VICTORIA

GOVERNMENT GAZETTE.

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No. 285] MONDAY, DECEMBER 14. [1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE WOOLLEN AND COTTON TRADE BOARD.

NOTE.—This Determination on 18th December, 1931, applied to the whole of the State of Victoria.

IN accordance with the provisions of the *Factories and Shops Act* 1928 (No. 3677), the Wages Board which since 1st December, 1931, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of

(*a*) manufacturing woollen, worsted or cotton woven material or wool tops;
(*b*) spinning textile yarns,"

has made the following Determination, namely:—

(1) That on the 18th December, 1931, the previous Determination of the Woollen Trade Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

Wages per week of 48 hours.

MALES.

Experience.	Commencing Age. 15 years or under.	16	17	18	19	20
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st six months	15 0	17 0	19 6	23 6	28 6	33 6
2nd ,,	16 6	18 6	21 9	26 3	32 0	53 9
3rd ,,	17 6	20 0	24 3	29 6	35 4	..
4th ,,	19 6	22 9	27 3	33 6	54 6	..
5th ,,	21 0	25 3	30 3	37 9	..	..
6th ,,	24 0	29 6	36 0	55 9	..	..
7th ,,	26 9	33 6	42 0	..	..	..
8th ,,	32 6	39 9	57 9	..	..	..
9th ,,	37 9	46 3	..	..	..	..
10th ,,	44 3	60 0	..	..	..	..
11th ,,	50 6	..	..	..	..	..
12th ,,	56 9	..	..	..	..	..
7th year ..	6 0	..	..	..	..	..

FEMALES.

Experience.	Commencing Age. 15 years or under.	16	17	18	19	20
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st six months	13 6	14 5	15 0	17 0	18 6	20 3
2nd ,,	14 6	15 6	17 0	18 6	20 3	29 6
3rd ,,	15 0	17 0	18 6	20 3	21 9	..
4th ,,	17 0	18 6	20 3	21 9	30 6	..
5th ,,	18 6	20 3	21 9	23 9	..	..
6th ,,	20 3	21 9	23 9	31 0	..	..
7th ,,	21 9	23 9	25 3	..	..	..
8th ,,	23 9	25 3	32 0	..	..	..
9th ,,	25 3	27 0	..	..	..	..
10th ,,	27 6	33 0	..	..	..	..
11th ,,	29 6	..	..	..	..	..
12th ,,	30 9	..	..	..	..	..
7th year ..	32 6	..	..	..	..	..

PROPORTION (in any factory).

Apprentices.

One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.
An indenture of apprenticeship prescribed was approved on 21st April, 1911.

Improvers.

One improver to each worker of the same sex receiving not less than the minimum wage.

Provided that not more than two persons under the age of 21 years shall be employed in any factory to each adult of the same sex receiving the minimum wage.

OTHER EMPLOYEES.

ADULT MALES.

Wool Sorting and Scouring Department.

	Wages per week of 48 hours. s. d.
Assistant foreman or overlooker (where employed)	87 9
Leading hand in wool scouring, carbonizing, and drying department	81 0
Wool sorters—	
First year	75 8
Second year	82 5
Thereafter	87 9
All others	74 3

	Per week of 48 hours. s.	d.
Dye House.		
Leading hand or leading hands employed on dye machines or vats	81	0
All others	74	3
Willey House and Carding Room.		
Man in charge of willey house	81	0
Leading hand in carding room (head fettler)	81	0
Fettlers	77	0
All others employed in carding room	74	3
Spinning Department.		
Man in charge of one pair of spinning mules (one adult male to be employed in charge of each pair of mules)	77	0
Man employed on spinning frames and mules	74	3
Winding, Warping, and Weaving Departments.		
Box loom tuners—		
First year's experience	77	0
Second year's experience	82	5
Thereafter	89	2
Plain loom tuners—		
First year's experience	75	8
Second year's experience	80	2
Thereafter	84	8
Male warpers	77	0
Drawers, tiers, or twisters in	77	0
Yarn storemen, i.e., men employed in the yarn stores of any mill engaged in handling or receiving yarn, packing yarn, or distributing yarn, other than men employed wheeling yarn from one store to another	77	0
Pattern weavers	77	0
Man in charge of cloth examiners	79	8
Man employed on sizing machine	77	0
All others	74	3
Finishing Room.		
Man in charge of milling and scouring machines (where milling and scouring forman not employed)	78	4
Man in charge of wet crabbing	77	0
Man on cutting machine	77	0
Man employed on piece carbonizing	77	0
Press setters	77	0
Tenterers and raising gig hands	77	0
Men examining finished cloth	77	0
Milling and scouring hands and all others	74	3
Warehouse (Mill).		
Leading hand in warehouse (where warehousemen are not employed)	81	0
All others	74	3
Worsted Department.		
Pin setter and roller coverer—		
First year	77	0
Second year	82	5
Thereafter	89	2
Storeman in charge of tops or yarns (worsted department)	79	8
ADULT FEMALES.		
Mending and Darning Department.		
Worsted menders and darners—		
First year	41	6
Second year	44	2
Thereafter	46	11
Other menders and darners—		
First year	38	9
Second year	40	7
Thereafter	42	5
Flannel and blanket knotters and menders	38	9
Knotters, burlers, and purlers	38	9
Winding, Warping, and Weaving Departments.		
Warpers (not to lift beams or drums)	41	0
Winders	38	9
Weavers—		
One loom, plain or box, or two looms running up to 60 picks per minute	42	5
Two looms, semi-automatic (Hattersley)	42	5
Two looms, plain or box, running at over 60 picks per minute	42	5
Four looms, automatic (Northrop)	42	5
Worsted Department.		
Comb-minders—		
One comb	40	2
Two combs	41	6
Twisting and drawing	38	9

