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THURSDAY, NOVEMBER 26.

[1936

Factories and Shops Acts.

DETERMINATION OF THE WOODWORKERS BOARD.

Adjusted pursuant to Section 21 of the *Factories and Shops Act 1934* (No. 4275).
Carpentry and Joinery were proclaimed on 28th November, 1928, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

NOTE.—This Determination applies to the whole of the State of Victoria.

(1)

I, WILLIAM DEMPSTER, in pursuance of the powers contained in the *Factories and Shops Acts* and in consequence of the provisions contained in a determination made on the 1st February, 1936, by the Woodworkers Board and published in the *Government Gazette* on 14th February, 1936, hereby issue an adjusted determination showing the adjusted wages rates to be paid as from the first day of December, 1936, to any persons (other than persons under the jurisdiction of the Carpenters, Agricultural Implements, Country Agricultural Implements, Shops Board No. 12 (Fuel and Fodder), Shops Board No. 13 (Fuel and Fodder, Country), or persons engaged in ship or boat building, or the erection of bridges, wharfs, or similar structures), employed as—

- (a) carpenters, joiners or box-makers;
- (b) stackers, sorters, loaders or unloaders of sawn, hewn, or split timber or logs;
- (c) sawmill, timber yard, timber seasoning plant, box factory, or joiner's workshop employees;
- (d) tramway builders, aerial workers, timber fellers, hewers or splitters in connexion with a saw-mill;
- (e) forest workers conveying timber to a saw-mill;
- (f) workers conveying timber from a saw-mill by tramway;
- (g) woodworkers making articles not under the jurisdiction of any Wages Board heretofore appointed or hereafter to be appointed—

(2)

WAGES PER WEEK OF 46 HOURS.

(a) Apprentices (except those covered by the <i>Apprenticeship Act 1928</i>).										Improvers and Juvenile Workers.									
*1st year	..	..	..	..	..	18	0	per week	Under 16 years of age	..	..	..	18	0	per week
2nd	..	..	..	..	..	22	6	"	16 to 17	..	..	..	22	6	"
†3rd	..	..	..	..	..	31	6	"	17 to 18	..	..	..	31	6	"
†4th	..	..	..	..	..	40	6	"	18 to 19	..	..	..	40	6	"
†5th	..	..	..	..	..	54	0	"	19 to 21	..	..	..	54	0	"

Where an apprentice has completed his indentures before turning 21 years of age he may be employed as an improver at not less than 5s. per week.

*Should any apprentice have attended timber working classes in a technical school for one year prior to being apprenticed, and shall have obtained a certificate of proficiency in the work of that year, he shall be entitled to 2s. 6d. per week in addition to the rate set out for the first year.

†Should any apprentice during the third or any subsequent year of his apprenticeship produce a certificate from the examiners that he has attended a two years' course, and passed an examination at a technical school in woodworking machinery and wood turning, sawing and sharpening saws, or saw doctoring in accordance with the class of work to which he is apprenticed, he shall be paid a sum of 5s. per week in addition to the rates set out above for the remainder of his period of apprenticeship, or until he attains the age of 21, whichever period shall be the longer.

PROPORTION (WITHIN ANY PLACE).

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

PROPORTION (IN ANY PLACE).

Improvers.

One improver to every four workers receiving not less than the minimum wage.

Juvenile Workers.

Four juvenile workers to each worker receiving not less than the minimum wage.

(For definition of a Juvenile Worker see Clause 4 (b).)

