



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, DECEMBER 17.

[1936

Factories and Shops Acts.

DETERMINATION OF THE BOILERMAKERS BOARD.

NOTE.—This Determination, from the beginning of the first pay period after the 5th December, 1936, applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has power to "determine the lowest prices or rates which may be paid to any persons employed in the trade of—

- (a) Boilermaking ;
 (b) Iron or steel working in connexion with—
 (1) Ship or bridge building,
 (2) Girder, tank, wagon, or truck making,
 (3) Wrought iron or steel pipe making,
 (4) Structural iron or steel work"—

has made the following Determination, namely :—

(1) That this Determination shall be operative from the beginning of the first pay period after the 5th December, 1936, and that the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.			Juvenile Workers, i.e., Persons under 21 years of age (other than Apprentices or Improvers).			
WAGES PER WEEK OF 44 HOURS.			WAGES PER WEEK OF 44 HOURS.			
		<i>s. d.</i>	Employed in—		Weekly Hiring.	Hourly Hiring.
			(a) All operations in "manufacturing" as defined in this Determination		<i>s. d.</i>	<i>s. d.</i>
1st year's experience	.. .. .	15 0	1st year's experience	.. .. .	15 0	16 2
2nd " "	.. .. .	20 6	2nd " "	.. .. .	21 0	22 6
3rd " "	.. .. .	32 0	3rd " "	.. .. .	28 9	30 10
4th " "	.. .. .	52 3	4th " "	.. .. .	39 3	42 1
5th " "	.. .. .	65 9	5th " "	.. .. .	49 9	53 4
PROPORTION.			6th " "	.. .. .	57 6	61 8
<i>Apprentices.</i>			7th " "	.. .. .	61 3	65 8
One apprentice to every two or fraction of two workers receiving not less than 97s. per week of 44 hours.			(b) All occupations other than "manufacturing" as defined, at heating rivets, assisting apprentices or improvers, or labouring—			
An indenture of apprenticeship prescribed by the Board was approved on 6th August, 1912.			Under 16 years of age 16 6 17 9			
<i>Improvers.</i>			16 years of age 23 6 25 3			
One improver to the first four or fraction of four workers receiving not less than 97s. per week of 44 hours, and thereafter one improver to every additional four workers receiving not less than that wage.			17 " " 41 9 44 9			
			18 " " 52 3 56 0			
			19 and 20 years of age 62 9 67 3			

(3)

Other Employees.	Day Shift.			
	Wages per Week of 44 Hours.			
	Within a Radius of 20 Miles of G.P.O., Melbourne; Mildura and Gippsland Districts.	Within a Radius of 10 Miles of Geelong or Warrnambool Post Offices.	At Yallourn.	Other Parts of Victoria.
£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Tradesmen engaged in window-frame making	4 13 0	4 14 0	4 19 6	4 10 0
Assembler and fitter (not coming within definition of tradesman) engaged in window-frame making	4 4 0	4 5 0	4 10 6	4 1 0
Machinist (not a process worker) engaged in window-frame making	4 1 0	4 2 0	4 7 6	3 18 0
Process worker engaged in window-frame making	3 15 0	3 16 0	4 1 6	3 12 0
Welder—				
First class (other than when using Cutler machine)	4 19 0	5 0 0	5 5 6	4 16 0
First class (using Cutler machine)	4 9 0	4 10 0	4 15 6	4 6 0
Second class	4 1 0	4 2 0	4 7 6	3 18 0
Third class	3 17 0	3 18 0	4 3 6	3 14 0
Tack welder	3 19 0	4 0 0	4 5 6	3 16 0
Tradesman employed in boilermaking, ship, bridge, and girder construction	4 16 0	4 17 0	5 2 6	4 13 0
Tradesman employed in boilermaking, ship, bridge, and girder construction, the greater part of whose time is occupied in marking off and/or template making	5 0 0	5 1 0	5 6 6	4 17 0
Boilersmiths and/or angle-iron smiths	4 19 0	5 0 0	5 5 6	4 16 0
Plate setters and frame benders	4 18 0	4 19 0	5 4 6	4 15 0
Drillers using portable machines in boilermaking and ship construction	4 16 0	4 17 0	5 2 6	4 13 0
Drillers using stationary machines in boilermaking and ship construction	3 17 0	3 18 0	4 3 6	3 14 0
Tradesman employed on steel construction and/or standardized frame buildings made in quantities	4 16 0	4 17 0	5 2 6	4 13 0
Tradesman employed on steel construction and/or standardized frame buildings made in quantities, the greater part of whose time is occupied in marking off and/or template making	5 0 0	5 1 0	5 6 6	4 17 0
Machinist—				
First class, employed on standardized frame buildings made in quantities	4 3 0	4 4 0	4 9 6	4 0 0
Second class, employed on standardized frame buildings made in quantities	3 17 0	3 18 0	4 3 6	3 14 0
Emery wheel attendant	3 17 0	3 18 0	4 3 6	3 14 0
Blacksmith's striker	3 15 0	3 16 0	4 1 6	3 12 0
Blacksmith's striker on double fires	3 17 0	3 18 0	4 3 6	3 14 0
Furnaceman	4 1 0	4 2 0	4 7 6	3 18 0
Attendants on small rivet heating or bolt heating or similar types of fires	3 17 0	3 18 0	4 3 6	3 14 0
Holder up	3 17 0	3 18 0	4 3 6	3 14 0
Benders of iron and steel frames used for reinforcing concrete	3 17 0	3 18 0	4 3 6	3 14 0
Painters of ironwork other than ship painters (brush)	3 15 0	3 16 0	4 1 6	3 12 0
Painters of ironwork using spray	3 17 0	3 18 0	4 3 6	3 14 0
Friction saw operators	3 15 0	3 16 0	4 1 6	3 12 0
Cold saw operators	3 17 0	3 18 0	4 3 6	3 14 0
Dogman	3 17 0	3 18 0	4 3 6	3 14 0
Riggers and splicers except on ships and buildings	3 17 0	3 18 0	4 3 6	3 14 0
Riggers and splicers on ships and buildings	4 1 0	4 2 0	4 7 6	3 18 0
Cleaners and chippers (inside of boilers)	4 1 0	4 2 0	4 7 6	3 18 0
Workmen engaged directly assisting tradesmen, machinists, and welders	3 15 0	3 16 0	4 1 6	3 12 0
Labourers	3 9 0	3 10 0	3 15 6	3 6 0
Steel pipe making section—				
Pipe builders	4 1 0	4 2 0	4 7 6	3 18 0
Machine operators (in charge of machines)	4 1 0	4 2 0	4 7 6	3 18 0
Faucet maker in charge of furnace	4 4 0	4 5 0	4 10 6	4 1 0
Man assisting furnace faucet maker	3 17 0	3 18 0	4 3 6	3 14 0
Man in charge of ring-making machine	4 1 0	4 2 0	4 7 6	3 18 0
Man assisting at ring-making machine	3 17 0	3 18 0	4 3 6	3 14 0
Man on tar dip and sand rolling	3 17 0	3 18 0	4 3 6	3 14 0

Leading hands—

- In charge of not less than three and not more than ten employees, 6s. per week extra.
- In charge of more than ten employees and not more than twenty employees, 12s. per week extra.
- In charge of more than twenty employees, 18s. per week extra.

