZ.

November 29, 1946.

"EXHIBIT A"

(Dues Checkoff Authorization)

Date.....

GLOBE NEWSPAPER Co.

Pay to the order of the Treasurer of The Boston Globe Employees Association the sum of \$6.00 per year, same to be deducted the first Friday of February, June and October in \$2.00 installments.

This order may be revoked by me in writing, but such revocation shall not be effective until on and after

.....

Signature.....