



# VICTORIA GOVERNMENT GAZETTE

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No. 379]

FRIDAY, DECEMBER 16.

[1938

Factories and Shops Acts.

## DETERMINATION OF THE ASBESTOS-CEMENT WORKERS BOARD.

NOTES.—(a) This Determination on the 9th day of December, 1938, applied to the whole of the State of Victoria.

(b) On the 27th November, 1934, the Cement Articles Board was deprived of 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 making portable articles of material containing asbestos and cement in the proportion of not less than one part by weight of asbestos in each twenty parts by weight of the material, and such power was conferred exclusively on the Asbestos-Cement Workers Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since 17th August, 1936, has had the power to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons:—

- (a) employed in the process, trade, or business of making portable articles of material containing asbestos and cement in the proportion of not less than one part by weight of asbestos in each twenty parts by weight of the material;
- (b) fixing corrugated asbestos-cement sheeting on roofs or walls of buildings—

has made the following Determination, namely:—

- (1) That this Determination shall come into force and be operative on and after the 9th day of December, 1938.

(2)

Apprentices or Improvers.	Other Employees.																																												
<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">WAGES.</th> <th style="text-align: center;">Per Week of 44 Hours.</th> </tr> <tr> <td></td> <td style="text-align: center;"><i>s. d.</i></td> </tr> </thead> <tbody> <tr> <td>16 and under 17 years of age .. .. .</td> <td style="text-align: right;">27 8</td> </tr> <tr> <td>17 and under 18 years of age .. .. .</td> <td style="text-align: right;">30 11</td> </tr> <tr> <td>18 and under 19 years of age .. .. .</td> <td style="text-align: right;">36 10</td> </tr> <tr> <td>19 and under 20 years of age .. .. .</td> <td style="text-align: right;">45 2</td> </tr> <tr> <td>20 and under 21 years of age .. .. .</td> <td style="text-align: right;">57 0</td> </tr> </tbody> </table> <p>No apprentices or improvers under the age of sixteen years to be engaged.</p> <p style="text-align: center;">PROPORTION (IN ANY PLACE).</p> <p style="text-align: center;"><i>Apprentices and Improvers.</i></p> <p>Two apprentices or improvers to every three or fraction of three workers receiving not less than 83s. per week of 44 hours.</p>	WAGES.	Per Week of 44 Hours.		<i>s. d.</i>	16 and under 17 years of age .. .. .	27 8	17 and under 18 years of age .. .. .	30 11	18 and under 19 years of age .. .. .	36 10	19 and under 20 years of age .. .. .	45 2	20 and under 21 years of age .. .. .	57 0	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">WAGES.</th> <th style="text-align: center;">Per Week of 44 Hours.</th> </tr> <tr> <td></td> <td style="text-align: center;"><i>s. d.</i></td> </tr> </thead> <tbody> <tr> <td>Fixers .. .. .</td> <td style="text-align: right;">107 7</td> </tr> <tr> <td colspan="2">(Provided that when any fixer is engaged in fixing, guttering or down-piping, he shall be paid at the hourly rate for the time being provided for "Any other plumber or gasfitter" by the Plumbers Wages Board.)</td> </tr> <tr> <td>Wet Machine Leading Hand (where in sole charge of running) .. .. .</td> <td style="text-align: right;">89 0</td> </tr> <tr> <td>Mixer Attendant in Charge .. .. .</td> <td style="text-align: right;">88 0</td> </tr> <tr> <td>Asbestos Dimintegrator (asbestos treatment) attendant .. .. .</td> <td style="text-align: right;">87 0</td> </tr> <tr> <td>Leading cutter-off .. .. .</td> <td style="text-align: right;">86 0</td> </tr> <tr> <td>Accessories moulders .. .. .</td> <td style="text-align: right;">86 0</td> </tr> <tr> <td>Wiremen in charge of Pressure Pipe Machine .. .. .</td> <td style="text-align: right;">86 0</td> </tr> <tr> <td>Wet trimmer (Power Guillotine only) .. .. .</td> <td style="text-align: right;">85 6</td> </tr> <tr> <td>Dry trimmer in charge of Power-Cutting Machines .. .. .</td> <td style="text-align: right;">85 6</td> </tr> <tr> <td>Cutters and turners Pressure Pipe .. .. .</td> <td style="text-align: right;">85 6</td> </tr> <tr> <td>Leading attendant Pressure Pipe Curing Tanks .. .. .</td> <td style="text-align: right;">85 6</td> </tr> <tr> <td>All others .. .. .</td> <td style="text-align: right;">83 0</td> </tr> </tbody> </table>	WAGES.	Per Week of 44 Hours.		<i>s. d.</i>	Fixers .. .. .	107 7	(Provided that when any fixer is engaged in fixing, guttering or down-piping, he shall be paid at the hourly rate for the time being provided for "Any other plumber or gasfitter" by the Plumbers Wages Board.)		Wet Machine Leading Hand (where in sole charge of running) .. .. .	89 0	Mixer Attendant in Charge .. .. .	88 0	Asbestos Dimintegrator (asbestos treatment) attendant .. .. .	87 0	Leading cutter-off .. .. .	86 0	Accessories moulders .. .. .	86 0	Wiremen in charge of Pressure Pipe Machine .. .. .	86 0	Wet trimmer (Power Guillotine only) .. .. .	85 6	Dry trimmer in charge of Power-Cutting Machines .. .. .	85 6	Cutters and turners Pressure Pipe .. .. .	85 6	Leading attendant Pressure Pipe Curing Tanks .. .. .	85 6	All others .. .. .	83 0
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- (3) TRAVELLING ALLOWANCE AND FARES.—Fixers and Fixers' Assistants shall be paid travelling allowances as follows:—