NOTE.—If the employment is for hourly hiring, the rates prescribed in clause (3) shall be increased 5s. per week (see clause 12 (b)).

(4) **OTHER SHIFTS.**—The following percentages shall be added to the rates fixed for the day shift for persons employed on any of the following shifts:—

- Afternoon or night shift—
 - During first month's employment on such shift 10 per cent.
 - Thereafter 5 per cent.
- Shift workers in a continuous process employed on a shift other than a day shift 5 per cent.
- Shift workers on ship repairs work, not less than three consecutive nights Time and a quarter.

(5) **ALLOWANCES—**

- Persons working—
 - (a) for more than one hour in the shade where the artificial temperature is between 115° and 130° Fahr., 1½d. per hour extra.
 - (b) for more than one hour in the shade where the artificial temperature exceeds 130° Fahr., 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130° Fahr., employees shall be entitled to twenty minutes rest after every two hours without deduction of pay.
 - (c) for more than one hour where the artificial temperature is below zero, 1½d. per hour extra. Where work continues for more than two hours in temperatures below zero, employees shall be entitled to a rest period of twenty minutes every two hours without deduction of pay.
- All employees working in wet places, 1½d. per hour extra.
- All employees working in confined spaces, 3d. per hour extra.
- Boilermakers and their assistants and drillers engaged in the erection of steel frame buildings, bridges, and gasometers at a height of 50 feet or more above the nearest horizontal plane shall be paid 6s. per week extra.

- All employees working in ships' bilges or in boiling-down works, lead works, sanitary works, or slaughter-yards shall be paid 1d. per hour extra.
- Employees working on repairs to smoke-boxes or fire-boxes of locomotives, or on repairs to the smoke-box, uptake funnel, flue, furnace or combustion chamber of marine type boilers, or on repairs to smoke-boxes, fire-boxes, furnace or flues of other types of boilers, 1d. per hour extra.
- Employees working on repairs in oil tanks or meat digesters, 1½d. per hour extra.
- Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
- Tradesmen employed in large operating power houses, i.e., power houses developing more than 8,000 kilowatts, other than tradesmen not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra; such amount shall be deemed to include the special rate for leading hands.
- Compensation to the extent of damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.
- Shift workers working eight hours per shift without any break for meals on six days in each week shall be deemed to work 44 hours per week, provided that they are given one fortnight's holiday in each year on full pay as compensation for working on Saturday afternoons, holidays, or Sunday shifts, provided that any shift worker ceasing to be employed on shift by the employer concerned before the completion of any year shall be paid one day's pay for each month or part of a month's service in lieu of the fortnight's holiday herein prescribed.
- Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, namely, the highest, for the disabilities so prevailing.

(6) **SHIFTS.**—That—

(a) The hour of beginning and the hour of ending each shift shall be between—

	Where one Shift is worked.	
	Time of Beginning.	Time of Ending.
Monday to Friday (day shift)	7 a.m.	5.30 p.m.
Saturday (day shift)	7 a.m.	12 noon
	Where two Shifts are worked.	
Monday to Saturday (day shift)	7 a.m.	3 p.m.
Monday to Saturday (afternoon shift)	3 p.m.	11 p.m.
	Where three Shifts are worked.	
Monday to Saturday (day shift)	7 a.m.	3 p.m.
Monday to Saturday (afternoon shift)	3 p.m.	11 p.m.
Monday to Saturday (night shift)	11 p.m.	7 a.m.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees concerned, but in no case shall the total length of any shift be increased without payment for overtime.

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee (other than a shift worker in a continuous process)—

- (1) before or after his shift;
 - (2) in excess of 8 hours 48 minutes on Monday, Tuesday, Wednesday, Thursday, or Friday when 44 hours are worked during five days of the week;
 - (3) in excess of eight hours on Monday, Tuesday, Wednesday, Thursday, or Friday, or four hours on Saturday when 44 hours are worked during six days of the week—
- shall be time and a half for the first four hours, and double time thereafter until an employee has been relieved from work for at least eight hours, provided that no employee be entitled to payment for his rest period.

(c) The higher rate to be paid for each hour or fraction of an hour worked by a shift worker in a continuous process before or after his shift shall be at the rate of double time.

But this does not apply to cases of arrangement between employees themselves, or to cases due to rotation of shifts or when the relief does not come on duty at the proper time, provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work and the employee whom he should relieve is not relieved, such employee unrelieved shall be paid time and a half for all time on duty after he has finished his ordinary shift.

For all time of duty on Sundays or holidays, even if in due course of rotation of shifts, such an employee shall be paid at the rate of time and a half.

(7) **OVERTIME.**—

(a) An employee recalled after leaving his workshop to work overtime shall be paid for a minimum of three hours' work at the appropriate rate.

(b) An employee occasionally required to hold himself in readiness to work after ordinary hours shall, until released, be paid standing time at ordinary rates from the time from which he is to so hold himself in readiness. But any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back shall continue.

(c) Any employee (other than on shifts) who has worked up to or beyond midnight shall not be bound to continue work on the following day.

(d) For work done during meal hours and thereafter until a meal hour break is allowed, time and a half rates shall be paid. No employee shall be compelled to work for more than six hours without a break for a meal.

(e) An employee working overtime shall be allowed a cribtime of twenty minutes, without deduction of pay, after each four hours of work; but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

(f) Before starting overtime after working ordinary hours, a meal break of at least 45 minutes shall be allowed, unless the period of overtime is less than 1½ hours. Any employer and his employees may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

(g) Any employee required to work overtime for more than two hours without being notified prior to the day before that he will be so required to work shall either be supplied with a meal by the employer or paid 1s. 6d., or if work extends into a second meal hour, 2s. 6d. for the two meals.

If an employee pursuant to notice has provided a meal or meals, and is not required to work overtime, he shall be paid for each meal so provided.

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

(i) In computing overtime, each day's work shall stand alone.

(j) When an employee working overtime finishes work at a time when reasonable means of transport is not available, the employer shall provide him with a conveyance or pay him his current wage for the time occupied in reaching his home.

(8) **TRAVELLING TIME.**—

Persons employed on work away from the workshop shall receive :—

(a) The fares necessarily expended in going to and fro.

(b) For time occupied in travelling either during or outside the usual working hours, payment at rates fixed in Clause (3) up to a maximum of twelve hours out of every 24, except on Sundays, when time and a half shall be paid.

(c) An employee engaged in Melbourne to work in the country, or sent from one country centre to work in another, shall be entitled to travelling time, and for a period not exceeding three months, to expenses.

(d) On jobs of less than three months' duration, a camping allowance of 3s. per day, including Sundays, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable, and camping tents or other temporary shelters is necessary.

(e) An employer shall be free to engage labour on the site of a job carried on away from the workshop, without payment of any travelling time or fares, unless such employee is sent from the workshop.

(j) Any employee engaged for the erection of a job who has previously been engaged by the same employer in the fabrication of the job in a workshop shall be paid fares in excess of those incurred in travelling to and from the workshop.

