



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 229]

THURSDAY, JULY 6.

[1939

## MINING NOTICES.

### YELLOW BOY GOLD DEVELOPMENT NO LIABILITY.

NOTICE is hereby given that an Extraordinary General Meeting of the above company will be held at the registered office at 422 Collins-street, Melbourne, on Friday, the 21st day of July, 1939, at Three o'clock in the afternoon, when the subjoined resolutions will be proposed:—

1. That the rules and regulations contained in the printed and typewritten document submitted to the meeting and for the purpose of identification subscribed by the chairman thereof be approved and adopted as the rules and regulations of the company in substitution for and to the exclusion of all the existing rules and regulations thereof.

2. That the capital of the company be increased to £15,000 by the creation of 1,200 new shares of £10 each, to be offered for application as and when and upon such terms and conditions as the directors shall consider expedient in the interests of the company.

3. That the six forfeited shares now in the hands of the company be held in reserve under the control of the directors.

4. That the minutes of the meeting be confirmed.

Dated the 6th day of July, 1939.

By order of the Board,

980

H. S. ARCHDALE, Legal Manager.





VICTORIA

# GOVERNMENT GAZETTE.

Published by Authority.

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

No. 230]

FRIDAY, JULY 7.

[1939

Factories and Shops Acts.

## DETERMINATION OF THE GARDEN EMPLOYEES BOARD.

NOTE.—This Determination applies to the Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677) and the Order in Council thereunder; such portions of the City of Sandringham as are not within the said district; and the cities of Ballarat, Bendigo, Geelong, Mordialloc, and Warrambbool.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 14th February, 1939, 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 as gardeners or gardeners' labourers—

- (a) by a master gardener other than a market gardener;
- (b) in connexion with the laying-out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, or factories;
- (c) in the laying out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse;
- (d) in the laying out, cultivation, or keeping in order of a garden, lawn, fairway, or green in connexion with any golf link or putting green;
- (e) in the laying out, cultivation, or keeping in order of a bowling green or tennis court or of a garden connected therewith."

has made the following Determination, namely:—

(1) That on the 30th June, 1939, 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 Hour.	Wages per Week.*	Hours per Week.	
s. d.		s. d.	s. d.		
15 years of age or under	.. 19 0	(a) Master gardeners' employees—			
16 years of age	.. 21 9	Foremen gardeners in charge of two or more employees			
17 years of age	.. 24 3	2 3½	99 11	} 44	
18 years of age	.. 34 9	1 11½	87 1		
19 years of age	.. 42 6	1 10½	81 7		
20 years of age	.. 50 6	(b) Persons employed in connexion with the laying out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, or factories—			
PROPORTION (WITHIN ANY PLACE).		(1) Employed on Jobbing Work—			
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.		Gardeners† .. .. . 2 0½			
One improver to every three or fraction of three workers receiving not less than the minimum wage.		Gardeners' labourers .. .. . 1 10½			
		} 44			
		(2) All others—			
		Foremen gardeners in charge of two or more employees .. .. . 2 3½			
		Gardeners† .. .. . 1 10½			
		Gardeners' labourers .. .. . 1 10½			
		} 44			
JUVENILE WORKERS, i.e., persons (other than Apprentices or Improvers) employed on golf links in the filling of divot holes or weeding fairways or greens—		(c) Persons employed in the laying out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—			
Wages per week of 44 hours.		Foremen gardeners in charge of two or more employees .. .. . 2 3½			
s. d.		Gardeners† .. .. . 1 10½			
15 years of age and under	.. 19 0	Gardeners' labourers .. .. . 1 10½			
16 years of age	.. 21 9	} 44			
17 years of age	.. 24 3				

Apprentices or Improvers.	Other Employees.		
	Wages per Hour.	Wages per Week.*	Hours per Week.
	<i>s. d.</i>	<i>s. d.</i>	
	1 11	84 4	44
	1 11	..	} See clause. 13 re hours.
	1 10½	..	

\* Except in the case of an apprentice, improver, or juvenile worker the minimum wage where the employer boards and lodges the employee shall be 20s. per week less. † See clause 12.—Definitions.

**PROVISIONS APPLICABLE TO PERSONS OTHER THAN THOSE EMPLOYED IN CONNEXION WITH BOWLING GREENS OR TENNIS COURTS.**

(3) TIME OF BEGINNING AND ENDING WORK.—For all persons other than those engaged solely at watering—

Golf links or racecourses—

Time of beginning, not earlier than— Time of ending Work, not later than—  
 7.30 a.m. .. 12 noon on Saturday (or the day on which the half-holiday is locally observed).  
 7.30 a.m. .. 6 p.m. on the other working days of the week.

