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VICTORIA GOVERNMENT GAZETTE.

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No. 133]

THURSDAY, JULY 8.

[1937

Factories and Shops Acts.

DETERMINATION OF THE CYCLE TRADE BOARD.

NOTES.—(a) This Determination, on the 8th July, 1937, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder; such portions of the city of Sandringham as are not 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, Maryborough, and Sebastopol.

(b) RE APPRENTICES OR IMPROVERS.—On the 5th March, 1930, the trade of motor cycle mechanic was proclaimed an Apprenticeship Trade under the Apprenticeship Act 1927, and, so far as the Metropolitan District is concerned, the provisions of that Act and the Regulations thereunder determine the conditions of employment of apprentices indentured after 5th March, 1930, and of improvers permitted to enter the trade after 20th November, 1929.

These provisions, however, do not affect indentures of apprenticeship entered into before 5th March, 1930, or improvers employed prior to 20th November, 1929.

Particulars of such Regulations may be obtained on application to the Secretary, Apprenticeship Commission, Gisborne-street, Melbourne. Price 3d.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since 4th November, 1931, has had the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a maker of bicycles, tricycles, or motor cycles, or of a maker of any part or parts (other than tires or engines) of a bicycle, tricycle, or motor cycle," has made the following Determination, namely:—

(1) That on the 8th July, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

*Apprentices.			*Improvers.			Other Employees.		
Weekly Wages.			Weekly Wages.			Weekly Wages.		
s. d.			s. d.			Day Shift.		
1st year	..	16 6	1st year	..	16 6	Foremen, where over five adults are employed	..	103 6
2nd "	..	21 6	2nd "	..	21 6	Foremen, where five adults or fewer are employed	..	101 3
3rd "	..	28 9	3rd "	..	28 9	Lathe hands	..	100 0
4th "	..	36 6	4th "	..	36 6	Builders and repairers of motor cycle frames and	..	92 3
5th "	..	48 0	5th "	..	48 0	frames other than cycle frames	..	90 0
And thereafter, until attaining the			And thereafter the journeyman's			Builders and repairers of cycle frames	..	92 3
age of 21 years, four-fifths of the			rate.			Other repairers of motor cycles (except lathe	..	92 3
journeyman's rate.			rate.			hands)	..	90 0
PROPORTION (IN ANY PLACE).			PROPORTION (IN ANY PLACE).			Other repairers (except lathe hands)	..	90 0
One apprentice to every three or			One improver to one journey-			Assemblers of motor cycles	..	85 6
fraction of three persons receiving			man, two improvers to two or			Other assemblers	..	85 6
not less than 75s. per week			three journeymen, thereafter two			Files on motor and other cycles	..	85 6
			additional improvers to every three			Wheel-builders on motor and other cycles	..	94 6
			additional journeymen.			Foremen in rim-making	..	85 6
						Brazers in rim-making	..	85 6
						All others employed in rim-making	..	85 6
						Persons cleaning off joints by sand-blasting or by	..	85 6
						shot-blasting	..	85 6
						Handle-bar benders—	..	80 0
						By the mandrel method	..	85 6
						By any other method	..	85 6
						Persons not provided for otherwise	..	75 0

* Except those covered by the Apprenticeship Act.

(3) ORDINARY WEEK'S WORK.—The number of hours which shall constitute an ordinary week's work shall be 44. Provided that, in any place where the principal work carried on is incidental to and directly connected with the employer's retail business, not more than two persons may be employed for a maximum of 46 hours per week without payment of overtime rates.

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(4) SHIFTS.—

(a) *Day Shift*.—The hours of duty shall not exceed $8\frac{1}{2}$ hours per day for five days, and $4\frac{1}{2}$ hours on the day on which the statutory weekly half-holiday is observed locally, and shall be worked between the hours of 7 a.m. and 1 p.m. on the day upon which the statutory weekly half-holiday is observed locally, and between 7 a.m. and 6 p.m. on the other working days of the week.

(b) *Afternoon, Night, or Other Shift*.—i. *Hours*.—The hours of duty on any shift other than a day shift shall be arranged mutually between the employer and the majority of the employees, providing that $9\frac{1}{2}$ hours shall be the maximum duration of such a shift.

ii. *Wages*.—The following percentages shall be added to the rates fixed for the day shift:—

During the first month's employment on such shift	10 per cent.
Thereafter	5 per cent.

