



# VICTORIA GOVERNMENT GAZETTE.

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[1938

Factories and Shops Acts.

## DETERMINATION OF THE CORDAGE BOARD.

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

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

I, FRANCIS ANTHONY MARZORINI, in pursuance of the powers contained in the Factories and Shops Acts, and in consequence of the provisions contained in a Determination made on the 27th April, 1938, by the Cordage Board, and published in the *Government Gazette* on the 17th May, 1938, hereby issue an adjusted Determination showing the adjusted wages rates to be paid as from the beginning of the first pay period to commence in September, 1938, to any person or persons or classes of persons employed in the process, trade, or business of a maker of rope, twine, cordage, halters, coir mats, or coir matting.

### (1) APPRENTICES OR IMPROVERS.

Age.	Wages per Week of 44 Hours.		Proportionate Number.
	Males.	Females.	
	£ s. d.	£ s. d.	
Under 16 years of age ..	0 17 0	0 16 0	<i>Apprentices.</i> One male apprentice to every three or fraction of three male workers employed and receiving not less than 80s. per week of 44 hours One female apprentice to every three or fraction of three female workers employed and receiving not less than 41s. 6d. per week of 44 hours
16 and under 17 years of age ..	1 2 0	1 0 0	
17 " 18 " " " ..	1 6 6	1 3 6	<i>Improvers.</i> One male improver to every twenty male workers employed and receiving not less than 80s. per week of 44 hours One female improver to every twenty female workers employed and receiving not less than 41s. 6d. per week of 44 hours
18 " 19 " " " ..	1 11 0	1 7 0	
19 " 20 " " " ..	1 17 6	1 11 6	
20 " 21 " " " ..	2 7 6	1 14 0	

### (2) JUNIORS.

	Wages per Week of 44 Hours.	Wages per Week of 44 Hours.	
		Males.	Females.
<i>Hard Fibre Department.</i>			
Males.	s. d.		s. d.
Hand reelers ..	54 0	17 0	16 0
Attendants to rope house machine—as for under 2 inches circumference ..	47 0	22 0	20 0
Lappers of clothes lines ..	46 0	26 6	23 6
Persons balling lashing ..	34 0	31 0	27 0
Persons balling binder twine ..	33 0	37 6	31 6
Females.			
All females ..	41 0	47 6	34 0
<i>Other Junior Workers.</i>			
Under 16 years of age ..		17 0	16 0
From 16 to 17 years of age ..		22 0	20 0
" 17 to 18 " " " ..		26 6	23 6
" 18 to 19 " " " ..		31 0	27 0
" 19 to 20 " " " ..		37 6	31 6
" 20 to 21 " " " ..		47 6	34 0

#### Proportion of Juniors.

Not more than five persons under 21 years of age may be employed to every two adults in the Hard Fibre section of a factory or place and not more than five persons under 21 years of age to one adult in the Soft Fibre section of a factory or place.

(3)

## OTHER EMPLOYEES.

	Wages per Week of 44 Hours.
<i>(a) Adult Males.</i>	
First rope layer on heavy type 12 strand machine .. .. .	100 0
Rope layer on heavy type 9 strand machine .. .. .	95 0
Foreman in charge of spinning and preparing departments .. .. .	96 0
Other rope layers in walk with travellers .. .. .	91 0
Rope splicer on driving ropes and springs .. .. .	88 6
Storeman in charge .. .. .	88 0
Packer working press (hand or power), pressing over 28 lb. in weight .. .. .	85 0
Rope house machine making 2 inches up to and including 4 inches .. .. .	85 0
Rope house machine making over 4 inches .. .. .	88 6
Power reeler or finisher in connexion with heavy type 12 strand machine .. .. .	84 0
Feeder of 1st spreader .. .. .	84 0
Traveller driver on heavy type 12 strand machine .. .. .	83 0
Damp mixer or batcher .. .. .	82 0
Feeder of softeners or batchers .. .. .	83 0
Rope and binder twine packer .. .. .	83 0
Winder and warper in tarring department .. .. .	83 0
Winding, oiling, and tarring yarn .. .. .	83 0
Oiler and/or belt repairer .. .. .	83 0
Maker of rope fenders .. .. .	83 0
Maker of pig nets .. .. .	82 0
Power reeler or finisher in walk .. .. .	81 0
Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference) .. .. .	80 0
Opening manila hemp .. .. .	80 0
Scutcher .. .. .	80 0
Lumping hemp, flax, or binder twine in store .. .. .	80 0
Feeder of tow breaker card .. .. .	80 0
Lumping hemp, flax, or binder twine on wharf .. .. .	86 0
Packing and balling shop twine .. .. .	83 0
Mat finisher .. .. .	82 0
Layer of lines or cords in walk .. .. .	85 6
Twister or layer of yarn in walk .. .. .	81 6
Maker of fishing lines .. .. .	82 0
Hand reeler .. .. .	80 6
All others .. .. .	80 0
<i>(b) Adult Females.</i>	
<i>Hard Fibre Department.</i>	
Balling binder twine .. .. .	44 6
Balling lashing .. .. .	44 6
Bagging binder twine .. .. .	43 6
<i>Soft Fibre Department.</i>	
Feeding breaker card with clock .. .. .	44 6
Feeding spreaders .. .. .	42 6
Feeding finished cards (hemp) .. .. .	42 6
Spinning .. .. .	44 6
All other adult females .. .. .	41 6