2 (b)	Other Employees.	Employed in the Bush or at Bush Saw-mills.	Employed in the Metropolitan, Milder, and Gippsland Districts. (Except in the Bush and at Bush Saw-mills.)	Employed in Geelong and Warrnambool.	Employed in all Other Districts of Victoria. (Except in the Bush and at Bush Saw-mills.)
		£ s. d.	£ s. d.	£ s. d.	£ s. d.
	Belt repairer	3 16 0	3 17 0	3 18 0	3 14 0
	Blacksmith	4 6 0	4 7 0	4 8 0	4 4 0
	Box crate or casemaker	4 0 0	4 1 0	4 2 0	3 18 0
	Broad axeman	4 14 0	4 15 0	4 16 0	4 12 0
	Carpenters and joiners	4 14 6	4 15 6	4 16 6	4 12 6
	Carpenters making stock work	4 7 0	4 8 0	4 9 0	4 5 0
	Carpenters (bush)	4 0 0	.. .. .	.. .. .	.. .. .
	Drivers of snig or bullock teams	4 6 0	.. .. .	.. .. .	.. .. .
	Crane attendant or dogman .. .. .	.. .. .	3 13 0	3 14 0	3 10 0
	Fuller	4 3 0	.. .. .	.. .. .	.. .. .
	Grinders of knives and cutters	4 8 0	4 9 0	4 10 0	4 6 0
	Guard	4 3 0	4 4 0	4 5 0	4 1 0
	Hookman and/or log yardman	3 14 0	3 15 0	3 16 0	3 12 0
	Hoop-iron fixers on boxes	3 14 0	3 15 0	3 16 0	3 12 0
	Landing builders or repairers—man in charge	4 0 0	4 1 0	4 2 0	3 18 0
	Landing builders or repairers	3 14 0	3 15 0	3 16 0	3 12 0
	Leading hand, 1s. per day extra .. .. .	.. .. .	.. .. .	.. .. .	.. .. .
	Loaders or turners of sleepers over 5 feet or loaders of logs	3 14 0	3 15 0	3 16 0	3 12 0
	Machinists—Machinists employed at:—				
	(a) (i) Shaper, Boul's carver, general joiner, wood turner buzzer (using other than straight irons), Lindemann gluer and joiner	4 9 0	4 10 0	4 11 0	4 7 0
	(ii) Any automatic lathe (including variety turning, copying, spoke turning or any other), where the machinist sets up his machine and grinds his knives and cutters	4 9 0	4 10 0	4 11 0	4 7 0
	(b) Moulding machine, planing machine (one, two, three or four-sided planer, dimensional planer, door planer or any other), veneer lathe, match lathe—				
	(i) where the machinist sets up his machine and grinds his knives and cutters	4 6 0	4 7 0	4 8 0	4 4 0
	(ii) where the machinist sets up his machine but does not grind his knives and cutters	4 0 0	4 1 0	4 2 0	3 18 0
	(c) Buzzer (using straight irons), tenoning machine, jointer, carving machine, dovetailing machine (for joinery or cabinet work), cross grainer, lock angle machine, spoke throater—				
	(i) where the machinist sets up his machine and grinds his knives and cutters	4 3 0	4 4 0	4 5 0	4 1 0
	(ii) where the machinist sets up his machine but does not grind his knives and cutters	3 14 0	3 15 0	3 16 0	3 12 0
	(d) Dovetailing machine (for boxes and cases)—				
	(i) where the machinist sets up his machine and grinds his knives and cutters	4 0 0	4 1 0	4 2 0	3 18 0
	(ii) where the machinist sets up his machine but does not grind his knives and cutters	3 14 0	3 15 0	3 16 0	3 12 0
	(e) Timber-bending machine, sandpaper or emery machine or belts	3 18 0	3 19 0	4 0 0	3 16 0
	(f) Mortising machine (chain or hollow chisel of any kind or any other), multiple or single spindle boring machine, slotter equalizer, veneer chaff machine, veneer chipping machine, veneer gluing machine, box lacing machine, box printing machine, and box nailing machine—where the machinist sets up his machine or grinds his knives and cutters or does both	3 14 0	3 15 0	3 16 0	3 12 0
	(g) Any machinist (with the exception of those in (a) (i) who neither grinds his knives and cutters nor sets up his machine, but is merely an operator of feeder of the machine)	3 11 0	3 12 0	3 13 0	3 9 0
	Mantelpiece maker .. .. .	.. .. .	4 7 0	4 8 0	4 4 0
	Measurer	4 0 0	4 1 0	4 2 0	3 18 0
	Millwright	4 12 0	4 13 0	4 14 0	4 10 0
	Orderman	4 0 0	4 1 0	4 2 0	3 18 0
	Painter	4 0 0	4 1 0	4 2 0	3 18 0
	Platelayer	3 14 0	.. .. .	.. .. .	.. .. .
	River logman	3 12 0	.. .. .	.. .. .	.. .. .
	Ropeman or shoeman	4 3 0	.. .. .	.. .. .	.. .. .
	Sawyers and Assistants—				
	(a) Log band sawyer, with or without Symonson turner	4 12 0	These rates and classifications apply to Bush saw-mills only.	.. .. .	.. .. .
	(b) Twin sawyer planking out or flitching up	4 12 0		.. .. .	.. .. .
	(c) Stave-cutting sawyer	4 6 0		.. .. .	.. .. .
	(d) Twin sawyer or vertical, with or without Symonson turner	4 3 0		.. .. .	.. .. .
	(e) Flitching frame sawyer	4 3 0		.. .. .	.. .. .
	(f) Other breaking down sawyer	4 3 0		.. .. .	.. .. .
	(g) No. 1 benchman, with or without Symonson turner	4 12 0		.. .. .	.. .. .
	(h) No. 2 benchman	4 6 0		.. .. .	.. .. .
	(i) No. 3 benchman	4 0 0		.. .. .	.. .. .
	(j) No. 4 benchman	3 14 0		.. .. .	.. .. .
	(k) Deal or gang frame sawyer	4 0 0		.. .. .	.. .. .
	(l) Dockerman where two or more dockers—				
	(i) Main dockerman	3 17 0		.. .. .	.. .. .
	(ii) Dockerman other than main	3 12 6		.. .. .	.. .. .
	(m) Dockerman where only one dockerman	3 14 0		.. .. .	.. .. .
	(n) Steam or other power-driven crosscut sawyer	3 15 0		.. .. .	.. .. .
	(o) Puller-out, No. 1 bench—				
	(i) Single handed on dead roller	4 3 0		.. .. .	.. .. .
	(ii) On dead roller where not single handed	3 17 0		.. .. .	.. .. .
	(iii) Friction feed or split roller	3 14 0		.. .. .	.. .. .
	(p) Assistant, No. 1 bench	3 14 0		.. .. .	.. .. .
	(q) Puller-out, No. 2 bench—				
	(i) Single handed on dead roller	3 17 0		.. .. .	.. .. .
	(ii) On dead roller where not single handed	3 14 0		.. .. .	.. .. .
	(iii) Friction feed or split roller	3 12 6		.. .. .	.. .. .
	(r) Assistant, No. 2 bench	3 12 6		.. .. .	.. .. .
	(s) Puller-out or assistant, No. 3 bench	3 11 0		.. .. .	.. .. .
	(t) Puller-out or assistant, any breaking down saw	3 14 0		.. .. .	.. .. .