A statement, setting out the ordinary daily working hours, shall be displayed conspicuously in the workshop.

(5) *CRIB TIME*.—Where three shifts are worked, shift workers shall be allowed, after four hours' work, a crib time of twenty minutes without deduction of pay therefor.

(6) OVERTIME.—

(a) For all work done (i) outside the ordinary working hours on any day or shift, or (ii) within the ordinary working hours on any day or shift but in excess of the number of hours fixed in clause (3), the rate of wages shall be time and a half for the first 4 hours and double time thereafter, such double time to continue to be paid until an employee has been relieved from work for at least 8 hours.

(b) Except as provided in the preceding sub-clause, in computing overtime each day's work shall stand alone.

(c) Any employee working overtime for a longer period than 2 hours shall be allowed 20 minutes' crib time (without deduction of pay) after the completion of his ordinary shift and after each additional 4 hours of work, unless a mutual agreement has been made for the taking of a longer period of rest without pay.

(7) *FIVE-DAYS' WEEK*.—Notwithstanding anything contained in clause (4) the ordinary week's work may be completed in five days, provided that the employer and the majority of his employees concerned mutually agree in writing.

(8) *TIME WAGES*.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid of follows:—

(i) for time worked up to one-half the number of hours fixed in clause (3)—

(a) in any week in which two or more Public Holidays occur ..	At the ordinary wages rate with an addition of fifty per centum
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(b) in any other week	At the ordinary wages rate with an addition of thirty-three and one-third per centum
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(ii) for time worked beyond the one-half mentioned in sub-clause (i), at the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(9) *SPECIAL RATE FOR SUNDAYS AND PUBLIC HOLIDAYS*.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), Christmas Day, or 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 be payable only 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 Act 1928* that any employer may fix and pay piece-work prices to any person employed in the rim-making department, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and that such piece-work prices shall be fixed so that an average worker can earn not less than the minimum wage fixed for the said department.

(11) *SUPPLY OF MILK*.—Any person engaged for the greater part of his day's work at cleaning off joints by any method other than filing, shall be supplied free of charge by the employer with one pint of milk each day he is so engaged.

(12) DEFINITIONS.—

(a) "Afternoon Shift" shall mean any shift finishing after 6 p.m., but not later than midnight.

(b) "Night Shift" shall mean any shift finishing later than midnight, but not later than 8 a.m.

R. J. EDWARDS, Chairman.

REX L. CECIL, Secretary.

Melbourne, 22nd June, 1937.

[1961]



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THURSDAY, JULY 8.

[1937

Factories and Shops Acts.

DETERMINATION OF THE LAUNDRY WORKERS BOARD.

NOTE.—(a) This Determination on the 7th July, 1937, 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 extending such Metropolitan District, such portions of the City of Sandringham as are not included within the said Metropolitan District, the cities of Ballarat, Bendigo, Warrnambool, and Mordialloc; the boroughs of Eaglehawk and Sebastopol; such portion of the Shire of Ballarat as is within a radius of five miles of the Ballarat Post Office; and such portion of the Shire of Healesville as is within a radius of half a mile of the Healesville Post Office.

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 engaged in the occupation of a person employed at laundry work, but not including persons subject to the jurisdiction of—

The Boarding Houses Board;
The Hospital and Benevolent Asylum Attendants Board;
The Hotel and Restaurant Board;
The Shirt Board; and
The Storemen, Packers, and Sorters Board"—

has made the following Determination, namely:—

(1) That on the 7th July, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

WAGES.

