



VICTORIA GOVERNMENT GAZETTE.

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[1934

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE WOOLLEN AND COTTON TRADE BOARD.

NOTE.—This Determination on 8th February, 1934, 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 8th February, 1934, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2) APPRENTICES AND IMPROVERS.

WAGES PER WEEK OF 44 HOURS.

Cotton Section.

MALES.							FEMALES.						
Experience.	Commencing Age.						Experience.	Commencing Age.					
	15 years or under.	16	17	18	19	20		15 years or under.	16	17	18	19	20
1st six months	s. d. 13 6	s. d. 15 0	s. d. 17 3	s. d. 21 0	s. d. 25 6	s. d. 30 0	1st six months	s. d. 12 0	s. d. 12 9	s. d. 13 6	s. d. 15 0	s. d. 16 6	s. d. 18 0
2nd "	14 9	16 6	19 6	23 9	25 6	48 0	2nd "	12 9	14 0	15 0	16 6	18 0	26 3
3rd "	15 9	18 0	21 9	26 3	31 6	..	3rd "	13 6	15 0	16 6	18 0	19 6	..
4th "	17 3	20 3	24 6	30 0	48 9	..	4th "	15 0	16 6	18 0	19 6	27 0	..
5th "	18 9	22 6	27 0	33 9	..	..	5th "	16 6	18 0	19 6	21 0	..	..
6th "	21 6	26 3	32 3	50 0	..	..	6th "	18 0	19 6	21 0	27 9	..	..
7th "	24 0	30 0	37 6	..	..	..	7th "	19 6	21 0	22 6	..	..	..
8th "	29 0	35 9	51 9	..	..	..	8th "	21 0	22 6	28 6	..	..	..
9th "	33 9	41 3	..	..	..	..	9th "	22 6	24 0	..	..	..	..
10th "	39 6	53 9	..	..	..	..	10th "	24 6	29 3	..	..	..	..
11th "	45 0	..	..	..	..	..	11th "	26 3	..	..	..	..	..
12th "	50 9	..	..	..	..	..	12th "	27 9	..	..	..	..	..
7th year	56 3	..	..	..	..	..	7th year	29 0	..	..	..	..	..

All other Sections.

MALES.							FEMALES.						
Experience.	Commencing Age.						Experience.	Commencing Age.					
	15 years or under.	16	17	18	19	20		15 years or under.	16	17	18	19	20
1st six months	s. d. 13 1	s. d. 14 8	s. d. 16 10	s. d. 20 4	s. d. 24 9	s. d. 28 11	1st six months	s. d. 11 9	s. d. 12 5	s. d. 13 1	s. d. 14 8	s. d. 15 11	s. d. 17 6
2nd "	14 2	15 11	18 10	22 10	27 8	46 4	2nd "	12 5	13 6	14 8	15 11	17 6	26 4
3rd "	15 4	17 6	21 0	25 5	30 6	..	3rd "	14 0	15 5	16 10	18 5	19 8	..
4th "	16 10	19 8	23 7	28 11	47 1	..	4th "	15 5	16 10	18 5	19 8	27 0	..
5th "	18 2	21 8	26 1	32 8	..	..	5th "	16 10	18 5	19 8	21 3	..	..
6th "	20 9	25 5	31 2	48 1	..	..	6th "	18 5	19 8	21 3	27 8	..	..
7th "	23 3	28 11	36 2	..	..	..	7th "	19 8	21 3	23 5	..	..	..
8th "	27 10	34 6	49 11	..	..	..	8th "	21 3	23 5	29 5	..	..	..
9th "	32 8	39 9	..	..	..	..	9th "	22 7	25 0	..	..	..	..
10th "	38 0	51 11	..	..	..	..	10th "	24 6	30 1	..	..	..	..
11th "	43 6	..	..	..	..	..	11th "	27 3	..	..	..	..	..
12th "	49 0	..	..	..	..	..	12th "	28 6	..	..	..	..	..
7th year	54 4	..	..	..	..	..	7th year	29 7	..	..	..	..	..

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 has been prescribed.

Improvers.

Two improvers to each worker of the same sex receiving not less than the minimum wage.
Provided that the total number of apprentices and improvers in any factory shall not exceed two to each employee receiving the minimum wage.

OTHER EMPLOYEES.

WAGES PER WEEK OF 44 HOURS.

