



VICTORIA GOVERNMENT GAZETTE.

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[1936

Factories and Shops Acts.

DETERMINATION OF THE PAPER BAG TRADE BOARD.

NOTE.—This Determination applied on the 26th December, 1935, 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 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 Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work room in the process, trade, or business of a maker of paper-bags," has made the following Determination, namely:—

(1) That on the 26th December, 1935, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices and Improvers.

Other Employees.

WAGES.

Per week of 44 hours.

Male. Female.

s. d. s. d.

1st year	..	..	..	..	15	0	15	0
2nd	..	..	..	..	19	0	18	0
3rd	..	..	..	..	23	6	21	6
4th	..	..	..	..	32	0	25	6
5th	..	..	..	..	40	6	33	6
6th	..	..	..	..	57	6	..	..

PROPORTION (in any factory or place).

APPRENTICES.

Males.

One male apprentice to every three or fraction of three male workers receiving not less than 36s. 6d. per week of 44 hours.

Females.

One female apprentice to every two or fraction of two female workers receiving not less than 36s. 6d. per week of 44 hours.

An indenture of apprenticeship prescribed was approved on 8th March, 1911.

IMPROVERS.

Males.

Two male improvers to each male worker receiving not less than 80s. per week of 44 hours.

Females.

Two female improvers to each female worker receiving not less than 36s. 6d. per week of 44 hours.

An apprentice or improver working on a night shift shall be paid 1s. 6d. extra for such shift, and if he works on night shift for one week he shall be paid 9s. extra for such week.

WAGES.

Males.

Per week of 44 hours. Day shift s. d.

Machinist	..	..	..	..	..	83	0
Guillotine Cutter	..	..	..	..	..	80	0
Storeman, Packer, or Despatcher	..	..	..	..	..	74	0
All others	..	..	..	..	..	68	0
An employee on a night shift shall be paid 2s. extra for such shift, but if he works on a night shift for one week he shall be paid 12s. extra for such week.							

Females.

Head Packer	..	..	..	..	..	42	6
Packer	..	..	..	..	..	39	6
Hand Paper-bag Maker	..	..	..	..	..	38	0
Machine Minder	..	..	..	..	..	40	6
Machine Minder (if with stringing attachment)	..	..	..	..	..	41	6
Working at a machine and threading paper	..	..	..	..	..	39	0
Employee in charge of—							
(a) from three to eight employees	..	..	..	..	..	46	0
(b) from nine to fifteen employees	..	..	..	..	..	52	0
(c) over fifteen employees	..	..	..	..	..	58	0
All others	..	..	..	..	..	36	6

JUVENILE WORKERS.

Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) who, if males, are engaged on any work for which the rate of wages fixed for adults in this Determination does not exceed 68s. per week, or who, if females, are engaged on any work for which the rate of wages fixed for adults in this Determination does not exceed 36s. 6d. per week.

		Wages per week of 44 hours.						
		Under 15 Years of Age.	15 to 16 Years.	16 to 17 Years.	17 to 18 Years.	18 to 19 Years.	19 to 20 Years.	20 to 21 Years.
Males	.. .. .	s. d. 15 0	s. d. 19 0	s. d. 23 6	s. d. 32 0	s. d. 40 6	s. d. 49 0	s. d. 57 6
		1st Year's Experience.	2nd Year's Experience.	3rd Year's Experience.	4th Year's Experience.	5th Year's Experience.	After Five Years' Experience.	
Females	.. .. .	s. d. 15 0	s. d. 18 0	s. d. 21 6	s. d. 25 6	s. d. 33 6	Minimum adult wage for the particular class of work	

"Experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination, duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee, and shall be returned by her to any subsequent employer within seven days of her engagement.

A juvenile worker, working on a night shift, shall be paid 1s. 6d. extra for such shift, and if he works on night shift for one week he shall be paid 9s. extra for such week.

Each department employing junior labour (male or female) must employ at least one adult employee continuously, and such employee shall receive at least the appropriate adult minimum wage, and not more than two male juniors shall be employed to each adult male employee permanently employed in each department.