(9) **SUNDAYS AND HOLIDAYS.**—For all time of duty on Sundays or holidays, employees not engaged in a continuous process shall be paid at double rates, except in the case of employees engaged in repairs to or renewals of their employer's plant or machinery—which it is necessary to effect on Sundays or holidays to enable work to be safely resumed on Monday or the earliest working day—in which case payment shall be made at the rate of time and a half. This exception does not apply to work installing new machinery. Holidays mentioned in this Determination shall include New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Labour Day (21st April), 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.

(10) **PIECE-WORK.**—The Board determines, under the provisions of section 150 of the Factories and Shops Acts, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

(11) **DEFINITIONS.**—

- "Boilermaking and ship construction" means the fabrication, erection, and/or repairing of steel or iron ships, or of boilers or other vessels subject to greater pressure than the weight of their contents, bridges, girders, columns, principals (roof or otherwise) and trusses used in steel frame buildings (other than standardized frame buildings made in quantities), but does not include drilling by stationary machines.
- "Window-frame making" means the making in quantities of metal window frames, metal doors and grilles, and metal ornamentalations used in buildings.
- "Tradesman" means an adult employee who is required to develop work from scale drawings or prints, or to make templates, or to apply general trade experience, and includes riveting by hand or machine, caulking, chipping, and working rivet busters, and upon all machines used in connexion with boilermaking, as defined, other than drilling by stationary machines.
- "First class machinist" means an adult employee engaged solely in working one or more of the following machines:—
Bending rollers, gag straight liners (straightening machines), guillotines, shearing machines, hydraulic presses of over 200 tons pressure, portable drills, portable reamers and tappers.
- "Second class machinist" means an adult employee engaged solely in operating one or more of the following machines:—
Mangling, nipping and notching, roll straightening, punching, cropping, hydraulic presses of 200 tons pressure or under, stationary drills, stationary reamers and tappers, cold saw, friction saw, plate edge planers, and other machines.
- "First class welder" means an adult employee using electric arc or acetylene blowpipe or coal gas cutting plant on work other than cutting scrap metal, using jigs, or doing work covered by definitions of second and third class welder.
- "Second class welder" means an adult employee engaged in manufacturing of sheet metal goods or welding with the aid of jigs, or operating automatic welding machines for the setting up of which he is not responsible.
- "Third class welder" means an adult employee using electric spot or butt welding machine or cutting scrap with oxy-acetylene blowpipe.
- "Rigger and splicer" means an adult workman responsible for the erection of tackle and who, amongst other duties, is required to splice wire rope.
- "Manufacturing" means the making and assembling in quantities of interchangeable or standardized parts used in or in connexion with window-frames.
- "Process worker" means an employee engaged on repetition work on any automatic, semi-automatic or single purpose machine or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges which gauges shall be either unadjustable or, if adjustable shall not be set by the operator).
- "Wet place" means a place in which water is continually dripping from overhead to such an extent as to saturate the clothing of a workman, or a place in which water accumulates under foot to a depth exceeding 2 inches.
- "Confined space" means a working space the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.
- "Continuous process" means a process in which work is carried on continuously, except for breakdowns, with successive shifts of men throughout the days and nights for at least six days in each week.

(12) **CONTRACT OF EMPLOYMENT.**—

- (a) With the exceptions hereafter stated, employment may be by the week or by the hour. If by the week, it shall be terminable on either side by one week's notice given on any day, or (if the employer terminates it without such notice) by payment of one week's wages. Except in establishments mainly engaged in shipbuilding or ship repairing, any employee (unless continuing on after working through the night) commencing a day's work at the usual starting time of the workshop shall be paid at least a day's wages; but any employer may engage an employee to start work at any time during the day, provided the work continues as overtime or is resumed the next day until a full day's pay is earned. A contract for weekly employment may be terminated by any employer, without liability to pay for more than actual time worked, for misconduct or for absence from work without reasonable excuse. If an employee, engaged by the week, absents himself from duty, except on public holidays or on days for which he produces a certificate from a medical practitioner, or other proof satisfactory to his employer of sickness (aggregating four days of sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e. one-sixth of the weekly wage, for each day of absence, including Saturday, in shops working six days, and one-fifth in shops working five days per week.
- (b) If the contract of employment is for hourly hiring, the rates prescribed in clause (3) shall be increased five shillings per week (with a proportionate amount added to the rates fixed for weekly hiring of juvenile workers), but such amount shall not be taken into account in computing overtime, Sunday and holiday rates.
- (c) An employee starting work on hourly hiring shall be entitled to a minimum of four consecutive hours' work or to four hours' pay for the job—such hours may be deemed to be consecutive if worked in ordinary hours at the end of a day and the beginning of the next succeeding day.

(13) **MISCELLANEOUS PROVISIONS.**—

- (a) **Tools.**—The employer shall provide for each employee all necessary tools. The employee shall replace or pay for any tools so provided if lost through negligence.
- (b) Suitable asbestos sheets and coloured glasses shall be provided by employers for the protection of electric arc and oxy-acetylene operators and their assistants, and suitable mica or other goggles for emery-wheel operators.
- (c) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic tools.
- (d) Hand riveting on rivets $\frac{5}{8}$ -in. diameter and upwards shall be performed double handed.
- (e) Tradesmen employed in boilermaking, ship construction, and steel construction, who, in the course of their work are called on to operate any machine shall be paid the tradesman's rate for all work done.

(14) **EXTRA RATES NOT CUMULATIVE.**—Extra rates in this Determination prescribed, including rates prescribed in Clause (5), are not cumulative so as to exceed the maximum of double the ordinary rates.

W. W. HARRIS, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 20th November, 1936.



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, DECEMBER 17.

[1936

Factories and Shops Acts.

DETERMINATION OF THE CIGAR TRADE BOARD.

This Determination on the 9th December, 1936, applies 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 portion of the city of Sandringham as is 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 Acts, the Special Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of Cigar Making," has made the following Determination, viz. :—

(1) That on the 9th December, 1936, the last and all previous Determinations of this Board shall be revoked and replaced by this Determination.

(2) APPRENTICES AND IMPROVERS.

Wages per Week of 44 Hours.							Number (in any place).								
Making cigars or sorting and packing cigars :—							APPRENTICES.								
APPRENTICES.							APPRENTICES.								
Experience—							One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.								
1st year—							One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.								
1st six months							(An amended indenture of apprenticeship prescribed was approved on 5.2.12.)								
2nd six months							IMPROVERS.								
2nd year							One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage.								
3rd year							One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.								
4th year															
or in lieu of weekly wages the work may be paid at the following piece-work prices :—															
<i>Making Cigars.</i>															
2nd year .. One-third of the piece-work prices.															
3rd year .. Two-thirds of the piece-work prices.															
4th year .. Three-quarters of the piece-work prices.															
<i>Sorting and Packing Cigars.</i>															
In Boxes of—															
	500 cigars.	250 cigars.	100 cigars.	50 cigars.	25 cigars.	10 cigars.									
	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.									
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.									
1st year	1 0	1 0	1 0	1 3	1 6	2 0									
2nd year	1 3	1 3	1 3	1 6	2 3	2 6									
3rd year	1 6	1 6	1 9	2 0	2 9	3 0									
4th year	2 0	2 0	2 3	2 6	3 3	3 6									
IMPROVERS.															
18 years							34 0								
19 years							45 6								
20 years							57 0								

(3) JUVENILE WORKERS, i.e., persons under 21 years of age (other than apprentices or improvers)—

Males.