2 (b)	Other Employees.	Employed in the Bush or at Bush Saw-mills.	Employed in the Metropolitan, Murchison, and Gippsland Districts. (Except in the Bush and at Bush Saw-mills.)	Employed in Geelong and Warrnambool.	Employed in all Other Districts of Victoria. (Except in the Bush and at Bush Saw-mills.)
			£ s. d.		
			£ s. d.	£ s. d.	£ s. d.
(u)	Log band sawyer, with or without Symonson turner	These rates and classifications do not apply to Bush saw-mills.	4 13 0	4 14 0	4 10 0
(v)	Roller re-cut band sawyer using blade over 3 inches in width .. .		4 7 0	4 8 0	4 4 0
(w)	Roller re-cut band sawyer using blade under 3 inches in width, if brazing or sharpening his own saw .. .		4 7 0	4 8 0	4 4 0
(z)	Circular sawyer, if cutting a depth of 7½ inches or over, whether for moulding machine or otherwise .. .		4 7 0	4 8 0	4 4 0
(y)	Detail band or jig sawyer, if brazing or sharpening his own saw .. .		4 7 0	4 8 0	4 4 0
(z)	Sawyer cutting detail work, whether for moulding machine or otherwise .. .		4 7 0	4 8 0	4 4 0
(aa)	Twin or vertical sawyer .. .		4 7 0	4 8 0	4 4 0
(ab)	Breaking down bench sawyer .. .		4 7 0	4 8 0	4 4 0
(ac)	Flitching frame sawyer .. .		4 4 0	4 5 0	4 1 0
(ad)	Sawyer preparing timber for moulding machine (other than vertical, flat, or deep cutting) .. .		4 3 0	4 4 0	4 0 0
(ae)	Deal frame sawyer, if cutting a depth of 18 inches or over .. .		4 3 0	4 4 0	4 0 0
(af)	Detail band or jig-sawyer, if not brazing or sharpening his own saw .. .		4 1 0	4 2 0	3 18 0
(ag)	Roller re-cut band sawyer using blade 3 inches or under in width, if not brazing or sharpening his own saw .. .		4 1 0	4 2 0	3 18 0
(ah)	Circular sawyer, if cutting a depth of less than 7½ inches .. .		3 19 0	4 0 0	3 16 0
(ai)	Deal frame sawyer, if cutting less than a depth of 18 inches .. .		3 19 0	4 0 0	3 16 0
(aj)	Crosscut sawyer, cabinet, furniture, or joinery work .. .		4 3 0	4 4 0	4 0 0
(ak)	Crosscut sawyer, except as herein provided .. .		3 15 0	3 16 0	3 12 0
(al)	Puller-out at leadingsaw bench or re-cut band saw blade over 3 inches in width .. .		3 15 0	3 16 0	3 12 0
	Saw doctor .. .		4 18 0	4 19 0	4 16 0
	Saw sharpener (exclusively employed as such) .. .		4 3 0	4 4 0	4 1 0
	Splitter .. .		3 14 0	.. .	.. .
	Spoke splitter .. .		3 14 0	.. .	.. .
	Spotter at spot mills .. .		4 6 0	.. .	.. .
	Stacker .. .		3 14 0	3 15 0	3 16 0
	Tallyman .. .		4 0 0	4 1 0	3 18 0
	Timber or log trucker on haulage .. .		3 18 0	3 19 0	4 0 0
	Timber bender (by hand) .. .		3 18 0	.. .	.. .
	Truck repairer .. .		4 0 0	.. .	.. .
	Tramway builders or repairers—men in charge of .. .		4 0 0	.. .	.. .
	Tramway builder or repairer .. .		3 14 0	.. .	.. .
	Water dogman .. .		3 18 0	.. .	.. .
	All others .. .		3 8 0	3 9 0	3 10 0

(3) CONTRACT OF EMPLOYMENT.—(i) All employees (with the exception of piece-workers and employees mentioned in Clause 3 (ii) and (iii)) shall be employed on a weekly engagement subject to the following terms:—

- One week's notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof. Such notice may be given on any day.
- Employment for the first week shall be from day to day at the weekly rate prescribed, except in the case of a re-engagement within one month after the termination of a previous service of the employee under the employer.
- An employee shall perform such work as the employer shall from time to time require on the usual working days within the prescribed hours.
- An employee (except an employee in the bush or at a bush saw-mill) shall be entitled to payment when absent from work through an accident or ill-health (not attributable to his own misconduct) for not more than six days in any year (where he usually works six days a week) and not more than five days (where he usually works five days a week) provided that he produces satisfactory evidence to the employer or mill manager within 48 hours of such accident or commencement of ill-health.

Provided that where, under any scheme of insurance or an accident relief or provident fund to secure the benefit of which the employer has paid the necessary premium, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage than is sufficient with such compensation to make up the full pay for any of such days.

(ii) Persons employed receiving, delivering, or carrying timber by hand or by sling from or to any vessel, ship, lighter, raft, dump, yard, or railway truck may be employed by the hour subject to the following conditions:—Such workers shall be paid at the rate of 2s. 3d. per hour, with an extra 6d. per hour where the work is carrying or handling wet timber or wet logs on any raft, punt, wharf, or dump which has been recently submerged. When engaged for such work an employee shall be paid for at least two hours' work, and if kept waiting for his pay more than fifteen minutes after his discharge he shall be paid at ordinary rates for all time he is kept so waiting.

(iii) Persons employed in box-making factories may be employed by the hour in which case the rates provided in Clause 2 shall be increased 10 per cent., and any employee required to work on any day shall receive at least a full day's pay for work done on such day.

(4) DEFINITIONS.—(a) "Benches"—

- A breaking down bench shall include a circular saw, a band saw, twin saw, horizontal saw, or vertical saw when any of such saws is used for the purposes of reducing a log to fitches.
 - A No. 1 Bench shall mean any bench which takes fitches 3 inches thick or over from the breaking down bench.
 - A No. 2 Bench shall mean any bench which is fed directly from a No. 1 Bench, and which is not being used as a picket bench within (v) hereof.
 - A No. 3 Bench shall mean any bench which is fed directly from a No. 2 Bench, and which is not being used as a picket bench within (v) hereof.
 - A No. 4 Bench shall mean a bench on which timber is cut into pickets, laths, droppers, palings, staves, or other small sizes which small sizes do not exceed 3 inches by 1½ inches by 9 feet or the equivalent in section by 9 feet.
- (b) Juvenile worker means an employee under 21 years of age engaged at any of the following operations:—
- Boring, assembling, sanding or finishing textile bobbins, or carrying or transporting wooden articles within textile bobbin factories.
 - Feeding timber not exceeding 2-in. square into magazine for automatic machine, or performing any work in connexion with the manufacture of golf tees.
 - Counting or packing bobbins, golf tees, or other small wooden articles, or sweeping up shavings or other refuse, or cleaning up factories.
 - Making wooden articles on "Polly" turning lathe or other similar rotary cutting lathe.
 - Feeding automatic machine for the manufacture of shives.