See Clause 11 for rates in other departments.

(3) DEFINITIONS—

(*a*) *Juvenile Workers.*—Juvenile workers are persons under 21 years of age (other than apprentices or improvers) who, if males, are not engaged on any work for which the rate of wages fixed in this Determination does not exceed 74s. 3d. per week, or who, if females, are not engaged on any work for which the rate of wages fixed in this Determination does not exceed 38s. 9d. per week.

(*b*) Leading hand shall mean an employee in charge of any operations where no foreman or assistant foreman is employed, or an employee who is empowered by the management to so discharge such duties as would devolve upon such foreman or assistant foreman, if employed.

(4) ADULT LEARNERS.—Where a person 21 years of age or over, who has not had previous experience in the industry, is employed to learn weaving, he or she shall be paid two-thirds of the minimum wage until taking over a loom.

(5) OVERTIME.—Overtime at the rate of time and a half (calculated on the rates fixed for the day shift) shall be paid for all time worked before the usual time of starting or after the usual time of finishing work.

(6) MEAL HOURS.—An interval of not less than 45 minutes nor more than one hour shall be granted, without pay, for a meal, provided that by mutual arrangement between employer and employees a shorter meal time may be fixed, in which case it shall not be less than 30 minutes.

(7) TERMS OF EMPLOYMENT.—(*a*) Employment shall be on an hourly basis, except notice equivalent to 48 working hours shall be given on either side to terminate employment; such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(*b*) In lieu of such 48 working hours' notice, except under circumstances referred to above, the employer may pay 48 hours' wages, and vice versa the employee leaving his or her employment without notice shall forfeit 48 hours' wages, which may be deducted from any wages due.

(*c*) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employees of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(8) NIGHT SHIFT.—(*a*) A night shift may be worked between 5 p.m. and 7 a.m., but this will not prevent overtime work being done by those on day shift after 5 p.m.

(*b*) The hours of duty for night shift workers shall not exceed 48 hours per week, and to the rates payable for day work, night shift workers shall be paid 9s. per week in addition.

(*c*) Employees under 18 years of age shall not be permitted to work on night shift.

(9) NOTICE BOARD.—The employer shall permit a notice board to be erected in his establishment for the purpose of posting any notices thereon in connexion with meetings or other business the employees may require, such notice board to be in a prominent position. All such notices shall be submitted to and approved by the employer before being posted.

(10) TOOLS OF TRADE.—All materials and appliances required for the cleaning of machinery shall be supplied by the employer free of charge.

(11) LIMITATIONS.—(*a*) Any female employed on woollen or worsted carding machines, back washing machines, or self-acting spinning mules shall be paid the rate fixed for an adult male.

(*b*) At least one adult shall be employed to every two persons under the age of 21 years employed in the willey house.

(12) SUNDAYS AND HOLIDAYS.—(*a*) All work done on Sundays and on the following holidays shall be paid for at the rate of ordinary time in addition to the ordinary rate :—

New Year's Day, Foundation Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Eight Hours Day, Christmas Day, Boxing Day, and Picnic Saturday.

(*b*) If any other day be by Act of Parliament or proclamation substituted for any of the above-mentioned holidays, the special rate shall only be payable for work done on the day so substituted. All employees on time work off duty on any of the above-mentioned holidays, other than Sunday, shall be paid for such days at the ordinary rates. The pieceworkers shall be paid for such days at the ordinary rates payable to employees on time work doing the same class of work.