Employed in—	Wages per Week of 44 Hours.							
	1st Year's Experience.				2nd Year's Experience.		Third Year's Experience.	Fourth Year's Experience.
	First Three Months.	Second Three Months.	Third Three Months.	Fourth Three Months.	First Six Months.	Second Six Months.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Making cigar boxes	17 6	17 6	20 0	20 0	25 0	32 6	42 6	54 0
Turning bunches	15 0	17 6	20 0	20 0	25 0	32 6	42 6	54 0
Stripping fillers	15 0	17 6	20 0	22 6	Piece-work prices	Piece-work prices	Piece-work prices	Piece-work prices

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.	15 years.	16 years.	17 years.	18 years.	19 years.	20 years.
Any other class of work for which the rate of wages fixed does not exceed 87s. 6d. per week of 44 hours	15 0	17 6	20 0	27 6	31 0	43 6	54 0

Females.

Employed in—	Wages per Week of 44 Hours.							
	1st Year's Experience.				2nd Year's Experience.		Third Year's Experience.	Fourth Year's Experience.
	First Three Months.	Second Three Months.	Third Three Months.	Fourth Three Months.	First Six Months.	Second Six Months.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Trimming cigar boxes	15 0	17 6	20 0	22 6	25 0	27 6	Piece-work prices	Piece-work prices
Stripping and booking cigar bunch wrapper leaf	28 6	28 6	28 6	28 6	39 6	39 6	Minimum wage	Minimum wage
Ringing cigars	15 0	17 6	20 0	22 6	Piece-work prices	Piece-work prices	Piece-work prices	Piece-work prices
Stripping fillers	15 0	17 6	20 0	22 6	"	"	"	"
Packing cigars, viz.:—								
Havanette	15 0	17 6	20 0	22 6	"	"	"	"
Royal Bengals	15 0	17 6	20 0	22 6	"	"	"	"
Bonanzas	15 0	17 6	20 0	22 6	"	"	"	"
Gem of East Cigarillos	15 0	17 6	20 0	22 6	"	"	"	"
Swiss	15 0	17 6	20 0	22 6	"	"	"	"
Cartons or parcels	15 0	17 6	20 0	22 6	"	"	"	"
Machine work, viz.:—								
Making bunches	15 0	17 6	20 0	22 6	"	"	"	"
Covering cigars	15 0	17 6	20 0	22 6	"	"	"	"
Swiss	15 0	17 6	20 0	22 6	"	"	"	"
Lucky Hit	15 0	17 6	20 0	22 6	"	"	"	"
Havanettes	15 0	17 6	20 0	22 6	"	"	"	"
Senoritas	15 0	17 6	20 0	22 6	"	"	"	"

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.	15 years.	16 years.	17 years.	18 years.	19 years.	20 years.
Any other class of work for which the rate of wages fixed for adults does not exceed 45s. 6d. per week of 44 hours	15 0	17 6	20 0	22 6	25 0	30 0	35 0

(4)

OTHER EMPLOYEES.

	Wages per Week of 44 Hours.
	<i>£ s. d.</i>
Strippers and bookers of cigar covering leaf (males)	4 11 0
Strippers and bookers of cigar bunch wrapper leaf (females)	2 13 0
Cigar box makers (males)	4 13 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	2 9 0
Stripping fillers (males)	4 7 6
All others (males)	4 7 6
„ „ (females)	2 5 6

(5) OVERTIME.—That 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.

(6) WAITING TIME.—When the hours of daily employment, as posted in the factory as required by the Factories and Shops Act, are altered or departed from by the employer, and notice of such alteration or departure of at least 16 hours has not been given to all employees, such employees shall be paid for all time lost through such alteration or departure at the following rates, viz.:— Piece-workers, 2s. 6d. per hour; all other employees at ordinary rates.

(7) HOLIDAYS.—All weekly wage employees shall be granted the following holidays without deduction of pay, viz.—Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day and Melbourne Cup Day—when such holidays are observed on Monday, Tuesday, Wednesday, Thursday or Friday.

Pieceworkers shall be granted the same holidays as are granted to weekly wage employees.

Adult pieceworkers shall be paid for such holidays at the "All Others" rate provided for weekly wage employees.

Juvenile pieceworkers shall be paid at the rates provided for such employees under the age scale in Clause 3.

Provided that an employee who is voluntarily absent on the working day immediately preceding and the day immediately succeeding any one of the above-mentioned holidays, shall not be entitled to payment for such holiday.

(8) **PRE-OR-WORK PRICES.**—That the lowest piece-work prices payable to any person or persons engaged in the following kinds of work shall be :—

MAKING CIGARS.

HAND WORK.

	Length of Cigars up to and including—	Per 100 Cigars.
	inches.	s. d.
Extra Magnum	5 1/8	10 6
Extra Magnum	5 1/4	11 6
Consuelo shape	4 1/2	9 6
Flor de Naves shape	4 1/4	9 0
Bueno shape	4 1/4	8 3
Long Bueno	4 1/4	9 3
Ordinary taper shape	4 1/4	8 3
Panetelas shape, with point	5	7 6
Panetelas shape, with flat tops	5	8 0
Southern Cross (no point)	5 1/4	5 3
Meritas Bueno	4 1/4	8 6
Meritas Bueno	4 1/4	9 0
Corona shape	5 1/4	11 9
Three-quarter Corona shape	5	10 0
Half Corona shape	3 1/2	7 6
Italian shape (no binder)	6 1/2	2 9
Italian shape, bunch making and rolling	6 1/2	4 4

MAKING CIGARS.

HAND WORK—CLEAR HAVANA.

Bouquet Super Finos	4 1/8	9 6
Castelares	4 1/8	9 6
Bueno	4 1/4	9 3
Full Corona	5 1/4	12 3
Three-quarter Corona	5	10 9
Half Corona	3 1/2	8 0
Petit Duos	3 1/2	7 3
Maquillas	5 1/4	12 6
Perlas	3 1/4	7 6

Sixpence extra per hundred to be paid for every additional quarter of an inch or portion thereof in length of cigars.

NOTE.—For the purpose of this Determination the term "Clear Havana" shall be deemed to mean a cigar made entirely with Havana tobaccos.

MOULD WORK.