(3) ORDINARY WEEK'S WORK.—The number of hours which shall constitute an ordinary week's work shall be as follows:—

Day shift 44 hours.
Night shift 44 "

(4) SHIFTS:—

Day shift—

The hours of duty shall not exceed eight hours on Monday to Friday inclusive, and four hours on Saturday, to be worked between 8 a.m. and 6 p.m. on Monday to Friday inclusive, and between 8 a.m. and 12 noon on Saturdays.

Night shift—

(a) Night shift (i.e., work, other than overtime work, performed between 6 p.m. and 8 a.m.) must be worked within ten hours a night on Monday to Friday inclusive.

(b) The hours of duty on night shift or unusual shift shall be arranged between each particular employer and the employees.

(c) A female employee or an employee under seventeen years of age shall not perform night shift work.

(d) When the hours of any night shift overlap the day shift hours, the night shift hours shall be observed, and the night shift wage shall be paid for such day.

The daily working hours of each office shall be conspicuously displayed in the work-room.

(5) FIVE-DAY WEEK.—When the employer desires to work the ordinary working hours in a five-day week, he may do so provided that the majority of his employees consent in writing.

(6) OVERTIME.—(a) The following rates shall be paid for all work done:—

(i) In excess of or outside the hours in clause (3) or (4):—

(a) On Saturday after 12 noon

(b) Any other time—

First three hours

Thereafter

(ii) On the sixth day or night, where the hours of the ordinary working week are worked within five days or five nights

Time-workers.

Piece-workers.

Double time

Double rate

Time and a half

Rate and a half

Double time

Double rate

Double time

Double rate

(b) Where an employee is called upon to work overtime in excess of one hour after the usual finishing time of any shift, such employee shall be paid for two hours' work at overtime rates at the least. Where notice of overtime in excess of one hour has not been given during the previous shift, 2s. shall be paid as an allowance for tea money, and the same allowance shall be made for each meal reasonably occurring during such overtime work.

(c) Any employee required to work more than six consecutive shifts without a clear interval of 36 hours, after the sixth shift, shall be paid double rates for all work performed by him after the sixth shift until he shall have had such clear interval of 36 hours between shifts.

(d) No improver or juvenile worker under seventeen years of age, nor any female or apprentice, shall be on duty in any event before 8 a.m. or later than 9 p.m. on any working day, subject to clause (5).

(e) An employer shall not require or permit any female employee to work overtime after 6 p.m. unless at least one other female person is working with her.

(f) An employer shall not require or permit an employee to work overtime, or on night shift in connexion with power-driven machinery, unless he works in company with at least one other person.

(g) One hour's time at the least, in addition to the actual time worked, or the time the employee is required to stand by for work, shall be paid for as a "call" to any employee brought in to do any other work not in the ordinary working hours, such to be paid for at the rate of time and a half, or rate and a half, except on Saturday afternoon and Sunday, when double time or double rate shall be paid.

(h) All overtime rates earned by an employee shall be paid in full, and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.

(7) EMPLOYEE MISSING USUAL CONVEYANCE.—Whenever the finishing time of any worker working overtime or working on any temporary night shift is such as to cause him to miss the usual means of conveyance home, he shall be conveyed home in a suitable manner, without delay, at the expense of the employer.

(8) TERMS OF EMPLOYMENT.—(a) No employee shall be employed other than as a weekly time-work employee, or a weekly piece-work employee, or a temporary time-work employee, or a temporary piece-work employee.

(b) A weekly time-work employee, to become entitled to payment of a weekly wage, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by such employee.

(15) *Meal Hour.*—(a) The minimum time allowance for meals shall be three-quarters of an hour, and the maximum allowance one hour. Provided that an employer and a majority of not less than three-fourths of his employees may agree to a reduced period, but not less than half an hour.

(b) No employee shall be compelled to break shift except for meals, and no shift shall exceed five hours without a break for meals.

(c) When employees are required to work during a period covering a usual meal hour, they shall be paid overtime rates for the work performed by them during such meal hour, and, in addition, such employee shall be allowed time for a meal.

(16) *Work not to be taken off Employer's Premises.*—No work shall be taken off the employer's premises to be executed by any employee.

(17) *Time Book.*—Each employer shall keep a time and wages book, written up in ink, showing the name of each employee, and his occupation, the hours worked each day or night, and the wages and allowances paid each week.

(18) *Definitions.*—A weekly time-work employee is an employee who is engaged by the week and employed on time-work.

