



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 310]

THURSDAY, NOVEMBER 11.

[1937

Factories and Shops Acts.

DETERMINATION OF THE TENTMAKERS BOARD.

This Determination on the 9th November, 1937, applied to the whole of the State of Victoria.

In accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 13th September, 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 employed in the trade of manufacturing :—

- (a) Articles made of canvas or a substitute for canvas such as—
Sails, tents, marquees, ships' gear, wings of aeroplanes, horse rugs, cow rugs, water bags, outside blinds (except Venetian blinds), filters, mail bags, tarpaulins ;
- (b) Any other kind of canvas goods except those subject to the jurisdiction of any of the following Boards :—
Agricultural Implements Board,
Country Agricultural Implements Board,
Boot Board,
Carriage Board,
Leather Goods Board, and
Rubber Trade Board ;
- (c) Flags"—

has made the following Determination, namely :—

(1) That on the 9th November, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

| | Apprentices or Improvers. | | | Other Employees. | |
|-------------------------------|---------------------------|------------|---------------------------|---|-------|
| | WAGES. | | | WAGES. | |
| | MALES. | | FEMALES. | Males. | |
| | Per Week of 44 Hours. | | Per Week of 44 Hours. | Per Week of 44 Hours. | |
| | Apprentices. | Improvers. | Apprentices or Improvers. | | |
| | s. d. | s. d. | s. d. | | s. d. |
| 1st six months' experience... | 13 6 | 13 6 | 13 6 | Male journeymen engaged in the manufacture, cutting, or machining of sails, ships' awnings, save-alls, weather cloths, fenders, sail covers, mast-coats, ships' gear, wings of aeroplanes, ships' slings, and cargo nets | 97 0 |
| 2nd " " | 18 0 | 18 0 | 18 0 | Male journeymen engaged in the manufacture, cutting, machining or repairing of horse or cattle rugs, tents and flys, marquees and skillions, flags, nosebags, blinds and screens, canvas covers of all descriptions, or mail-bags, hosing, waterbags of all descriptions, splicing rope goods, or oiling and dressing canvas, binding and conveyor aprons, camp beds, deck chairs, and camp furniture, and all classes of canvas and/or substitute for canvas goods | 91 0 |
| 3rd " " | 21 6 | 21 6 | 21 6 | All others | 80 0 |
| 4th " " | 25 3 | 25 3 | 25 3 | | |
| 5th " " | 28 9 | 28 9 | 28 9 | | |
| 6th " " | 32 6 | 32 6 | 32 6 | | |
| 7th " " | 36 0 | 36 0 | 36 0 | | |
| 8th " " | 39 6 | 39 6 | 39 6 | | |
| 9th " " | 43 3 | 43 3 | .. | | |
| 10th " " | 46 9 | 46 9 | .. | | |
| 11th " " | .. | 58 6 | .. | | |
| 12th " " | .. | 67 6 | .. | | |
| 13th " " | .. | 76 6 | .. | | |
| 14th " " | .. | 85 6 | .. | | |
| | | | | <i>Females.</i> | |
| | | | | Machinists on work enumerated in above clauses | 43 8 |
| | | | | Machinists on aeroplanes hangars | 62 0 |

PROPORTION OF APPRENTICES AND IMPROVERS.

3. (a) The proportion of male apprentices and improvers shall be—

| Apprentices. | | | | Improvers. | | | | Male Journeymen. | | | |
|--------------|--------|---|----|------------|----|--------|---|------------------|----|--|--|
| 1 | or | 1 | to | 1 | 6 | and/or | 4 | to | 12 | | |
| 1 | " | 1 | " | 2 | 6 | " | 4 | " | 13 | | |
| 2 | " | 1 | " | 3 | 7 | " | 4 | " | 14 | | |
| 2 | " | 2 | " | 4 | 7 | " | 4 | " | 15 | | |
| 2 | " | 2 | " | 5 | 8 | " | 5 | " | 16 | | |
| 3 | and | 2 | or | 6 | 8 | " | 5 | " | 17 | | |
| 2 | " | 3 | " | 7 | 9 | " | 5 | " | 18 | | |
| 3 | and/or | 3 | " | 8 | 9 | " | 5 | " | 19 | | |
| 4 | " | 3 | " | 9 | 10 | " | 6 | " | 20 | | |
| 4 | " | 3 | " | 10 | 10 | " | 6 | " | 21 | | |
| 5 | " | 4 | " | 10 | 11 | " | 6 | " | 22 | | |
| 5 | " | 4 | " | 11 | 11 | " | 6 | " | 23 | | |
| | | | | 11 | 12 | " | 7 | " | 24 | | |