(*c*) Where an employee is absent from his or her employment on the working day before or the working day after a holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.

(13) EMPLOYEES' REPRESENTATIVE.—(*a*) A person authorized by the employees shall not be prevented by an employer from visiting and conversing with the employees at meal time or before or after the hours of work.

(*b*) If any person so authorized makes himself objectionable during any such visit, whether to the employer or any manager or any foreman or any employee, his right to visit shall be determined by the employer affected and another person substituted in his place by the employees.

(14) PIECEWORK.—(*a*) The employer, in conjunction with his or her employees, may fix his own piecework prices, provided such prices enable an adult employee of average capacity working under like conditions to earn at least the minimum weekly wage in their respective classes with the addition of 15 per cent., including weavers operating one loom (plain or box) or two looms running up to 60 picks per minute, or two looms, semi-automatic (Hattersley), but in the case of weavers operating two looms (plain or box) running at over 60 picks per minute, or four looms, automatic (Northrop), the addition shall be 30 per cent. In determining such piecework prices, disabilities and stoppages shall be taken into account. Adjustment in such piecework prices may be made before the expiration of six weeks from the date of first operating, but thereafter no alteration shall be made in regard to such prices unless mutually agreed upon between the employer and employees. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory whether they be adults or juniors on piecework.

(*b*) Where a weaver is prevented from weaving his or her usual quantity through bad yarn, he or she shall be paid *pro rata* at minimum wage rate for his or her class.

(*c*) The more or less profitable classes of work shall, as far as possible, be equitably divided between employees on such class of work.

(*d*) A weaver on piecework having charge of a learner shall receive 10s. per week extra for the first week, 7s. 6d. for the second week, and 5s. for the third week, or any further period the learner is with him or her less 10 per cent.

(*e*) Pieceworkers called upon to perform work before the usual starting time, or after the usual finishing time, shall be paid 6d. per hour extra on the normal piecework prices less 10 per cent.

(*f*) Weavers on commencing a warp, shall be provided with a ticket, on which shall be entered the particulars of the work, i.e. :—

Class of work.
Number of picks per inch.
Length of cut.
Speed of loom.
Price per cut.

W. W. HARRIS, Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 3rd December, 1931.

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No. 286] MONDAY, DECEMBER 14. [1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE SOFTGOODS (WHOLESALE) BOARD.

NOTE.—This Determination, on the 18th December, 1931, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act* 1928 (No. 3677) (and the Order in Council thereunder), and such portions of the city of Sandringham as are not included within the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk, and Sebastopol.

IN accordance with the provisions of the *Factories and Shops Act* 1928 (No. 3677), the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed selling softgoods in wholesale warehouses," has made the following Determination, namely:—

(1) That on the 18th December, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.

Wages per Week of 44 Hours.

Experience.	Commencing Age. Under 16 years.	16 years.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Males.						
1st year ..	14 0	14 0	18 6	21 0	27 6	37 0
2nd " ..	18 6	21 0	23 0	32 6	41 6	..
3rd " ..	23 0	27 6	34 6	41 6	..	..
4th " ..	30 0	39 6	48 6	..	..	..
5th " ..	39 6	48 6	..	..	..	..
6th " ..	48 6	..	..	..	..	..
Females.						
1st year .	14 0	14 0	16 0	18 6	23 0	27 6
2nd " ..	16 0	17 0	19 6	23 0	30 0	..
3rd " ..	18 6	21 0	25 6	30 0	..	..
4th " ..	23 0	25 6	30 0	..	..	..
5th " ..	27 6	32 6	..	..	..	..
6th " ..	32 6	..	..	..	..	..

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to three or fraction of three workers receiving not ess than the minimum wage.

Improvers.

One improver to each worker receiving not less than 60s. per week of 44 hours.

Other Employees.

Wages per Week of 44 Hours.

	s. d.
Males.	
Salesmen and all employees assisting in sales—	
21 years of age	60 0
22 "	74 0
23 " and over	88 0
Females.	
Saleswomen and all employees assisting in sales in Millinery, Mantles, Corsets, Underclothing, Hosiery, Haberdashery, Ribbon, Glove, or Lace Departments—	
21 years of age	37 0
22 "	41 6
23 " and over	48 6
Saleswomen and all employees assisting in sales in any other Department—	
21 years of age	60 0
22 "	74 0
23 " and over	88 0

(3) OVERTIME.—Any employee who in any week works for any time in excess of 44 hours shall be paid for such extra time at the rate of time and a half.

(4) SPECIAL RATES.—Double time shall be the special rate for all work done on Sunday, and time and a half shall be the special rate for all work done on New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

D. GRANT, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 30th November, 1931.

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