	Cotton Section.	Other Sections.
<i>Adult Males.</i>		
	<i>s. d.</i>	<i>s. d.</i>
Assistant foreman or overlooker, when or where employed	77 3	79 6
Wool Sorting and Scouring Departments—		
Wool sorters—		
First year's experience		68 3
Second year's experience		77 3
Thereafter		82 8
Wool scourer or carbonizer (other than foreman) responsible for the mixing of liquor and the working of the bowls		71 0
All other machine operators or attendants		66 6
Dye House—		
Leading hand employed on dye machines or vats	70 6	71 0
All other machine operators or attendants	63 9	66 6
Wiley House or Blowing Room—		
Leading hand in wiley operations where more than four hands engaged	70 6	72 9
Leading hand in wiley operations where three or four hands are engaged	70 6	70 6
All other machine operators or attendants	63 9	66 6
Carding Department—		
Head fettler (leading hand in carding room)	70 6	71 11
Card fettlers	66 6	68 3
All other machine operators or attendants	63 9	66 6
Spinning Department—		
Man in charge of one pair of spinning mules	66 6	67 10
All other machine operators or attendants	63 9	66 6
Combing Department—		
Jobber in charge or comb mechanic in charge	63 9	77 3
Jobber or comb mechanic	63 9	68 3
All other machine operators or attendants	63 9	66 6
Pin setter—		
First year's experience	66 6	68 3
Second year's experience	71 11	72 9
Thereafter	78 8	81 9
Roller coverer—		
First year's experience	66 6	67 5
Second year's experience	71 11	71 0
Thereafter	78 8	78 2
Gill Box, Reducing, Intermediate, Roving and Spinning Departments—		
All machine operators or attendants	63 9	66 6
Winding, Warping, and Twisting Department—		
Warpers	66 6	68 3
Sizing machine hand	66 6	67 5
All other machine operators or attendants	63 9	66 6
Weaving Department—		
Twister-in	66 6	67 5
Warp drawers-in	66 6	67 5
Warp tiers	66 6	66 6
Box loom tuners—		
First year's experience	66 6	69 2
Second year's experience	71 11	74 7
Thereafter	78 8	81 9
Plain loom tuners—		
First year's experience	65 2	67 5
Second year's experience	69 8	72 9
Thereafter	74 2	77 3
Card or chain makers	63 9	68 3
Yarn storeman, i.e., man employed in the yarn store of any mill engaged in handling or receiving or distributing yarn other than man employed wheeling yarn from one store to another	66 6	66 6
Weavers	66 6	69 2
Perchers	63 9	66 6
Finishing Department—		
Man in charge of milling, scouring, or washing machines (where milling and scouring foreman is not employed)	67 10	70 6
Sulphur house workers (for time employed as such)	63 9	72 9
Man examining finished cloth	66 6	71 0
All other machine operators or attendants	66 6	66 6
Warehouse—		
Leading hand in warehouse, where warehouse foreman is not employed	70 6	70 6
All other adult males	63 9	63 9

OTHER EMPLOYEES—continued.

	Cotton Section.	Other Sections.
<i>Adult Females.</i>		
<i>s. d.</i>	<i>s. d.</i>	
Combing Department—		
All machine operators or attendants	34 7	35.11
Gill Box, Reducing, Intermediate, Roving and Spinning Departments—		
All machine operators or attendants	33 2	35 11
Winding, Warping, and Twisting Department—		
Warpers	35 5	37 8
All machine operators or attendants	33 2	35 11
Weaving Department—		
Weavers	36 10	38 7
Mending and Darning Department—		
Worsted menders and darners—		
First six months' experience	35 11	35 11
Thereafter	38 7	41 4
Other menders and darners (except flannel and blanket knotters and menders)—		
First six months' experience	33 2	35 0
Thereafter	36 10	37 8
Examiners or passers of pieces after mending	33 2	38 7
Other examiners and passers	33 2	36 10
Whipping machinists	33 2	35 11
Other adult females	33 2	33 2

(3) DEFINITIONS.—(a) Leading hand means an employee in charge of any operation where no foreman or assistant foreman is employed, or an employee who is empowered by the management to discharge such duties as would devolve upon such foreman or assistant, if employed.

(b) Machine operator or attendant means an employee who in the course of his duty is called upon to operate a machine, and does not include an employee whose sole duty is carrying material to and from a machine.

(c) Continuous process means either the working of three shifts per day from Mondays to Saturdays inclusive, or the working of three shifts per day from Mondays to Sundays inclusive.

(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) SHIFTS.—(a) A "day shift" shall be a shift worked between the hours of 7 a.m. and 7 p.m. on Monday to Friday inclusive, and between the hours of 7 a.m. and 12 noon on Saturday.

(b) A "night shift" shall be a shift worked between the hours of 7 p.m. and 7 a.m. Monday to Saturday inclusive.

(c) Workers employed on night shift shall be paid 5s. per week in addition to the rate fixed for the day shift unless engaged in a continuous process. If employees in a continuous process work three alternating shifts they shall be paid 5 per cent. extra, if alternating afternoon and night shift 7½ per cent. extra.