- (a) within the metropolitan district .. .. . 2s. per week.
- (b) outside the metropolitan district .. .. . the fares necessarily expended in travelling to and from work.

- (4) ALLOWANCE FOR AFTERNOON AND NIGHT SHIFT.—Persons working on afternoon or night shift, shall be paid 4s. per week in addition to the rates set out in Clause (2).

- (5) OVERTIME.—Time and a half shall be paid for all work done:—

- (a) outside the usual starting and finishing times.
- (b) within the usual starting and finishing times, in excess of the number of hours fixed as a week's work.

Provided that a shift worker shall not be entitled to overtime unless he has worked more than 132 hours during any three consecutive weeks.

(6) HOLIDAYS.—All employees shall be entitled to the nine holidays hereinafter mentioned without any deduction from the weekly rate of pay, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

This shall not affect the right of an employer to require any employee to work on any such day (except Anzac Day) provided that such employee is paid the extra rates as set out in Clause (7) (Special rate for Sundays and Holidays).

(7) SPECIAL RATE FOR SUNDAYS AND HOLIDAYS.—Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, 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, then the special rate shall be payable only for the day so substituted.

(8) ANNUAL LEAVE.—Any employee who has been in the service of an employer for a period of not less than twelve months, shall be granted as holidays with pay the working days between the Christmas holidays and New Year's Day. Notwithstanding anything contained in this clause, an employer may require his employees to continue work on the working days between the Christmas holidays and New Year's Day, in which case he shall grant within three months thereafter to every employee so entitled a continuous holiday equivalent to the working days between the Christmas holidays and New Year's Day.

Provided that any employee, who leaves or is dismissed before the expiration of any twelve months' service, or who leaves or is dismissed after having completed twelve months' service without receiving holidays under this clause, shall be given or paid for holidays pro rata in accordance with the length of service, viz., one day for each completed four months of service.

Payment for such holiday pay shall be calculated on an average of the three completed weeks immediately preceding such holidays.

RAY H. BEERS, P.M., Chairman.

D. B. MORGAN, Secretary.

Melbourne, 24th November, 1938.