(4) NIGHT SHIFT.—Any employee working on night shift shall be paid 5s. per week in addition to the above rates.

(5) LIMITATION OF WORK TO FEMALES.—Only the following classes of work may be performed by females :—

*Hard Fibre Department.*

Opening hemp ; delivery end first spreader ; feeding and delivery of all subsequent spreaders and drawing frames ; balling binder twine ; spooling binder twine ; balling lashing ; bagging binder twine ; sweeping.

A female under 21 years of age shall not be employed on the above-named machines or work unless at adult female rates.

*Tow Department.*

Delivery end breaker card ; feeding and delivery other cards and drawing frames ; sweeping.

A female under 17 years of age shall not be employed in this department.

*Soft Fibre Department.*

Spreaders ; breaker cards ; finishing cards ; drawing frames ; roving frames ; spinning frames ; winding frames ; twisting and laying machine ; balling shop twine ; reeling and spooling shop twine ; weighing and parcelling shop twine ; pressing and parcelling bagging twine ; reeling ; plaiting and braiding ; covering cordage with canvas and paper ; sweeping ; making cores for spooling machine ; lapping ; doffing, piecing and spinning.

*Cordage Department.*

Hanking and parcelling plough reins and sash lines ; making nets from small rope twine and cords ; opening, plaiting, and finishing halters ; making shanks for halters ; hanking, making up, and parcelling fish and other lines.

*Mat Department.*

Mat makers on looms ; mat makers on frames ; making bordered mats ; carders ; plaiters ; and winders (including cop winders).

(6) HOURS OF DAY WORK.—(a) The hours for day work shall be 44 per week. Ordinary time shall be worked between the hours of 7.30 a.m. and 6 p.m., Monday to Friday inclusive, with one break for a meal between 12 noon and 1 p.m., or as may be arranged between the employer and his employees, and on Saturday between 7.30 a.m. and 12 noon.

(b) An employee called upon to oil, repair and/or clean machinery during his or her ordinary meal hour shall be granted equivalent time immediately preceding such ordinary meal hour, otherwise he or she shall be paid time and a half until such meal hour is granted.

(7) HOURS AND SPECIAL CONDITIONS FOR NIGHT SHIFT.—(a) The hours of work on night shift shall be 44 per week.

(b) An employee transferred from day work to night work shall be guaranteed his position on day work after he has completed his work on the night shift.

(c) A night shift shall be deemed to be any shift where the majority of the hours of the shift are worked outside the ordinary hours of day work.