(d) Workers employed on a shift extending after 7 p.m. shall be paid at night shift rates for the time worked after 7 p.m., provided that workers employed on a shift commencing after 5 p.m. shall be paid at night shift rates throughout, and provided further that by mutual arrangement between an employer and his employees, and for the purpose of providing e. t. a. employment, a short shift may be worked with the consent of the Chairman of the Wages Board without payment of night shift rates.

(e) By mutual arrangement between the employer and his employees the hours of duty prescribed herein for workers on night shift may be worked in four shifts without payment for overtime.

(f) The employment of females before 7 a.m. or of males under 18 years of age on night shift is prohibited.

(g) As far as practicable employees shall work shifts in rotation.

(6) OVERTIME.—(a) For work done by an employee before the usual starting time or after the usual finishing time of his shift or after an employee has completed the ordinary daily hours of work overtime shall be paid at the rate of time and a half for the first four hours on any one day and double time thereafter.

(b) The usual starting or finishing time in any factory or part thereof shall not be altered except on seven days' notice to the employees, and such starting and finishing times shall be posted on the notice board. (See clause 9.)

(c) Employees called upon to work overtime for more than one hour and not notified the day before shall be paid 1s. 6d. tea money. If the notice is given and overtime not worked (except as a result of a breakdown of machinery or plant) the tea money prescribed herein shall be paid.

(7) TERMS OF EMPLOYMENT.—(a) Employment shall be on an hourly basis, except notice equivalent to 44 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 44 working hours' notice, except under circumstances referred to above, the employer may pay 44 hours' wages; and vice versa the employee leaving his or her employment without notice shall forfeit 44 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) MEAL HOURS.—(a) A meal interval of not less than 45 minutes and not more than one hour shall be allowed each day, provided that by mutual arrangement between the employees and the employer a shorter meal time may be fixed, in which case it shall not be less than 30 minutes.

(b) Time and a half rates shall be paid to any employee required to work during his meal hour. No employee shall be compelled to work for more than five hours without a break for a meal. Provided, however, that where three shifts are worked in a continuous process and it is mutually arranged, there shall be no break for meals, but employees may take their meals in the employer's time as opportunity offers.

(c) An employee engaged in the maintenance of plant shall, when breakdowns occur, work meal hours at the ordinary rates herein prescribed whenever instructed so to do.

(d) Meal intervals having been fixed shall not be altered except on seven days' notice posted in the factory.

(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) To each pair of mules in the spinning department one adult shall be employed as in charge thereof.

(12) PAYMENT OF WAGES.—(a) Wages shall be paid weekly, not later than Friday, except by mutual agreement between employer and his employees.

(b) Any employee kept waiting for his or her wages on pay day for more than ten minutes after the usual time for ceasing work shall be paid at overtime rates for the time so kept waiting.

(c) Where the services of an employee are dispensed with all wages due shall be paid to him on dismissal or forwarded to him by post on the day following.

(d) Not more than two days' pay of each employee shall be kept in hand by an employer.

(13) TIME AND WAGES BOOK.—Each employer shall keep a time and wages book or record showing the name of each employee and his or her occupation, the hours worked each day or each week, and the wages or allowance paid each week.

The time occupied by an employee in filling in any time books or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

(14) SUNDAYS AND HOLIDAYS.—(a) All work done on Sundays (other than work done by employees on continuous shift work) 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, Australia Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Eight Hours Day, Christmas Day, and Boxing Day.

Provided that Melbourne Cup Day shall be observed as a holiday in the Metropolitan District instead of King's Birthday.

(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 piece-workers 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.

(15) 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.

(16) PIECE-WORK.—(a) Any employer may fix piece-work rates for any process, provided such rates enable adult employees of average capacity to earn at least the minimum weekly rate prescribed for their respective classes, with the addition of 15 per cent.

(b) Piece-work rates now paid may be re-adjusted by employers to meet new circumstances created by this Determination before the expiry of six months from the date on which this Determination comes into force, but thereafter such rates shall not be altered except by mutual agreement between the employer and piece-workers concerned.

(c) Where an employee has worked part of the week on piece-work he or she shall be entitled to his or her earnings in full for the actual time worked on piece-work if the earnings are higher than the minimum rate for such time.

(d) Adults and juniors doing the same operations shall be paid the same piece-work rates.

(e) As far as practicable, different grades of work shall be equitably divided between piece-workers.

(f) A piece-worker who also instructs learners shall receive 10s. per week in addition to piece-work earnings for the first week, 7s. 6d. for the second week, and 5s. for the third week, but at the end of the third week shall not be called upon to continue instructing a learner unless paid 5s. per week in addition to the piece-work earnings.

(g) Piece-workers 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 piece-work rate.

(h) 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, 23rd January, 1934.