



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 96]

TUESDAY, MAY 3.

[1938

Factories and Shops Acts.

DETERMINATION OF THE LAUNDRY WORKERS BOARD.

NOTE.—(a) This Determination on the 2nd May, 1938, 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 2nd May, 1938, 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 46 hours.		Wages per week of 44 hours.			
	s. d.		s. d.		s. d.	
15 years of age or under	22 6	15 years of age or under	20 6			
16 years of age ..	25 6	16 years of age ..	23 0	MALES.		
17 " " ..	35 9	17 " " ..	28 9	Laundry Workers	84 6	46
18 " " ..	39 0	18 " " ..	32 3			
19 " " ..	48 3	19 " " ..	35 9	FEMALES.		
20 " " ..	57 3	20 " " ..	38 6	Washers employed on washing machine or hydro extractor	84 6	44
Provided that no female apprentice or improver shall be employed on washing machines or hydro extractor.				Glad ironers	64 0	44
PROPORTION (in any place).				Hand washers	53 6	44
Apprentices and Improvers.				Employees on treadle shirt or collar ironing machines	51 3	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.				Employees on treadle press machines ..	51 3	44
				Employees backing shirts off treadle shirt ironing machines	51 3	44
				Starched clothes ironers who completely iron any starched clothes articles by hand ..	51 3	44
				Starchers by hand, or machine, or attending to collar or shirt starching hydro extractor ..	48 3	44
				Employees on automatic air-driven presses ..	43 0	44
				All others	43 0	44

(3) TIME OF BEGINNING AND ENDING WORK.—

Time of Beginning.

Time of Ending.

7 a.m.
7 a.m.1 p.m. on the day on which the half holiday is observed; and
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 46 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) **REST INTERVAL.—**There shall be a rest interval of 10 minutes at a time fixed by the employer between 10 a.m. and 11.30 a.m. on each day (Monday to Saturday inclusive in each week) for each employee, such time not to count as time worked.

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

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

(10) **CONDITIONS OF EMPLOYMENT.—**(a) No employee shall be employed other than as a weekly employee or as a daily employee.

(b) Provided that the total number of daily employees employed in any place shall not exceed a proportion of one daily employee to every ten or portion of ten weekly employees.

(c) Provided further that every daily employee for each day worked shall receive 1s. in addition to the rates prescribed in this Determination.

(d) 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.

(e) 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.

(11) **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 preceding three months shall be kept available for this purpose.

(12) **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.

RAY H. BEERS, Chairman.

D. B. MORGAN, Secretary.

Melbourne, 12th April, 1938.