- (vi) Assembling all classes of wood veneer containers, such as strawberry boxes or punnets, fruit containers (not being cases) or confectionery boxes.
- (vii) Performing any of the following work in factories manufacturing electrical woodware :—
Staining, wrapping, counting, picking up blocks and stacking, sanding round blocks, cutting out backs, beading, cutting out round blocks, filling magazines, placing blocks in round forming machine, feeding burnishing machine, feeding nailing machine, tying up, rumbling, placing wooden bushings into machine for threading.
- (viii) Performing any of the following operations in connexion with the manufacture of tennis rackets :—
Bumping grooves in bow, weighing frames, knurling handles of frames, cleaning glue off clamps, glueing dowels in frames, counting and packing handle flakes, wood faces, overlays, &c., glueing paper to sand discs, grinding off screws, weighing, counting and stacking ash strips, marking bows for drilling, gouging stringing holes, bumping edges of grooves, countersinking stringing holes, removing frames from glue clamps, making lead weights.
- (ix) Drilling, pointing, boring, slotting, threading, assembling, sanding, painting, varnishing, lacquering, or similar finishing any other small article of wood.

(c) "Loading hand" means an employee who has been appointed by the employer to take charge of or control any adult person or persons who are performing the same class of work as himself.

(d) "Main dock" means the dock, in a mill where there are two or more docks, at which most timber is docked. In mills where the breaking-down bench feeds two benches with approximately equal quantities of timber, the two docks shall be rated as main docks.

(e) "Measurer" (see "Tallyman").

(f) "Orderman" means an employee who is responsible for the selection, allotment, and measuring of orders for delivery and/or for the execution of orders for delivery.

(g) "River logman" means an employee usually and ordinarily engaged on or in connexion with any barge, raft, or punt on any river in loading, discharging, or bringing logs, piles, hewn or sawn timber to or from any mill or depot.

(h) "Stacker" means a person who stacks timber for seasoning by the process of stripping.

(i) "Tallyman" or "Measurer" means an employee who by measuring and/or calculating quantities keeps an account of timber, and does not include one who merely measures lengths of timber or counts timber by pieces.

(j) "Tramway builder or repairer" means an employee engaged in the work of tramway construction and maintenance, but does not include the work of cleaning the track and joining the permanent way or the work ordinarily performed by a fettler.

(5) TIMES OF BEGINNING AND ENDING WORK.—The times of beginning and ending work shall be :—

(a) Where a day shift only is worked—

	Time of Beginning.	Time of Ending.
Monday to Friday	7.15 a.m.	5.30 p.m.
Saturday	7.15 a.m.	12 noon.

(b) Where two shifts per day are worked—

Day shift { Monday to Friday	7.15 a.m.	5.30 p.m.
Saturday	7.15 a.m.	12 noon.
Night shift—Monday to Saturday	5 p.m.	8 a.m.

Above mentioned times of beginning and ending work shall not apply to persons employed as guards, hookmen, log yardmen, log loaders and haulers, greasers, bush blacksmiths, and men employed on barges and rivers.

(6) HOURS OF WORK.—The hours for a week's work and a day's work shall be :—

- (a) Day shift 46 hours per week and not more than 9½ hours per day.
(b) Night shift 41½ hours per week worked in five shifts of equal time.

(7) OVERTIME.—All work done—

- (a) outside the hours mentioned in Clauses 5 and 6 ;
(b) in excess of the hours prescribed for a day's work ;
(c) in excess of the hours prescribed for a week's work—

shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

(8) TRAVELLING TIME AND ALLOWANCES.—A bush employee shall have a fixed starting place, and shall be paid at ordinary rates for all time in excess of half an hour whilst he is travelling from such starting place, and returning to such starting place in going to and from the place where work is done. A weekly employee in any other place shall be paid at ordinary rates for all time occupied in travelling in excess of the time usually occupied in travelling to and from his work when he is required to work at any other place but his usual working place. In addition the employer shall pay fares and provide necessary meals and bed for an employee so engaged in travelling, or pay the employee 7s. 6d. per day in lieu thereof.

(9) TRANSPORT FOR BUSH EMPLOYEES.—All bush employees, together with their families and goods and chattels, shall be transported free of charge within 48 hours of receipt by the employer of notice that such transport is required, provided that such employees shall not be entitled to such free transport on a route along which the public is regularly transported for payment.

(10) HOLIDAYS.—(1) All employees, except piece-workers, bush workers, and bush saw-mill employees, shall be entitled to nine holidays with payment therefor in the manner hereinafter prescribed :—Such holidays shall be New Year's Day, 26th January (Australia Day), Good Friday, Easter Saturday, Easter Monday, 21st April (Labour Day), Christmas Day, Boxing Day, and (a) within 25 miles of the General Post Office at Melbourne, Melbourne Cup Day ; (b) outside the radius mentioned in 10 (1) (a) Anzac Day, provided that in any year in which Anzac Day falls on a Sunday King's Birthday shall be observed as a holiday in lieu thereof.