Apprentices and Improvers.				Other Employees.			
Males.		Females.				Wages per week.	Hours per week.
Wages per week of 48 hours.		Wages per week of 44 hours.					
s. d.		s. d.				s. d.	
15 years of age or under	22 0	15 years of age or under	20 0	MALES.			
16 years of age	25 0	16 years of age	22 6	Laundry Workers		82 6	48
17 " "	35 0	17 " "	28 0	FEMALES.			
18 " "	38 0	18 " "	31 6	Washers employed on washing machine or hydro extractor		82 6	44
19 " "	47 0	19 " "	35 0	Glad ironers		52 9	44
20 " "	56 0	20 " "	37 6	Hand washers		52 3	44
Provided that no female apprentice or improver shall be employed on washing machines or hydro extractor.				Employees on treadle shirt or collar ironing machines		50 0	44
PROPORTION (in any place).				Employees on treadle press machines		50 0	44
Apprentices and Improvers.				Employees backing shirts off treadle shirt ironing machines		50 0	44
Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.				Starched clothes ironers who completely iron any starched clothes articles by hand		50 0	44
				Starchers by hand, or machine, or attending to collar or shirt starching hydro extractor		47 0	44
				Employees on automatic air-driven presses		42 0	44
				All others		42 0	44

(3) TIME OF BEGINNING AND ENDING WORK.—

Time of Beginning.

Time of Ending.

7 a.m.	1 p.m. on the day on which the half holiday is observed; and
7 a.m.	6 p.m. on the other working days of the week.

(4) OVERTIME.—The following rates shall be paid for all work done—

A. Outside the hours fixed as the times of beginning and ending work—

(a) On the day on which the half-holiday is observed—Double time.

(b) On the other working days of the week—Time and a half for the first 4 hours and thereafter double time.

B. Within the hours fixed as the times of beginning and ending work in excess of 48 hours in any week for males and 44 hours in any week for females—Time and a half.

Provided that any time for which payment is made under clause (5B) shall not be included when calculating the number of hours worked in any week.

(5) SUNDAYS AND HOLIDAYS.—(a) No employee shall be required to operate any laundry machinery or carry on any laundry process on a Sunday.

(b) Any employee, including a pieceworker, shall be entitled to be absent from his or her employment on any of the following holidays:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Melbourne Cup Day, Christmas Day, and Boxing Day, and shall be paid therefor as follows:—

(1) Where the holiday falls on any day other than a Saturday or Sunday 8 hours at ordinary rates.

(2) Where the holiday falls on a Saturday 4 hours at ordinary rates.

(c) Where laundries close down for a period over Christmas and New Year, payments to employees prescribed in this determination shall be made on a day prior to Christmas Day.

(d) Any employee absenting himself or herself from work on any portion of the two working days either before or after a holiday provided for herein without permission from the employer, shall not be entitled to payment for such holiday. Provided that this clause shall not apply to an employee if he or she produces a medical certificate to show that such absence was due to personal ill-health.

(e) An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed by this Determination.

(f) Where an employee is dismissed within seven days prior to any such holiday the re-engagement of such employee within seven days after such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

(6) SPECIAL RATES.—Double time shall be the rate for all work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Melbourne Cup Day, Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rates shall only be payable for work done on the day so substituted.

(7) TEA MONEY.—Any employee who is required to work after 6 p.m. shall receive 1s. tea money.

(8) Neither employer nor employee shall be required to give notice of termination of employment.

(9) CONDITIONS OF EMPLOYMENT.—(a) No employee shall be employed other than as a weekly employee.

(b) A weekly employee to become entitled to the weekly wage prescribed by this determination must be available and ready and willing to perform such work as the employer shall from time to time require on the days usually worked by such employees, and between the hours fixed as the times of beginning and ending work.

(c) 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.

(10) TIME-BOOKS.—(a) The employer shall keep a time-book, or sheets, or cards with entries typed or perforated, or written in ink therein, showing the names of his employees, the number of hours worked by, and the wages payable and paid to each employee.

(b) The secretary, or branch secretary, or any officer of the Federated Miscellaneous Workers' Union of Australia on production of an authority to the employer, his local manager, or the person who purports to be in charge, shall be allowed at all reasonable times to inspect such time-book, sheets, or cards, and to make a copy of the same. Such time-book, sheets, or cards, for the last preceeding three months shall be kept available for this purpose.

(11) PIECE-WORK.—The Board determines, under the provisions of section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piece-work prices to any person employed at any work for which the Board has fixed a 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 rates that are fixed by the Board for such work.

J. K. McCASKILL, J.P., Chairman.

D. B. MORGAN, Secretary.

Melbourne, 22nd June, 1937.