Shape.	Length of Cigars, up to and including—	Dry Work.	Where 10 to 12 Moulds or over are used.	Where 5 to 9 Moulds, inclusive, are used.	Where up to 4 Moulds, inclusive, are used.
		s. d.	s. d.	s. d.	s. d.
Flor-de-Naves	4 1/4	5 3	5 6	6 3	6 6
Half Corona shape	3 1/4	6 0	6 3	6 6	7 0
Bueno, straight	4 1/4	5 0	5 3	6 0	6 3
Bueno, long	4 1/4	6 0	6 3	6 6	7 0
Bueno, long	5 1/4	7 6	7 9	8 0	8 6
Bueno, long	6	8 6	8 9	9 0	9 6
Monopole Rothschilds	4 1/4	5 0	5 3	6 0	6 3
Castella Special Tuck	4 1/4	6 3	6 6	6 9	7 3
Gloria	4 1/4	..	..	8 0	8 6
Sirdar	4 1/4	..	..	6 9	7 3
Monopole Bouquet	4 1/8	..	..	6 3	6 9
Casino C.W.	4 1/8	..	..	7 0	7 6
Ordinary common straight	3 1/2	4 6	4 9	5 0	5 6
Ordinary taper	4 1/4	4 9	5 0	5 3	5 9
Rheingold	4 1/4	4 9	5 0	5 3	5 9
Extra taper similar to Hansa	4 1/4	4 6	4 9	5 0	5 6
Monopole Minors	3 1/2	4 9	5 0	5 3	5 9
A 9	4 1/8	..	5 9	6 0	6 6
5 DP	5 1/8	..	..	8 6	9 0
5 H	4 1/4	..	..	5 6	..
7 F and 11 N	4 1/4	4 10	5 1	5 4	5 10
14 BT	4 1/4	..	..	..	8 9
15 FJ	4 1/8	..	5 6	5 9	6 3

MANILA WORK.

	Length of Cigars, up to and including—	Per 100 Cigars.
	inches.	s. d.
Cheroots, Cortado Fino—Where not less than four moulds are used	3 $\frac{1}{8}$	3 0
Cheroots, Cortado de la Reina—Where not less than four moulds are used	4 $\frac{1}{8}$	3 3
Cheroots, Cortado Delicioso—Where not less than four moulds are used	4 $\frac{1}{2}$	4 1

	Length of Cigars, up to and including—	Prices per 100 Cigars where the number of Moulds used is—			
		2, 3, or 4.	5 or 6.	7 or 8.	More than 8.
	inches.	s. d.	s. d.	s. d.	s. d.
Perlas	3 $\frac{1}{8}$	6 0	5 6	5 3	5 0
Reina Victoria	4 $\frac{1}{8}$	7 6	7 0	6 9	6 6
Perfectos (old)	4 $\frac{1}{8}$	8 3	7 9	7 6	7 3
Perfectos (new)	4 $\frac{1}{8}$	..	6 9	..	..
High Life in the East	4 $\frac{1}{8}$	6 0	5 6	5 3	5 0
Londres	4 $\frac{1}{8}$	5 6	5 0	4 9	4 6
1A Habano	4 $\frac{1}{8}$	6 0	5 6	5 3	5 0
2A Habano	4 $\frac{1}{8}$	..	..	..	4 7
3A Habano	4 $\frac{1}{8}$	..	..	..	4 4
4A Habano	4 $\frac{1}{8}$	..	..	..	4 2
5r	4 $\frac{1}{8}$	..	5 0	..	..

Penaal work 9s. per 100 cigars.

Where not otherwise specified, threepence extra per 100 to be paid for every additional quarter of an inch or portion thereof in length of cigars up to 5 inches, and thereafter sixpence for each additional quarter of an inch.

Note.—The lowest piece-work price payable to any person engaged covering bunches by hand shall be two-thirds of the piece-work price for making the cigars (mould work), and for making bunches by hand shall be one-third of the piece-work price for making the cigars (mould work).

	Per 100 Cigars.
	s. d.
For making any cigars covered with Brazil, Havana, or Mexican tobacco	0 6 extra
When the " bunches " are pressed and turned by the cigar maker	0 3 ,,
For making cigars longer than the mould by not more than one-sixteenth of an inch	0 3 ,,

Note.—For the purpose of this Determination, " Dry Work " means bunches made one day and covered the next, irrespective of the number of moulds used.

No cigar shall be made more than $\frac{1}{16}$ " shorter than the mould.

SORTING AND PACKING CIGARS.

Description of Cigars.	In Boxes of—					
	500 Cigars.	250 Cigars.	100 Cigars.	50 Cigars.	25 Cigars.	10 Cigars.
	per 1,000. s. d.	per 1,000. s. d.	per 1,000. s. d.	per 1,000. s. d.	per 1,000. s. d.	per 1,000. s. d.
Hand work	5 0	5 6	6 6	} 7 0
Monopole shape	4 6	5 0	6 0	
Panetelas, block work	4 3	4 9	5 9	
Manila cheroots, hand or paper	4 6	5 0	..	
Manila cheroots, small block work	4 0	4 6	..	
Cigars, bundles with two ribbons	4 9	5 0	..	
Matador, block work	4 0	4 6	..	
Bueno shape, covered with Mexican tobacco	4 1 $\frac{1}{2}$	4 7 $\frac{1}{2}$	5 7 $\frac{1}{2}$	
Other Bueno shape	4 0	4 6	5 6	
Ordinary taper shape	4 0	4 6	5 6	
Extra taper shape, similar to Dona Sol	4 6	4 6	5 6	
Ordinary common straight shape	3 6	4 0	5 0	
" Queens " tied with one ribbon	4 0	..	..
" Queens " tied with two ribbons	4 3	..	..
Manila, tied in bundles of ten	3 6	3 6	..	..	..
Manila, flat, tied in bundles of ten	4 3	..	..
Manila, long, tied in bundles of ten	4 0	..	..
Manila, loose	4 0	4 6	5 6	
Extra Magnum	6 3	6 9	7 9	
Sirdar	4 6	5 0	6 0	
Monopole Bouquet	4 0	4 6	..	
Casino C.W.	4 6	5 0	6 0	
Rheingold	4 0	4 6	5 6	
92AA	3 6	..	..
14BT	5 6	6 0	7 0	
5DP	5 6	6 0	7 0	
Full Corona hand work	5 6	6 0	7 0	

								Per 1,000 Cigars.	
								<i>s.</i>	<i>d.</i>
Royal Bengal, 5 in a packet	..	..	..	..	..	..	..	1	1½
Bonanza, 7 in a packet	..	..	..	..	..	..	..	0	9
Gem of the East Cigarillos, 9 in a box	..	..	..	..	..	..	..	0	11½
Swiss, packing in bundles of 25	..	..	..	..	..	..	..	0	6½
Swiss, banded and finished in 250's	..	..	..	..	..	..	..	0	6½
92aa, packing in trays	..	..	..	..	..	..	..	0	4
92aa, packing in 6's, packets and finishing..	..	..	..	..	..	..	..	0	8
Havanettes, packing and finishing	..	..	..	..	..	..	..	1	3
<i>Extras—</i>									
For sorting and packing all cigars with rings	..	..	..	..	..	..	..	0	6 extra
For sorting and packing all cigars faced rights and lefts	..	..	..	..	..	..	..	0	6 "
For sorting and packing all cigars covered with Havana tobacco	..	..	..	..	..	..	..	0	6 "

MACHINE WORK.

								Per 1,000 Bunches.	
								<i>s.</i>	<i>d.</i>
<i>Making Bunches.</i>									
Long-filler machine	..	..	..	..	..	..	..	2	7
5AA, 7AA	..	..	..	..	..	..	..	1	10½
Points 2F	..	..	..	..	..	..	..	2	1
7J, 92AA	..	..	..	..	..	..	..	1	11½
<i>Making throughout.</i>									
Swiss or Lucky Hit	..	..	..	..	..	..	..	1	3
Havanettes	..	..	..	..	..	..	..	0	10
<i>Covering Cigars.</i>									
5AA, 7AA, 7J	..	..	..	..	..	..	..	2	3½
4R or 2F, 11N	..	..	..	..	..	..	..	2	3½

BOX TRIMMING.