(2) Bush workers and bush saw-mill employees (other than piece-workers) shall have a full week's holiday at Christmas, and half a week's holiday (Good Friday, Easter Saturday, and Easter Monday) at Easter time, and shall be entitled to be paid for same as follows :—
(a) Three-quarters of a day's pay for each calendar month's work done in each year by an employee before the holidays mentioned.
(b) In any case whereby under Clause 10, sub-clause 2 (a), an employee does not receive nine days' holiday pay through not being in the service of an employer twelve calendar months, or through leaving the service of an employer before the holidays are due, he shall receive a *pro rata* payment based on three-quarters of a day's pay for each calendar month's service. If any other day be by Act of Parliament or Proclamation substituted for any of the days mentioned as holidays in this clause such day shall be observed as a holiday in lieu of the one so mentioned.

(11) TOOLS TO BE SUPPLIED.—Employees (other than carpenters and joiners, whim repairers, millwrights, bush carpenters, mantelpiece makers, and piece-workers) shall be supplied by the employer with all necessary tools, implements, and plant.

(12) SAWYER TO HAVE PULLER-OUT.—No sawyer shall be required to work a running out saw-bench cutting over 3 ft. 6 in. in length without a puller-out.

(13) TRANSPORT OF INJURED.—In country towns, in bush mills, and in the bush the employer shall as soon as is reasonably possible supply means free of charge to convey to the nearest hospital or doctor any employee so seriously injured that it is not reasonably possible for such employee to travel independently of such assistance.

(14) PIECE-WORK.—An employer may make a contract with any employee or group of employees for payment by results by piece-work, provided that the prices fixed shall enable a journeyman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage as herein prescribed for such work.

W. DEMPSTER,
Secretary for Labour.

Melbourne, 23rd November, 1936.



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, NOVEMBER 27.

[1936

Factories and Shops Acts.

DETERMINATION OF THE RUBBER TRADE BOARD.

Adjusted pursuant to Section 21 of the *Factories and Shops Act 1934* (No. 4275.)

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts 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 Chitwell; and the boroughs of Eaglehawk and Sebastopol.

I, WILLIAM DEMPSTER, in pursuance of the powers contained in the Factories and Shops Acts and in consequence of the provisions contained in a determination made on the 2nd December, 1935, by the Rubber Trade Board, and published in the *Government Gazette* on the 19th December, 1935, hereby issue an adjusted determination showing the adjusted wages rates to be paid as from the first pay period to commence in December, 1936, to any persons—

1. employed in or in connexion with the trade of—
 - (a) a maker of all kinds of rubber goods;
 - (b) a reclaimers of rubber; and
 - (c) a maker of solution;
 2. employed in the repairing of all kinds of rubber goods.
- (1)

APPRENTICES OR IMPROVERS.

		Wages per Week of 44 hours.		
		Males.	Females.	
		<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	..	13 9	13 0	Except in the fancy goods section no female shall be employed until she attains the age of 16 years.
16 years of age	..	20 9	16 9	
17 " "	..	27 6	20 3	
18 " "	..	34 6	24 0	
19 " "	..	41 6	27 9	
20 " "	..	48 3	31 6	

And thereafter the minimum wage.

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 69s. per week of 44 hours.

MALE IMPROVERS.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 69s. per week of 44 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 37s. per week of 44 hours.

All other Sections.

One female apprentice to each adult female worker receiving not less than 37s. per week of 44 hours.

FEMALE IMPROVERS.

Fancy Goods Section.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, three to each adult female worker receiving not less than 37s. per week of 44 hours.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 37s. per week of 44 hours.

(a) Except in the fancy goods section of the industry, the number of adult female or adult male workers respectively employed at any given time shall be deemed to be the weekly average number employed (exclusive of any female employees employed in the fancy goods section of the industry) during the immediately preceding period of twelve calendar months and for the purpose of ascertaining the proportion of improvers to adult male or female workers, there shall be a weekly count and any Union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.

(b) Notwithstanding anything hereinbefore contained, female workers receiving the adult female wage prescribed for the class of work being performed by them, shall be counted as adult female workers in calculating the proportion of females, but in calculating such wage, bonuses shall not be considered as part of the wage.