- (d) A juvenile under the age of 18 years shall not be required to work at night.
- (e) A female employee shall not be employed on night shift.
- (f) The employment of adult workers on night shift who are not eligible for transfer to day work may be terminated by 24 hours' notice on either side.
- (g) The employment of male juveniles between 18 and 21 years of age on night shift may be terminated without notice.
- (8) OVERTIME AND SUNDAY WORK.—(a) Hours of work shall be fixed in each establishment for day work. For work performed outside the fixed hours, overtime shall be paid at the rate of time and a half for the first four hours and double time thereafter.
- (b) For work done outside the recognized hours of duty in any establishment on night shift, overtime shall be paid after 44 hours have been worked, at the rate of time and a half for the first four hours and double time thereafter.
- (c) For all time of duty on Sunday, employees shall be paid double rates for the time worked.
- (d) An employee residing more than half a mile from his work required to work overtime for more than two hours without being notified before the previous meal hour break that he will be so required shall either be supplied with a meal by the employer or paid 1s. 6d.
- (e) If an employee is notified that overtime will be worked and such overtime is not worked then 1s. 6d. meal money shall be paid.
- (f) For work done during meal hours and thereafter until a meal hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.
- (9) HOLIDAYS.—(a) All employees shall be entitled to the holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Christmas Day, Boxing Day, and Picnic Day, or if no picnic is held any public holiday not included in this list.
- (b) Employees working on any of these days shall, except as hereinafter provided, be entitled to ordinary time for the time worked in addition to the weekly wage, with a minimum of four hours.
- (c) Employees engaged on repair work or the cleaning of the plant on any of the prescribed holidays, or on Sunday, shall be paid for such work on holidays at the rate of ordinary time in addition to the weekly wage, and for such work on Sunday at the rate of double time.
- (10) WEEKLY HIRING.—(a) Employment shall be terminated only by a week's notice on either side, and such notice may be given at any time during any week.
- (b) This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery or any stoppage of work by any such cause which the employer cannot reasonably prevent.
- (c) This clause shall not apply to workers on night shift or to juveniles.
- (d) Provided, however, that if 33 per cent. of the total adult employees of any employer do not desire to work on the days between Boxing Day and New Year's Day the employer shall be entitled to close his works on such days and none of his employees shall be entitled to payment for such days.
- (11) SICKNESS.—(a) An employee shall not be entitled to payment for non-attendance on the ground of personal ill health for more than four days in each year.
- (b) An employee may leave work at any time on account of sickness, and shall not be prejudiced in his or her employment by so doing, provided satisfactory evidence of his or her inability to work is given to the management. This sub-clause is subject to the provisions of the Determination relating to weekly hiring and sick pay.
- (c) Juveniles shall not be entitled to payment for non-attendance on the ground of personal ill-health.
- (12) FEMALE WORKERS.—(a) Where practicable, seats shall be provided for all female workers who are on duty.
- (b) A rest room shall be provided for all female employees who may be temporarily indisposed during working hours.
- (13) PAYMENT OF WAGES.—(a) All wages due shall be paid not later than Friday in each week.
- (b) An employer shall not be allowed to keep more than one day's pay in hand.
- (c) If an employee leaves or is dismissed he shall be paid his wages on leaving or being dismissed, provided that the necessary money is available at the factory office.
- (d) All wages shall be paid during ordinary working hours.
- (14) TOOLS OF TRADE.—The employer shall provide all tools of trade excepting knives.
- (15) HEAVY WEIGHTS.—(a) A male employee shall not be employed to pull, drag, or push more than 8 cwt. on a level surface, except in trucks on rails, the floor or surface to be kept in good order and repair.
- (b) A female employee under 18 years of age shall not be obliged to lift or carry a greater weight than 25 lb.
- (16) DINING-ROOM ACCOMMODATION.—Proper dining-room accommodation, with sufficient supply of boiling water at meal hours, shall be provided.
- (17) UNION DELEGATE.—The secretary or branch secretary of The Australian Rope and Cordage Workers' Union or any official thereunto authorized by the said union shall not be prevented by any employer from visiting and conversing with employees at meal time or before or after the hours of work in a place mutually agreed upon by the employer or his works manager and the said union secretary or other authorized official.
- (18) UNION BUSINESS.—Members of The Australian Rope and Cordage Workers' Union may leave their work to attend to the business of the said union after at least one day's notice has been given to the employer, but without being paid while absent.
- (19) ROPE SPLICERS.—All splicers shall be paid expenses when working away from home.
- All time shall start from the time that rope splicers leave the factory.
- (20) MIXED FUNCTIONS.—When an employee works for any part of a day on work of a higher grade than that which he usually performs he shall be paid for the whole day at the higher rate provided in the Determination.

F. A. MARZORINI.

Secretary for Labour.

Melbourne, 2nd August, 1938.