								Per 100 Boxes.	
								<i>s.</i>	<i>d.</i>
Hinging (not 5aa)	..	..	..	..	..	..	..	0	6½
Hinging and lidding 5aa	..	..	..	..	..	..	..	0	5½
Lining	..	..	..	..	..	..	..	1	6
Edging, ordinary	..	..	..	..	..	..	..	4	6
Edging, narrow embossed paper	..	..	..	..	..	..	..	7	6
Edging, narrow paper	..	..	..	..	..	..	..	7	0
Edging, Magnum paper	..	..	..	..	..	..	..	6	3
Edging, Varnished boxes	..	..	..	..	..	..	..	6	0
Edging, lid	..	..	..	..	..	..	..	1	0
Inside labels, lid	..	..	..	..	..	..	..	1	0
Inside labels, flap gummed	..	..	..	..	..	..	..	0	4
Extra flap label on flap	..	..	..	..	..	..	..	0	4
Outside labels, ends	..	..	..	..	..	..	..	0	4
Outside labels, locks	..	..	..	..	..	..	..	0	4
Outside labels, extra locks	..	..	..	..	..	..	..	0	4
Outside labels, lid, brand, cut	..	..	..	..	..	..	..	0	9
Outside labels, lid, brand	..	..	..	..	..	..	..	0	6
Full wrapping, Glascine	..	..	..	..	..	..	..	1	3
Full wrapping, Cellophane	..	..	..	..	..	..	..	1	3
Half wrapping, Cellophane	..	..	..	..	..	..	..	0	9
Half wrapping, Glascine	..	..	..	..	..	..	..	0	9
Brown paper wrapping packets, W/2 labels	..	..	..	..	..	..	..	5	6
Stencilling	..	..	..	..	..	..	..	0	6
<i>Samples—</i>									
With trays	..	..	..	..	..	..	..	0	5
No trays	..	..	..	..	..	..	..	0	2

RINGING CIGARS.

—	100's and 50's.	25's.	10's.	4's and 6's.	—
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
DRY WORK.					
Monopole Magnum	2 3	2 3	2 3	2 6	Slips under rings, 6d. per 1,000 extra
Monopole Maxim	2 3	2 3	2 3	2 6	
Monopole Bueno	1 11	1 11	1 11	2 3	
Matador	1 11	1 11	1 11	2 3	
Gem of the East, Perfecto	1 11	1 11	1 11	2 3	
Gem of the East, Perlas	1 11	1 11	1 11	2 3	
Gem of the East, Cherooots	2 3	2 3	2 3	2 7	
All others	1 11	1 11	1 11	2 3	
Fresh work in bundles	1 6	1 6	..	..

STRIPPING FILLERS.
ADULT FEMALES AND ALL JUVENILE WORKERS.
Wet Weight on Strips Returned.

									Per lb.
									s. d.
Brazil	..	..	..	..	..	..	..	..	0 8½
Havana (large)	..	..	..	..	..	..	..	..	0 6
Havana (small)	..	..	..	..	..	..	..	..	0 7½
Sumatra	..	..	..	..	..	..	..	..	0 5
Manila	..	..	..	..	..	..	..	..	0 3½
Seed	..	..	..	..	..	..	..	..	0 3½

D. BERRIMAN, Chairman.

F. J. VAN PROOYEN, Secretary.

Melbourne. 23rd November, 1936.



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No. 255]

THURSDAY, DECEMBER 17.

[1936

Factories and Shops Acts.

DETERMINATION OF THE IRONMOULDERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates of payment which may be paid to any person or persons or classes of persons (other than moulders employed in moulding metal bedsteads) employed in the process, trade, or business of an ironmoulder," has made the following Determination namely:—

NOTES (a).—Section 168 of the *Factories and Shops Act 1928* (No. 3677) extends the powers of this Board to "steel moulding."

(b).—The following trades were proclaimed, on 13th January, 1932, as apprenticeship trades under the *Apprenticeship Act 1928*, for the Metropolitan Districts:—Jobbing Moulding and Coremaking, Jobbing Bras Moulding and Coremaking.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Public Offices, Treasury Gardens, Melbourne. (Price 3d.)

(1) That as from the beginning of the first pay period to commence in December, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.	Other Employees.	Per Week of 44 Hours.*		
		Within the Metropolitan District and such Portion of the City of Sandringham as is not included within the said District.	Within the Cities of Geelong and Warrnambool.	All other Parts of Victoria where this Determination applies.
WAGES.	WAGES.			
Per Week of 44 Hours.	<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically.</i>	£ s. d.	£ s. d.	£ s. d.
s. d.	Bank pipe moulders—			
1st year .. 16 3	5 and 6 inch, headmen	4 13 0	4 13 0	4 13 0
2nd year .. 21 8	5 and 6 inch, footmen	4 2 0	4 2 0	4 2 0
3rd year .. 34 3	4 inch and under, headmen	4 6 0	4 6 0	4 6 0
4th year .. 51 9	4 inch and under, footmen	3 18 0	3 18 0	3 18 0
5th year .. 65 3	Vertical pipe moulders—			
	Rammers, coremakers, corers, or casters	3 15 0	3 15 0	3 15 0
	Dressers of pipes, including dressers on emery wheels	3 15 0	3 15 0	3 15 0
	Furnacemen	3 19 0	3 19 0	3 19 0
PROPORTIONS	<i>Persons Employed in Making Pipes by Machinery.</i>			
(IN ANY PLACE).	Coremakers—			
<i>Apprentices.</i>	5 and 6 inch, faucet	4 13 0	4 13 0	4 13 0
One apprentice to every three or fraction of three workers receiving not less than 69s. per week of 44 hours.	5 and 6 inch, spigot	4 2 0	4 2 0	4 2 0
	4 inch and under, faucet	4 6 0	4 6 0	4 6 0
	4 inch and under, spigot	3 18 0	3 18 0	3 18 0
An indenture of apprenticeship prescribed by the Board was approved on 5th November, 1911	Finishers and Casters—			
	5 and 6 inch	4 13 0	4 13 0	4 13 0
	4 inch and under	4 6 0	4 6 0	4 6 0

* The hours of persons engaged in the Agricultural and Dairying Implement Industries shall be 46 per week.