(2)		ADULT MALES.	Wages per Week of 44 Hours. s. d.
Operator in charge of calender over 72 inches	.. .. .	.. .. .	93 0
Operator in charge of calender 72 inches and under	.. .. .	.. .. .	89 0
Maker of wrapped hose by hand-made process; operator on mixing mill. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers blankets	.. .. .	.. .. .	82 0
Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tires	.. .. .	.. .. .	82 0
Maker of air bags	.. .. .	.. .. .	82 0
Operator engaged in the individual making of surgical mechanical and/or sporting goods, who designs, lays out, cuts to shape, and/or builds up, and responsible for making complete articles	.. .. .	.. .. .	82 0
Operator in charge of—			
Lead covering hose machine	.. .. .	.. .. .	79 6
Vulcanizing press	.. .. .	.. .. .	79 6
Making transmission, conveyor and/or elevator belting	.. .. .	.. .. .	79 6
Forcing machine	.. .. .	.. .. .	79 6
Operator—			
Building pneumatic tire on core (excluding bicycle tires)	.. .. .	.. .. .	79 6
Employed on mechanical lathe fashioning hand-made mechanical or surgical goods	.. .. .	.. .. .	79 6
Engaged in the moulding of and/or any operation directly connected with the moulding of motor and/or motor cycle tires and/or air bags; making and/or moulding solid motor tires; laying mats, tiles or rubber flooring	.. .. .	.. .. .	79 6
Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)	.. .. .	.. .. .	79 6
Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tire moulding	.. .. .	.. .. .	79 6
Repairer of secondhand motor and/or motor cycle tire and/or tube and/or airbags including employees retreading new tires	.. .. .	.. .. .	79 6
First assistant on calender	.. .. .	.. .. .	79 6
Operator building pneumatic tire on flat and/or crown drum (excluding bicycle tire) or operator employed fitting solid tire to wheel (motor vehicle or otherwise)	.. .. .	.. .. .	77 0
Weigher and/or assembler of compounds for mixing and calendaring, employee on digester machine; spreader in charge of machine (not otherwise classified); treadmaker for pneumatic motor tire treads built by hand (excluding cutters and/or assemblers)	.. .. .	.. .. .	76 0
Operator engaged making transmission, conveyor and/or elevator belting	.. .. .	.. .. .	76 0
Repairer of blemishes on new motor and/or motor cycle and/or bicycle tire and/or tube; operator in charge of textile cutting machine; inspector and/or examiner and/or tire tester	.. .. .	.. .. .	75 0
Operator engaged on—			
Hose-making machine (wrapped process); warming and/or masticating mill and/or reclaim refining mills; motor, motor cycle and/or bicycle tube, joint curing; mat cutting, guillotine mat-punching, process mat buffing and/or sanding machine; fitting pneumatic tire to wheel; clicking press and/or sole-cutting machine; lathe and/or other power-driven cutting machine engaged in cutting of rings, washers and/or strips and/or buffing cylindrical rollers up to three feet in length; dipping balloons and/or other dipped goods; motor, motor cycle and/or bicycle tube joints curing; self-contained mould and/or heater man in charge of curing pan and/or dry heater; general, surgical, mechanical and/or sporting goods. Weaver in charge of braiding machine and/or circular and/or flat loom and/or knitting machine and/or operator in charge of creels and/or other similar machines and/or winding wire; maker of packing	.. .. .	.. .. .	75 0
Storeman and packer; lead covering machine helper; dough mixer working on mill and/or enclosed mixer; reclaim, or employees engaged on acid tank; cutter of treads and/or assembler of motor, motor cycle and/or bicycle treads by machine; helper on curing pan and/or dry heater; helper on vulcanizing press; operator in charge of drying machine; operator in charge of lead covered hose stripping machine; operator in charge of forcing machine straining rubber; operators engaged on washing mill and/or grinding waste, on motor, motor cycle bicycle tube and/or bicycle tire making, and/or joining (not otherwise classified); operator of electric cutting machine (other than cutter in the water-proof) or cutting textile by hand	.. .. .	.. .. .	73 0
Employees engaged on doubling and/or chalking and/or polishing and/or embossing	.. .. .	.. .. .	72 0
Sifter and/or drier of compounding ingredients. Wrapper and/or stripper of goods made by wrapped process	.. .. .	.. .. .	71 0
Employees testing with water	.. .. .	.. .. .	70 0
All others	.. .. .	.. .. .	69 0
		ADULT FEMALES.	Wages per Week of 44 Hours. s. d.
Employee who individually fabricates complete shoes, goloshes and/or rubber boots or who lasts up shoes, goloshes and/or rubber boots	.. .. .	.. .. .	42 6
Employee employed on tire making and/or casemaking, and/or individually fabricating motor and/or motor cycle and/or bicycle tires and/or tubes and/or mechanical surgical sporting goods	.. .. .	.. .. .	41 6
Employee employed on sewing machines	.. .. .	.. .. .	42 6
Employee engaged on machine used in the production of rubber goods and/or goods containing rubber and/or employed on part making any rubber goods and/or goods containing rubber (including rubber footwear and/or bead making)	.. .. .	.. .. .	40 0
Employee employed on dipped goods	.. .. .	.. .. .	40 0
Employee engaged cleaning, finishing, folding, packing, labelling, despatching, and/or carton making and despatching	.. .. .	.. .. .	38 6
All others	.. .. .	.. .. .	37 0

HOURS OF DUTY.

(3) (a) The ordinary hours of duty for males without payment of overtime shall not exceed (9) nine hours and a quarter (as either day work or shift work other than continuous process shifts hereinafter provided for) on each of the first five days of the week or four hours on Saturday, and shall not exceed 44 hours in any week.

(b) Employees working on continuous processes shall work such shifts up to six per week as may be required, but subject to sub-clause (b) (1) hereof the ordinary hours of employees shall not exceed 44 per week. Such shifts shall consist of eight hours inclusive in each shift of a meal break without payment of eighteen minutes. Such meal break shall be arranged by the employer at a convenient time as near as practicable to the middle of the shift. Continuous process shifts shall be worked in rotation.

(b) (1) The requirement that shift workers on continuous process work shall not work more than 44 hours per week, ordinary time shall be deemed to be satisfied if in any period of three consecutive weeks such an employee does not in any of those weeks work more than 48 hours, and in the aggregate of any three consecutive weeks does not work more than 132 hours.

(c) The ordinary hours of duty for females without payment of overtime shall not exceed nine hours a day on each of the first five days in the week, or four hours on Saturday, and shall not exceed 44 hours in any week.

NIGHT SHIFTS.

(4) (a) Any night shift worker commencing work after 10.30 p.m. shall be paid 1s. per shift-extra in addition to the rates of pay fixed under the various classifications.

(b) The hours of duty of any night shift worker shall be consecutive with breaks for meals.

(c) No male junior worker under the age of eighteen years of age shall work between the hours of 10.30 p.m. and 6 a.m.

OVERTIME.

(5) (a) All time worked before or after the usual starting or finishing time shall be paid for at the rate of time and one-half for the first four hours and double time thereafter.

(b) Except in the case of a breakdown of plant or equipment and except in the case of sickness or an employee not turning up for duty at his usual starting time for the week, his starting and finishing time must be the same for at least one week.

MAXIMUM NUMBER OF HOURS WORKED.

(6) (a) No employee shall be required to work more than twelve hours in any one day or night.

(b) No employee engaged on day work, shift work, or night shift after completing the recognized hours which constitute the day's work or shift shall be called upon to work an extra shift.

(c) No employee shall be required to work more than twelve hours without a break of eight hours' rest before commencing a shift or day's work.

MEALS.