A weekly piece-work employee is an employee who is engaged by the week and employed on piece-work.

A temporary employee is any employee other than a weekly employee.

(19) *Piece-work prices.*—That the weekly earnings of female piece-workers shall be computed by—

(i) applying the prices or amounts set out in this Determination;

(ii) adding 10 per cent.; and

(iii) deducting 10s. from the amount so earned.

(a) When an employee is employed on piece-work to perform any of the functions or duties for which a wages rate is fixed by this Determination and for which a piece-work rate is not fixed, then the minimum piece-work rates for such work shall be so calculated that an average worker may earn at such piece-work rate, if employed during the hours fixed for work for wage earners, a sum equal to such wage rate with the addition of 12½ per cent., and such piece-work rate shall be posted in the factory.

(b) No undue advantage shall be given to one piece-worker over another. This provision applies to the quantity and to the classes or quality of work to be supplied to the employee.

(c) Piece-workers required to clean bench, glue board or table, or floor, or any machine, shall be paid for the time he or she is occupied on such work at the rate provided herein for time-work for the class of work on which the employee is usually employed.

(d) Piece-workers shall have their work counted out for them and so arranged in a convenient place that no unnecessary time will be lost. The employee shall be provided with a book in which the employee is to enter the work done by such employee, which work is to be priced by the employer, and the book returned to the employee. Glue, paste, and all other essentials shall be provided by the employer in proper condition, to permit of the work being facilitated, and such materials shall be of good average quality.

(e) When piece-workers are kept waiting for work or any materials, all waiting time shall be totalled up when the day's work is finished, and paid for at not less than such employee's average hourly earnings, the average to be calculated on the earnings of the four preceding full weeks.

(20)* *PIECE-WORK PRICES.*—That the lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

BLOCK-BOTTOMED SUGAR AND FLOUR BAGS, HAND-MADE.

Block-bottomed Sugar and Flour Bags to hold from 5 lbs. to 12 lbs., lined, 6s. per 1,000 bags.	
„ Sugar and Flour Bags to hold from 5 lbs. to 12 lbs., unlined, 4s. 7d. per 1,000 bags.	
„ Sugar and Flour Bags to hold from 14 lbs. to 24 lbs., lined, 8s. per 1,000 bags.	
„ Sugar and Flour Bags to hold from 14 lbs. to 24 lbs., unlined, 6s. per 1,000 bags.	
„ Sugar and Flour Bags to hold from 25 lbs. to 36 lbs., lined, 8s. 8d. per 1,000 bags.	
„ Sugar and Flour Bags to hold from 25 lbs. to 36 lbs., unlined, 6s. 8d. per 1,000 bags.	

BLOCK-BOTTOMED TEA, COFFEE, OR COCOA PACKETS.

	Price per 1,000 Packets.
Packets, to hold up to 1 lb. weight, made by treadle, or hand machine, or any other method except by fixed block, loose-block, or plate, or hinged block.	s. d.
Pasting and blocking only—	
Made of crystal paper, lined	4 0
Made of any other paper, lined	3 5
Made of any other paper, unlined	2 10
Folding down	1 6
Laying	0 3
Labelling, per 1,000 labels	1 8
„ Packets made by fixed block, loose-block, or plate, or by hinged block, complete, including folding down, but without labelling, unlined	6 4½
„ Packets made by fixed block, loose-block, or plate, or by hinged block complete, including folding down, but without labelling, lined	8 4
Labelling, per 1,000 labels	1 8

All other work in connexion with the manufacture of tea, coffee, or cocoa packets to be paid for on weekly wages.

* See Clause (19) for method of computation.

BLOCK-BOTTOMED SELF-RAISING FLOUR PACKETS.		Price per 1,000 Packets, Laying, Past- ing, and Blocking.	Price per 1,000 Folding down.	Labelling, per 1,000 Labels.
		s. d.	s. d.	s. d.
Block-bottomed:	Self-raising flour packets, to hold 2 lbs. weight, with boards, made by treadle or hand machine, or any other method except by fixed block, loose-block, or plate, or hinged block ..	3 0	1 4	1 8
"	Self-raising flour packets to hold 5 lbs. to 7 lbs. weight, with boards, made by treadle or hand machine, or any other method except by fixed block, loose-block, or plate, or hinged block—			
	Unlined ..	4 4	1 6	1 8
	Lined ..	6 0	1 6	1 8
"	Self-raising flour packets, to hold 2 lbs. weight, made by fixed block, loose-block, or plate, or hinged block	4 3	1 4	1 8
"	Self-raising flour packets to hold 5 lbs. to 7 lbs. weight—			
	Unlined, fixed block, loose-block, or plate, or hinged block ..	6 1	1 6	1 8
	Lined, fixed block, loose-block, or plate, or hinged block ..	8 0	1 6	1 8