And thereafter one additional male apprentice to every two additional male journeymen and/or one additional male improver to every five additional male journeymen.

(b) The number of female apprentices and female improvers shall be in the proportion of two female apprentices or female improvers to one female worker earning not less than 48s. 8d. per week.

(4) (a) The weekly hours of all employees shall be 44 per week.

(b) The regular hours of work shall be not earlier than 7 a.m. and not later than 6 p.m. on five days of the week, and not earlier than 7 a.m. and not later than 1 p.m. on Saturday or other day on which a half holiday is kept: Provided that not more than 9½ hours (except as provided in clause 5 hereof) shall be worked in any one day in each week.

PAYMENT FOR OVERTIME, SUNDAYS, AND HOLIDAYS.

(5) (a) All time worked on any day before or after the regular working hours shall be paid for at not less than the rate of time and a quarter for the first three hours and double time thereafter.

(b) All work done on Sundays and holidays shall be paid for at the rate of not less than double time.

(c) Pieceworkers employed before or after the regular working hours shall be paid for the first three hours one-fourth of hourly rates and thereafter full hourly rates in addition to piecework rates.

HOLIDAYS.

6. Employees shall be entitled to the following holidays without pay when no work is done. The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, King's Birthday, Christmas Day, Boxing Day, Labour Day (in the metropolis and in any city or town where there is a public celebration of Labour Day), Union Picnic Day once in each year (in the metropolis and in any town or city where such picnic is held) provided that the secretary or branch secretary of the Australian Saddlery Leather Sail Canvas Tanning Leather Dressing and Allied Workers' Trades Employees Federation shall give written or printed notice of the intention to hold the picnic, such notice to be sent by prepaid letter to each employer bound to observe the holiday, not less than four weeks nor more than six weeks prior to the date on which the picnic is to be held.

PAY DAY.

7. The employer shall pay the employees all moneys due at least once in each week, before knock-off time, and not later than Friday in each week. Any employee dismissed by his employer and who has worked only a portion of a week shall be paid on ceasing work for all time worked during that week.

WAITING TIME.

8. Any employee kept waiting for work more than half an hour in any one day shall be paid for the whole of the time such employee is kept waiting on that day at not less than a sum equal to his or her average earnings.

DEFINITION OF A MALE JOURNEYMAN.

9. A male journeyman shall mean an employee twenty-one years of age or over, or one who has worked five years or more in connexion with the manufacture of—

Articles made of canvas or a substitute for canvas such as—sails, tents, marquees, ships' gear, wings of aeroplanes, horse rugs, cow rugs, water bags, outside blinds (except Venetian blinds), filters, mail bags, tarpaulins, flags; or

Any other kind of canvas goods except those subject to the jurisdiction of any of the following Boards:—

- Agricultural Implements Board,
- Country Agricultural Implements Board,
- Boot Board,
- Carriage Board,
- Leather Goods Board, and
- Rubber Trade Board:

Provided that the rates prescribed for improvers in their sixth and seventh years shall operate until the apprentice or improver has reached the age of 21 years.

LIMITATION OF EMPLOYER'S LIABILITY.

10. Where an employer subject to this Determination has made a payment to an employee, which payment purports to be a payment of the wages payable to the employee for any period, such employer shall not be liable to pay to the employee any further sums prescribed by this Determination in respect of any services rendered to such employer during such period unless within a period of nine calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee or some person on his behalf or by the local representative of the employee's Federation.