Apprentices or Improvers.	Other Employees.	Per Week of 44 Hours.*			
		Within the Metropolitan District and such Portion of the City of Sandringham as is not included within the said District.	Within the Cities of Geelong and Warrnambool.	All other Parts of Victoria where this Determination applies.	
		£ s. d.	£ s. d.	£ s. d.	
	<i>Ironmoulding and Cast Malleable Ironmoulding.</i>				
Improvers. One improver to every three or fraction of three workers receiving not less than 69s. per week of 44 hours.	Jobbing moulders or core makers	4 16 0	4 17 0	4 13 0	
	Agricultural, stove, dairying, implement, or repetition moulders, or core makers	4 6 0	4 7 0	4 3 0	
	Machine or plate moulders or core makers	3 18 0	3 19 0	3 15 0	
	Irondressers using pneumatic hammer	4 1 0	4 1 0	4 1 0	
	Irondressers (including dressers on emery wheels)	3 15 0	3 15 0	3 15 0	
	Furnacemen	3 19 0	3 19 0	3 19 0	
	Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing daubing, and breaking pig iron)	3 14 0	3 14 0	3 14 0	
	Annealers of malleable iron castings	3 11 0	3 11 0	3 11 0	
	Shot-blast and sand-blast dressers who are not protected from flying shot and sand by a properly enclosed cabin	3 19 0	3 19 0	3 19 0	
	Shot-blast and sand-blast dressers who are protected from flying shot and sand by a properly enclosed cabin	3 15 0	3 15 0	3 15 0	
		<i>Steel Moulding.</i>			
	Steeldressers using pneumatic hammer	4 3 0	4 3 0	4 3 0	
	Dressers (including dressers on emery wheels)	3 17 0	3 17 0	3 17 0	
	Crucible furnacemen	4 13 0	4 13 0	4 13 0	
	Assistant crucible furnacemen	3 17 0	3 17 0	3 17 0	
	Converter furnacemen (i.e., persons in charge of a converter)	4 5 0	4 5 0	4 5 0	
	Assistant converter furnacemen (i.e., persons in charge of a cupola)	3 17 0	3 17 0	3 17 0	
	Electric furnacemen	4 13 0	4 13 0	4 13 0	
Assistant electric furnacemen	3 17 0	3 17 0	3 17 0		
Annealers	3 11 0	3 11 0	3 11 0		
Shot-blast and sand-blast dressers who are not protected from flying shot and sand by a properly enclosed cabin	4 1 0	4 1 0	4 1 0		
Shot-blast and sand-blast dressers who are protected from flying shot and sand by a properly enclosed cabin	3 17 0	3 17 0	3 17 0		
	<i>Labourers.</i>				
Labourers (steel moulding)	3 11 0	3 11 0	3 11 0		
All other labourers	3 9 0	3 9 0	3 9 0		

* The hours of persons engaged in the Agricultural and Dairying Implement Industries shall be 46 per week.

(3) OVERTIME.—All time worked outside the ordinary daily hours in any place shall be paid for at the rate of time and a half, and that each day shall carry its own overtime.

(4) SHIFT WORK.—i.e., for work done outside the ordinary time of starting and finishing for five or more days consecutively the rate to be paid shall be ordinary time with addition of five per cent.

Such shift workers times of starting and finishing to be arranged by mutual agreement.

All shift workers shall be paid overtime rates in excess of shift hours agreed upon.

CONTRACT OF EMPLOYMENT FOR JOBBING MOULDERS AND JOBBING COREMAKERS.

(5) (a) With the exceptions hereinafter stated, employment may be by the week or by the hour. If by the week it shall be terminable on either side by one week's notice given on any day or (if the employer terminate it without such notice), by payment of one week's wages.

A contract for weekly employment may be terminated by any employer, without liability to pay for more than time actually worked, for misconduct or for absence from work without reasonable excuse.

If an employee engaged by the week absents himself from duty, except on public holidays or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating 4 days' sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence, including Saturday in shops working six days and one-fifth in shops working five days per week; Provided that only time actually lost shall be deducted when an employee is absent with leave on a Saturday.

(b) If the contract of employment is for hourly hiring, the total amount of the rates prescribed in clause 2 hereof shall be increased by 5s. per week (with a proportionate amount added to the wages of apprentices or improvers), but such amount shall not be taken into account in computing overtime, Sunday and holiday rates.

(c) An employee starting work on hourly hiring shall be entitled to a minimum of four consecutive hours' work or to four hours' pay for the job—such hours may be deemed to be consecutive if worked in ordinary hours at the end of a day and the beginning of the next succeeding day.

MEAL ALLOWANCE.

(6) An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 1s. 6d., or if work extends into a second meal hour 2s. 6d. for the two meals, but such payment need not be made to employees living in the same locality as their work-shop who can reasonably return home for meals.

--- If an employee pursuant to notice has provided a meal or meals and is not required to work overtime he shall be paid for each meal so provided.

PAYMENT FOR HOLIDAYS.

(7) (a) Employees, excepting jobbing moulders and jobbing coremakers, shall be entitled to the following public holidays (without deduction of pay except as hereinafter provided):—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

(b) Any employee who is absent without leave prior to a holiday and who does not resume work after the holiday shall not be entitled to holiday pay. An employee meeting with an accident at work before a holiday shall be paid for such holiday if no new hand is put on in his place.

(c) "Where rationing is in operation during four weeks prior to a holiday occurring, such holiday shall be paid for proportionate to the time worked".

(d) "Where an employee's services are terminated a week before the occurrence of a holiday and he is re-employed within two weeks after the holiday, or where an employee's services are terminated two weeks before the occurrence of a holiday and he is re-employed within a week after the holiday, or where an employee's services are terminated three weeks before the occurrence of a holiday and he is re-employed immediately after the holiday, payment shall be made for such holiday".

(8) SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be paid for all work done on Sundays, Good Friday, Easter Saturday, Easter Monday, Australia Day (26th January), Labour Day (21st April), King's Birthday, Christmas Day, Boxing Day, and New Year's Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named public holidays the special rate shall only be payable for work done on the day so substituted.

(9) DAY AND HOUR FOR PAYMENT OF WAGES.—All payments of wages shall be made within a quarter of an hour from the time of the worker ending work on each pay day.

(10) TERMINATION OF EMPLOYMENT.—Excepting for jobbing moulders and jobbing coremakers, four hours' notice of termination of employment shall be given by either employer or worker.

(11) TIME LOST THROUGH INJURY.—Any employee injured whilst at work shall, provided he returns to duty the same day, be paid at his ordinary rate of wages for the time lost in receiving first-aid or medical attention for the injury sustained.

(12) PIECE-WORK.—The Board determines under the provisions of Section 150 of the *Factories and Shops Act 1928* that any employer may fix and pay piece-work prices to any person employed at any work in the process, trade, or business of an ironmoulder, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

W. W. HARRIS, Chairman.

A. G. ALLEN, Secretary.

Melbourne, 19th November, 1936.



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THURSDAY, DECEMBER 17.

[1936

Factories and Shops Acts.

DETERMINATION OF THE CHAR WORKERS BOARD.

NOTE.—This Determination on the 15th December, 1936, applied to the following parts of Victoria, namely:—The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the Order in Council thereunder, such portion of the City of Sandringham as is not included within the Metropolitan District; the cities of Ballarat, Bendigo, and Warrambool; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, which since the 18th June, 1929, has had the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the jurisdiction of the Boarding Houses Board, of the Hospital and Benevolent Asylum Attendants Board, or of the Hotel and Restaurant Board) employed at office cleaning or general cleaning work of a like character in or about any building in which any process, trade, business, or occupation is carried on for profit," has made the following Determination, namely:—

(1) That on the 15th December, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Improvers.				Other Employees.			
MALES.				WAGES.*			
WAGES.				Males.			
			Per week of 46 hours.				Per week of 46 hours.
1st year	..	..	..	29s.	Office cleaners or general cleaners in charge of—		
2nd "	..	..	..	37s.	4 or more office cleaners or general cleaners	96s. 6d.	
3rd "	..	..	..	44s.	1, 2, or 3 " " " "	85s.	
					Other office cleaners or general cleaners .. "	74s.	
PROPORTION.				Females.			
<i>Improvers.</i>				Per week of 44 hours.			
One male improver to every five male workers receiving not less than 74s. per week of 46 hours.				Office cleaners or general cleaners in charge of—			
FEMALES.				4 or more office cleaners or general cleaners			
WAGES.				1, 2, or 3 " " " "			
			Per week of 44 hours.				
1st year	..	..	..	22s. 6d.	Other office cleaners or general cleaners .. "	67s. 10d.	
2nd "	..	..	..	30s.			
3rd "	..	..	..	37s.			
PROPORTION.				* In cases where the employer provides quarters for an employee an amount not exceeding 10s. per week may be deducted.			
<i>Improvers.</i>				NOTE.—The employer shall supply all necessary tools and materials free.			
One female improver to every ten female workers receiving not less than 67s. 10d. per week of 44 hours.							