SUGAR BAGS, delivered at Packers' tables.—Weighing, packing (in not less than 14 lb. parcels) and labelling parcels.

Block Bottoms, 1 lb. to 3 lbs. inclusive	...	...	3½d. per cwt.
" " 4 lbs. and upwards	...	...	3d. "
Flats, 1 lb. to 3 lbs. inclusive	...	...	3d. "
" 4 lbs. and upwards	...	...	3d. "

SUGAR BAGS.—Overlooking, unsticking and mending.

Flat or Block Bottom (1 and 2 and 3 lbs. in size)	...	...	7d. "
" " (4 lbs. and upwards)	...	...	5d. "

HAND-MADE BAGS.		Pasting, per 1,000 Bags.	Folding, Creasing, and Laying, per 1,000 Bags.	Knocking up, per 1,000 Bags.
		s. d.	s. d.	s. d.
Bonnet or hat bags—				
	Size from 300 square inches to 370 square inches ..	1 9	1 0	0 7½
	Size over 370 " " 440 " "	1 9	1 2	0 9½
	Size over 440 to 540 square inches ..	2 5	2 0	0 9½
Coin bags, made from thin paper, up to 40-lb. Imperial—				
	Size up to 45 square inches ..	1 1	0 4½	0 3½
Coin bags, made from thick paper, size up to 45 square inches		1 4	0 5½	0 3½
Colour bags, made of paper, 70-lb. Royal and over, to hold up to 6 lbs. weight—Size up to 126 square inches ..		1 4	0 6	0 4½
Fruit and confectionery bags, if made in parts by several operators—				
	To hold up to 2 lbs. weight—Size up to 75 square inches	1 0	0 6	0 3½
	To hold over 2 lbs. to 6 lbs. weight—Size over 75 to 155 square inches ..	1 2	0 6	0 3½
	To hold over 6 lbs. to 8 lbs. weight—Size over 155 to 200 square inches ..	1 4	0 6	0 3½
	To hold over 8 lbs. to 10 lbs. weight—Size over 200 to 225 square inches ..	1 5	0 6	0 4
	To hold over 10 lbs. to 12 lbs. weight—Size over 225 to 245 square inches ..	1 7	0 7	0 6
	Confectionery bags if made of glazed paper, extra ..	0 1		
Fruit and confectionery bags, if made complete without cutting—including stringing in hundreds and bundling—				
	Bags to hold up to 2 lbs. weight—Size up to 75 square inches ..			2s. 0d. per 1,000 bags
	Bags to hold over 2 lbs. to 6 lbs. weight—Size over 75 to 155 square inches ..			2s. 2d. "
	Bags to hold over 6 lbs. to 8 lbs. weight—Size over 155 to 200 square inches ..			2s. 4d. "
	Bags to hold over 8 lbs. to 10 lbs. weight—Size over 200 to 225 square inches ..			2s. 11d. "
	Bags to hold over 10 lbs. to 12 lbs. weight—Size over 225 to 245 square inches ..			2s. 11d. "
	Confectionery bags if made of glazed paper, extra ..			1d. "

Price Complete.

See Clause (19) for method of computation.