H. J. RICHARDSON, J.P., Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 25th October, 1937.



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No. 311]

THURSDAY, NOVEMBER 11.

[1937

Factories and Shops Acts.

DETERMINATION OF THE TANNERS (FURRED SKINS) BOARD.

NOTE.—This Determination on the 12th November, 1937, applied 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 which may be paid to any person or persons or classes of persons employed in the trade of a tanner of all kinds of furred skins, or a dresser or a dyer of such skins," has made the following Determination, namely:—

(1) That on the 12th November, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

| Apprentices or Improvers. | | | | Other Employees. | | | | |
|--|---------------|--|----------------|--|----|---|----|----|
| WAGES PER WEEK OF 44 HOURS. | | | | WAGES PER WEEK OF 44 HOURS. | | | | |
| | Males. | Females employed in beaming, fleshing or slickering of any furred skins. | Other Females. | <i>Males.</i> | | | | |
| | | | | Beam fleshers, pullers on upright knife, shavers | .. | f | s. | d. |
| | | | | Operators of rotary shaving knife | .. | 4 | 13 | 0 |
| | | | | Other males | .. | 3 | 17 | 6 |
| | | | | <i>Females.</i> | | | | |
| | | | | Females employed in beaming, fleshing, or slickering of any furred skins | .. | 4 | 13 | 0 |
| | | | | Other females | .. | 2 | 9 | 9 |
| 14 to 15 years of age .. | s. d. 14 0 | } 49 0 | s. d. 13 6 | | | | | |
| 15 to 16 .. | 18 3 | | 15 9 | | | | | |
| 16 to 17 .. | 25 3 | | 20 0 | | | | | |
| 17 to 18 .. | 31 9 | | 26 9 | | | | | |
| 18 to 19 .. | 41 3 | | 33 6 | | | | | |
| 19 to 20 .. | 48 3 | | 39 9 | | | | | |
| 20 to 21 .. | 59 9 | 77 6 | 44 6 | | | | | |
| PROPORTION (IN ANY PLACE). | | | | | | | | |
| <i>Apprentices and Male Improvers.</i> | | | | | | | | |
| One apprentice or improver to every worker receiving not less than the minimum wage. | | | | | | | | |
| <i>Female Improvers.</i> | | | | | | | | |
| One female improver to one, Three female improvers to two, And thereafter, Three additional female improvers to every two additional | | | | | | | | |
| An indenture of apprenticeship prescribed by the Board was approved on 5th March, 1926. | | | | | | | | |

- (3) **DEFINITIONS.**—"Flesher" is an adult person removing flesh from raw wet skins on a beam or upright knife.
"Shaver" is an adult person shaving partly dressed skins with a sharp-edged knife.
"Puller" is an adult person employed pulling wet raw skins over an upright knife.

(4) **OVERTIME.**—For work other than shift-work done in excess of the maximum number of hours fixed as a week's work—Time and a quarter.

(5) **SHIFT-WORK.**—Shift-work shall consist of nine consecutive hours of which one hour must be allowed for meals. Any time worked outside the period of such shift shall be paid for at the rate of time and a quarter for first two hours and time and a half thereafter.

(6) **SPECIAL RATES.**—Double time shall be the rate for all work done on Sunday, New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, Labour Day (21st April), King's Birthday, 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 only be payable for work done on the day so substituted.

(7) **PAYMENT FOR HOLIDAYS.**—Employees who work any time within seven days prior to any of the undermentioned holidays shall be entitled to such holiday without deduction of pay, viz.:—Christmas Day, Good Friday, and Labor Day (21st April).

(8) **TERMINATION OF EMPLOYMENT.**—Two days' notice of termination of employment shall be given by either employer or employee or two days' pay shall be paid or forfeited in lieu thereof.

(9) **TOOLS AND APPLIANCES.**—Every employer shall provide gloves, apron, leggings with vamps attached, or any tools or implements of trade required by employees in the performance of their duties.

R. J. EDWARDS, J.P., Chairman.

E. G. WILLIAMS, Secretary.

Melbourne, 25th October, 1937.