(7) (a) Any employee not informed the day before that he is required to work overtime shall be allowed the sum of two shillings for meal money, if the overtime so worked exceeds one hour in any one day or shift.

If an employee pursuant to notice in that regard has provided himself or herself with a meal and is not required to work overtime he or she shall be paid 2s. for the meal. Provided that this payment need not be paid if the employee concerned could not work overtime on account of a strike by the Union or any other Union, or through any breakdown of machinery or any stoppage of work brought about by any cause whatsoever which the employer could not reasonably prevent.

(b) An interval of not less than thirty minutes shall be allowed for the midday meal as near as possible to the middle of the day's work. Provided that on shift operations other than continuous shift operations a meal period of not less than twenty minutes in any shift shall be provided, and shall count as time worked.

(c) Any employee required for duty during his usual meal time shall be paid at the rate of time and a half until he be allowed the usual length of time for a meal unless he is allowed to have his meal at his job and is then paid at the rate of time and a half during the time of his usual meal time.

TERMS OF ENGAGEMENT.

(8) (a) To become entitled to payment of a weekly wage an employee must perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employees affected, and in accordance with the terms of the determination.

(b) An employee engaged for the first time, shall for the first three weeks of such engagement be employed from day to day at the weekly rate fixed by this determination.

(c) Any employee failing to attend for duty shall lose pay for the time of such non-attendance unless such employee produces or forwards, within 48 hours of commencement of such absence, a medical certificate or other evidence satisfactory to the management that such non-attendance was due to personal accident arising out of and in the course of employment in respect of which no payment is received under the Workers Compensation Act, or to personal ill-health necessitating such absence. Provided that any employee shall be entitled to payment for non-attendance on the ground of personal ill-health for not more than four days in any one year of his or her employment.

(d) Employment shall be determined only by a week's notice on either side, but such notice may be given at any time during any week. Provided that any employer may dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct and in any such case the employee shall be paid up to the time of dismissal only. Provided further that any employer may deduct payment for any day an employee cannot be usefully employed because of any strike by the Union, or any other union, or through any breakdown of machinery, or any stoppage of work by any cause whatsoever which the employer cannot reasonably prevent.

(e) Casual employees may be engaged at hourly rates, provided such rates calculated from hour to hour are 10 per centum higher than the rates prescribed for weekly employees doing the same class of work.

HOLIDAYS.

(9) (a) All weekly wage employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, 26th January, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occur on a Sunday or Saturday and are not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday if a working day as for a half day but not otherwise. But if the employee is a shift worker, working a full day on Saturday he shall be paid for the full day.

(c) Any employee absenting himself from work on any portion of the working day preceding a holiday provided for herein (other than Boxing Day and New Year's Day) without permission from his employer or without having reasonable cause for having absented himself from work shall not be entitled to payment for such holiday.

(d) Shift workers shall work up till 6 a.m. on holidays without overtime rates, but are not to be required to work on the night shift commencing on a holiday.

(e) Notwithstanding anything to the contrary contained in this Determination, if any employer shall give to any employee a notice of termination of engagement expiring or taking effect as a dismissal within seven days of the date on which any of the said holidays fall, or are observed, such employer shall pay to the employee so dismissed, a day's pay for each such holiday falling or being observed within seven days of the termination of the engagement, unless the engagement is determined by the misconduct of the employee. Provided that this sub-clause shall not apply to any employee who at the date of the expiration of such notice shall not have been employed by the employer concerned for at least 80 per cent. of the ordinary working time of the three consecutive weeks immediately preceding the expiration of such notice. Provided further that when any holiday is observed on a non-working day, the employee concerned shall not be entitled to payment for such holiday.

PAYMENT FOR WORK DONE ON SUNDAYS OR HOLIDAYS.

(10) (a) (i) Subject to clause (ii) hereof, any employee who is employed on a Sunday or any holiday, provided for herein shall for that day be paid at the rate of double time in addition to his weekly wage.

(ii) For work on any shift commencing on Sunday night, the shift work employee shall be paid at the rate of double time. (b) In the event of a holiday falling on a Monday, or holidays at Christmas or Easter vacation, which interfere with the employees' holidays and create a distinct break in shifts, the employer and the accredited representative of the Union (prior to such holiday or holidays) may arrange the shifts suitable to both parties. In the event of suitable shifts not being arranged, sub-clause (d) of clause 9 herof shall operate.

HEALTH AND HYGIENIC CONDITIONS.

- (11) (a) Every employer shall in each factory supply suitable dining-room accommodation.
- (b) Every employer shall provide sufficient boiling water for employees at meal hours.
- (c) Every employer shall supply drinking water in each department of the factory.
- (d) Any employee engaged as a reclaim worker or moulder of motor and/or motor cycle tires shall be provided with a lock-up cupboard, suitable baths or showers and a changing room.
- (e) All dipping vats shall be provided with covers.
- (f) Sifting boxes or machines shall be rendered reasonably dustproof.
- (g) Hoods and exhaust flues shall be installed over all mixing mills, dry heaters and buffs, chalking machines or sifting machines.
- (h) The provisions of sub-clauses (a), (b), (c), and (d) of this clause have no application to repair shops.

SICKNESS.

(12) (a) Any employee may leave work at any time on account of sickness or accident, and shall not be prejudiced in his employment by so doing provided a satisfactory medical or lodge certificate (if demanded) is handed to the departmental foreman on his return.

(b) Any employee injured on the employer's premises, whether the injury is incidental to his or her work or not, shall report such injury at a first-aid room or other appointed place before leaving the premises.

PAYMENT OF WAGES.

- (13) (a) Wages shall be paid not later than Wednesday in each week.
- (b) No employer shall keep more pay in hand than has accrued to any employee up to the end of the preceding calendar week.
- (c) If any employee leaves on proper notice or is dismissed, he shall be paid his wages on leaving or being dismissed, except in cases where the employee is dismissed outside ordinary office hours.
- (d) All wages shall be paid during working hours.