HAND-MADE BAGS— <i>continued</i> .	Pasting, per 1,000 Bags.	Folding, Creasing, and Laying, per 1,000 Bags.	Knocking up, per 1,000 Bags.
	s. d.	s. d.	s. d.
Glove bags—Size up to 48 square inches	1 2	0 6	0 3½
Pottle bags (confectionery)—Size up to 32 square inches ..	0 11½	0 5	0 2½
Pottle bags (florists')—			
Size up to 45 square inches	1 0	0 5	0 2½
Size over 45 to 61 square inches	1 0½	0 5	0 2½
Size over 61 to 109 square inches	1 4	0 5	0 2½
Seed bags—			
Paper—Size up to 125 square inches	1 4	0 5½	0 4
Over 45 lbs. weight Imperial.			
Paper—Up to 125 square inches	1 3	0 5½	0 4
Not over 45 lbs. weight Imperial.			
Over 125 square inches and up to 225 square inches, any paper	1 9	0 5½	0 4
Sugar bags made from grey or brown heavy paper—			
To hold up to 3 lbs. weight—Size up to 85 square inches	1 0½	0 5½	0 4½
To hold over 3 lbs. to 6 lbs. weight—Size over 85 to 126 square inches	1 2	0 5½	0 4½
To hold over 6 lbs. to 8 lbs. weight—Size over 126 to 170 square inches	1 2	0 7½	0 6
To hold over 8 lbs. to 12 lbs. weight—Size over 170 to 215 square inches	1 4	0 7½	0 6
To hold over 12 lbs. to 14 lbs. weight—Size over 215 to 235 square inches	1 5	0 8	0 7
To hold over 14 lbs. to 20 lbs. weight—Size over 235 to 290 square inches	2 0	0 8½	0 8
To hold over 20 lbs. to 36 lbs. weight—Size over 290 to 420 square inches	2 4	1 0	0 8
Sugar bags—Standard weight, i.e., standard weight under Victorian Pure Foods Act—			
To hold up to 3 lbs. weight—Size up to 85 square inches	1 0	0 6	0 4½
To hold over 3 lbs. to 6 lbs. weight—Size over 85 to 126 square inches	1 1	0 6	0 4½
To hold over 6 lbs. to 8 lbs. weight—Size over 126 to 170 square inches	1 2	0 6	0 6
To hold over 8 lbs. to 12 lbs. weight—Size over 170 to 215 square inches	1 4	0 6	0 6
To hold over 12 lbs. to 14 lbs. weight—Size over 215 to 235 square inches	1 5	0 6	0 6
To hold over 14 lbs. to 20 lbs. weight—Size over 235 to 290 square inches	1 8½	0 8	0 8
To hold over 20 lbs. to 36 lbs. weight—Size over 290 to 420 square inches	2 0½	1 0	0 8
Tea and coffee bags made from cartridge or casing paper—			
To hold up to 2 lbs. weight—Size up to 112 square inches	1 3	0 6	0 4½
To hold over 2 lbs. to 6 lbs. weight—Size over 112 to 240 square inches	1 4	0 7	0 5½
To hold over 6 lbs. to 10 lbs. weight—Size over 240 to 400 square inches	1 8½	0 8	0 6
Tea and coffee bags made from thin paper, to hold up to 2 lbs. weight—Size not more than 112 square inches	1 0½	0 6	0 4
Tobacco and cigar bags made of cartridge paper—Imperial, not heavier than 60 lbs., 500 sheet	1 2	0 6	0 3½
Tobacco and cigar bags made of cartridge paper—Imperial, heavier than 60 lbs.	1 4	0 6	0 4
Tobacco and cigar bags made of same class of paper as fruit and confectionery bags	1 0	0 6	0 3½
Tobacco and cigar bags made of mill glazed sulphite— Imperial, 50 lbs., 480 sheet	1 4	0 6	0 4½
Trimming bags—			
Size up to 155 square inches	1 1½	0 6	0 3½
Size from 155 to 220 square inches	1 4	0 7	0 3½
Photo. bags made of crystal paper, plain or embossed, two sides pasted	2 6	1 3	0 4½
Photo. bags made of mill glaze brown, two sides pasted ..	2 0	1 0	0 4½

See Clause (19) for method of computation.

PRICE FOR CUTTING PAPER AND STRINGING BAGS BY HAND.

Sugar bags and all other bags cut from paper over 30-lb. Royal—

Size up to 126 square inches	6d. per 1,000 bags
Size over 126 " and up to 270 square inches ..	8d. " "
" 270 " " 420 " "	1s. " "
Bonnet or hat bags	8d. " "
All other bags not enumerated	4d. " "
Stringing bags by hand	0 $\frac{3}{4}$ d. " "

See Clause (19) for method of computation.

W. W. HARRIS, Chairman.

H. N. JONES, Secretary.

Melbourne, 11th December, 1935.