NOTE.—The Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act 1934*, that the process, trade, business or occupation is so unskilful that no person shall be taken as an apprentice.

No. 256.—15043.

(3) TIMES OF BEGINNING AND ENDING WORK (other than casual employees)—**(a) For Males who reside on the premises—**

Times of Beginning.				Times of Ending.
6 a.m.	--	--	--	1 p.m. on Saturday.
6 a.m.	--	--	--	9 p.m. on the other working days of the week.

(b) For other Males—

6 a.m.	--	--	--	1 p.m. on Saturday.
6 a.m.	--	--	--	6 p.m. on the other working days of the week.

(c) For Females—

6 a.m.	--	--	--	1 p.m. on Saturday.
6 a.m.	--	--	--	9 p.m. on the other working days of the week.

(4) OVERTIME.—That the following rates shall be paid for overtime :—

Outside the hours fixed in clause 3 Time and a quarter, except that females shall be paid double time for all work performed by them on Saturday after 1 p.m.

Within the hours fixed in clause 3 in excess of 3s. per hour.
the number of hours as fixed for a week's work

(5) CASUAL LABOUR.—Casual employees, *i.e.*, persons who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a quarter.

(6) PAYMENT FOR HOLIDAYS.—All employees other than casual employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Anzac Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Christmas Day, and Boxing Day.

(7) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, Good Friday, 21st April (Labour Day), Anzac Day, or Christmas Day; and time and a half shall be the rate for all work done on New Year's Day, 26th January (Australia Day), King's Birthday, Boxing Day, or Easter Monday; 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.

A. S. HAUSER, P.M., Chairman.

A. G. ALLEN, Secretary.

Melbourne, 30th November, 1936.



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No. 257]

FRIDAY, DECEMBER 18.

[1936

Factories and Shops Acts.

DETERMINATION OF THE BUILDERS' LABOURERS' BOARD.

NOTE.—This Determination on 17th December, 1936, applied to the whole State.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since 13th December, 1927, has had the power to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons (other than persons bolting structural ironwork in position, heating rivets, and holding up for boilermakers) employed in the occupation of—

- (a) builder's labourer on or about any building, or assisting any bricklayer, mason, plasterer, carpenter, plumber, or any other tradesman engaged in building operations;
- (b) labourer engaged in the construction, repair, demolition, or removal of buildings and bridges;
- (c) scaffolder, gear hand, gantry hand, crane hand, or dogman, or as a drainer on work in connexion with buildings;
- (d) labourer excavating ground for foundations or basements of buildings, or levelling ground on a proposed building site;
- (e) labourer doing concrete work or mortar mixing in connexion with or incidental to building construction;
- (f) labourer doing tar-paving or asphaltting work, or other work of a similar character in connexion with or incidental to building construction,

has made the following Determination, viz. :—

(1) That on the 17th December, 1936, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.	Improvers.	Other Employees.	Per hour.	Per week of 44 hours.
WAGES.	WAGES.	WAGES.	<i>s. d.</i>	<i>s. d.</i>
Per week of 44 hours.	Per week of 44 hours.			
1st year's experience .. 16s.	Under 17 years of age .. 16s.	All adults	1 11½	85 3
2nd " " .. 24s.	17 years of age .. 42s.			
3rd " " .. 32s.	18 " " .. 42s.			
	19 " " .. 85s. 3d.			
	20 " " .. 85s. 3d.			
PROPORTION (in any place).	PROPORTION (in any place).			
One apprentice to every three or fraction of three workers receiving not less than 85s. 3d per week of 44 hours.	One improver to every six workers receiving not less than 85s. 3d. per week of 44 hours.			

(3) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.	Time of Ending.
7 a.m. .. 12 noon on Saturdays or on the day on which the half-holiday is locally observed.	
7 a.m. .. 5 p.m. on other working days.	

(4) OVERTIME.—That the following rates shall be paid for all work done :—

- | | |
|--|---|
| (a) Outside the hours fixed in Clause (3) | } Time and a half for the first two hours and thereafter double time. |
| (b) Within the hours fixed in Clause (3) in excess of 44 hours | |
| in any week | |

(5) ALLOWANCES.—The following allowances shall be paid to persons employed on work away from their employers' place of business:—

- (1) The fares, exceeding 3d. per day, necessarily incurred in going from and to the employee's residence to and from his work. The fare shall be deemed to have been necessarily incurred even if the employee uses a bicycle or other means of locomotion, or walks instead of using a public conveyance.
- (2) For work done away from the employer's place of business on any job distant more than 20 miles by the readiest mode of conveyance from the employee's residence—
 - (a) If employee returns to his home on completion of the day's work, 3d. per hour.
 - (b) If work renders it reasonably necessary for the employee to sleep at another place than his usual place of residence—2s. per day for seven days.

(6) SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the special rate payable to any person for all work done on Sundays, 26th January (Australia Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), Christmas Day, Boxing Day, New Year's 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.

(7) PAYMENT OF WAGES.—Pay time shall be not later than Friday of each week at or before the cessation of work, provided that any employee whose service ends before pay time shall be paid at or before the time of its ending or by post or otherwise within twenty-four hours thereafter. If wages are not paid in accordance with this provision an employee shall be paid for ordinary working hours at the ordinary rate fixed in this Determination from the expiration of the said twenty-four hours until the wages are paid to the employee or his order or posted to his last-known address.

(8) TERMINATION OF EMPLOYMENT.—At least one hour's notice of termination of employment shall be given by an employee or one hour's pay may be deducted, and at least one hour's notice of the termination of employment or one hour's pay shall be given by an employer.

(9) SANITARY CONVENIENCES, ETC.—Each employer shall provide at the works a safe and suitable place for the tools of the employees, suitable sanitary conveniences, and hot water at meal times.

(10) MAXIMUM LOAD—

- (a) No employee shall be required to carry at any one time more than ten bricks in a hod when the height to where such bricks are to be delivered exceeds 15 feet.
- (b) No employee shall be required to carry at one time more than twelve bricks in a hod.
- (c) No employee shall be required to wheel more than 36 bricks in a barrow on scaffolding at a height of more than 15 feet from the ground or more than 40 bricks in a barrow in any other place.

HARRIE B. LEE, Chairman.
W. L. HARRINGTON, Secretary.

Melbourne, 30th November, 1936.