MIXED FUNCTIONS.

(14) Where any employee is engaged in any one day or shift for more than two hours or more at work in a higher class than he is employed to perform, he shall be paid for the full day or shift at the highest rate payable for any such work under this Determination, but if he is so engaged for less than two hours he shall only be paid at the rates fixed by this Determination for the work he actually performs.

TOOLS OF TRADE.

- (15) (a) The employer shall provide all tools of trade.
- (b) Any employee engaged on acid vats, or on reclaiming or washing raw rubber or in wet places shall be supplied with apron or overalls and rubber or other suitable boots free of charge.

SEATS FOR FEMALE WORKERS.

- (16) Seats when practical shall be provided for all females while on duty.

HEAVY WEIGHTS.

- (17) (a) No male employee shall be required to pull, drag or push more than 10 cwt. Provided that this sub-clause shall not apply to any truck on rails nor to any truck fitted with ball or roller bearings.
- (b) No female worker over 18 years of age shall be required to lift or carry more than 30 lb.

REST TIME FOR FEMALES.

- (18) A specified rest time of ten minutes shall be allowed to all females in the forenoon and afternoon.

SPECIAL RATES.

- (19) (a) Any female or junior (male or female) employed in any way in the making, finishing or packing preventatives, pessaries or sheaths, shall be paid at the rate of 82s. per week of 44 hours.
- (b) Any employee engaged in the process of acid curing, cold curing, or vapour curing (as defined in clause 22 (b) of this Determination) shall be paid at the rate of 4s. per hour.
- (c) Any employee engaged in processing free carbon, black or slicking, and/or spraying motor and/or motor cycle tires or actually working on acid vats in reclaiming shall be paid the sum of 4d. per day in addition to the rate herein fixed for the class of work performed.
- (d) Any employee using a spray gun for the purpose of spraying tires (other than the spraying of trade marks), transfer marks or other distinguishing signs shall be paid the sum of 1s. per day in addition to the rates herein prescribed for the class of work performed. Such payments to include any payments under sub-clause (c) of this clause.

DEFINITION OF EMPLOYEES.

(20) (a) "Storeman and packer" means a male employee employed handling raw materials before manufacture, or a male employee handling manufactured products in the factory immediately they are manufactured and before such manufactured products are delivered to a store or warehouse or such part of a factory as is used for that purpose.

(b) The term "adult female" used in this Determination shall be taken as including juvenile female workers receiving the adult female wage under sub-clause (b) of clause 1.

FIRST AID ATTENDANT.

(21) (a) First aid appliances and a certified first aid attendant shall be provided by employers at all factories, and where female employees are employed such first aid attendant or another first aid attendant shall be a female. Such female attendant may do other work.

(b) The provisions of sub-clause (a) of this clause shall have no application to repair shops.

(c) A sufficient first aid outfit shall be provided and maintained on the premises by employers at all repair shops.

PROCESS OF COLD CURING, ETC.

(22) (a) No person shall be engaged acid curing, cold curing, or vapour curing for more than two consecutive hours, and every person so engaged must at least have four hours interval before resuming same. The employer shall provide fresh milk and respirators free of charge for persons engaged on this class of work.

(b) Provided that vapour curing in sub-clause (a) hereof shall include only vapour curing by bi-sulphide of carbon or benzene with chloride of sulphur.

UNION DELEGATE.

(23) (a) The secretary or branch secretary of the union or any official authorized by the union shall not be prevented by any employer from visiting and conversing with the members of the union in the dining room or waiting room (where provided) at meal time or before or after the hours of work.

(b) If any official makes himself objectionable to the employers or to any manager or foreman or employees his right to visit may be determined by the employer, and another official shall be substituted in his place by the union.

UNION BUSINESS.

(24) Any member of the federal council of the union or any member of the committee of management thereof may leave work to attend to the business of the union, provided that at least three days notice has been given to the employer. Employees so absent shall not be paid for the period of their absence.

RECORD OR TIME BOOK.

(25) (a) Each employer shall keep a time and wages book or some card or check used in connexion with a mechanical clock showing the name of each employee, his occupation, the hours worked each day, and the wages and allowances paid each week.

(b) The time and wages book or card or check used in connexion with a mechanical clock, shall be open for inspection to duly accredited official of the federation, during the usual office hours at the employer's office or other convenient place. Provided that no inspection shall be demanded unless the secretary of the Union suspects that a breach of the determination has been committed. Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. Provided also that no demand for production need be complied with unless 24 hours' notice in writing of the intention to inspect shall have been given to the employer concerned.

MECHANICAL CLOCK.

(26) In lieu of a time-book, an employer may at his option provide a mechanical clock for the purpose of recording the time of each employee. Provided that the employer shall in such case enter at the end of the week the wages and overtime received on some card or check used in connexion with such clock.

DERMATITIS.

(27) (a) Any employee who contracts dermatitis whilst in and as a result of employment and who on account of such dermatitis is absent from his employment shall whilst necessarily so absent be paid his weekly wage at the rate payable from time to time under this determination for the class of work on which he was engaged immediately before such absence. Any employee being so paid shall, if required by his employer, report to the factory or factory medical officer each day at a time to be fixed by his employer.

NOTICE BOARD.

(28) (a) A notice board shall be provided in the dining room or in some other prominent position at the works.

(b) A copy of this determination shall be posted and kept posted at the notice board. Any notice previously approved by the management may be posted on such notice board.

DEFINITION OF UNION.

(29) The expression "union" in this determination shall mean The Federated Rubber Workers Union of Australia.

W. DEMPSTER,

Secretary for Labour.

Melbourne, 25th November, 1936.