Any other place—

7.30 a.m. .. 6 p.m. on Monday, Tuesday, Wednesday, Thursday, Friday, or Saturday.

(4) OVERTIME.—The following rates shall be paid for overtime—

Persons engaged solely at watering—

(a) On golf courses .. For all work in excess of 8 hours per day on Monday, Tuesday, Wednesday, Thursday, Friday, and 4 hours on Saturday ..  
 (b) Any other place .. For all work done in excess of the maximum number of hours fixed as a week's work ..

All others—

For all work outside the times of beginning and ending work .. .. . } Time and a half for the first two hours and thereafter double time.  
 For all work done in any week within the times of beginning and ending work, in excess of the maximum number of hours fixed as a week's work .. .. . }

(5) SPECIAL RATES.—For all work done on Sundays and the undermentioned holidays the rates shall be:—

Sundays .. .. . } Persons employed on golf courses (other than those employed at watering or wiping greens) Double time.  
 .. .. . } All others .. .. . Time and a half.  
 New Year's Day, Labour Day, Good Friday, }  
 Easter Monday, Anzac Day, King's Birthday, } All persons .. .. . Time and a half.  
 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, the special rate shall only be payable for work done on the day so substituted.

(6) HOLIDAYS.—All persons (other than those employed for less than the number of hours fixed for a week's work) shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

Provided that if an employee works on any one of such days he shall receive, in addition to his ordinary pay, one and a half day's holiday on full pay or one and a half day's pay in lieu thereof.

(7) PAYMENT OF WAGES.—Payment of wages shall be made weekly.

(8) TERMINATION OF EMPLOYMENT.—Seven days' notice of termination of employment shall be given by employer or employee. This provision shall only apply in respect to persons employed on golf courses or racecourses.

(9) ANNUAL LEAVE.—Any employee who has been in full time service of any one employer for a period of not less than twelve months shall be granted one week's holiday (exclusive of the holidays mentioned in clause (5)) in each year on full pay, and such holiday shall be given within three months of the completion of twelve months' service.

(10) SICK LEAVE.—Subject to satisfactory evidence being furnished to the employer, an employee in continuous employment shall be entitled, without deduction of pay, to absent himself on account of sickness arising out of his employment one day for each three months of service but not exceeding four days in any year. Provided that no service prior to the 30th June, 1939, shall be taken into account.

(11) RIGHT TO INTERVIEW EMPLOYEES.—During the meal interval, and not more than once a fortnight, a duly accredited official of the Australian Workers' Union, authorized in writing by the President and Secretary of the Victorian Branch of such organization, shall have the right to interview any person covered by this Determination at his place of employment on legitimate union business.

(12) DEFINITIONS.—For the purposes of this Determination a gardener shall be defined as a person engaged in the pruning of roses or fruit trees; or in the trimming of a hedge with hedge clippers or shears; or in designing or supervising the laying out of a garden, or in budding, propagating, grafting, planting, or potting.

Jobbing Work shall mean work which is performed by a person who goes from job to job in the ordinary course of his employment during the week.

**PROVISIONS APPLICABLE TO PERSONS EMPLOYED IN CONNEXION WITH BOWLING GREENS OR TENNIS COURTS.**

(13) HOURS.—The hours of work shall be 176 for each period of four (4) weeks.

(14) OVERTIME.—All time worked in excess of 176 hours in each period of four weeks shall be paid for at the rate of time and a third.

(15) SPECIAL RATES.—The special rate payable for all work done on Sunday, Christmas Day, Anzac Day, and the weekly holiday as provided hereunder shall be as follows:—

For watering .. .. . Time and a half  
 For all other work .. .. . Double time

(16) HOLIDAYS.—The following holidays shall be granted without deduction of pay:—Christmas Day, Anzac Day, and Thursday afternoon in each week or such other half day in lieu thereof as may be agreed upon by the employer and the employee.

(17) (a) ANNUAL LEAVE.—Employees shall receive two weeks' annual leave on full pay for each twelve months' service. In the event of termination of employment during any such period then the employee shall be given one day's holiday for each month of service or be paid in lieu thereof.

(b) SICK LEAVE.—Subject to satisfactory evidence being furnished to the employer, an employee in continuous employment shall be entitled, without deduction of pay, to absent himself on account of sickness arising out of his employment one day for each three months' service, but not exceeding four days in any year.

Provided that no service prior to the 30th June 1939, shall be taken into account.

(18) PAYMENT OF WAGES.—Payment of wages shall be made weekly.

(19) TIME BOOK.—Every employee shall indelibly record daily his correct times of work in a book which shall be furnished by the employer. Such time book shall be produced for inspection during reasonable hours to the Secretary of the Australian Workers' Union or any official thereof duly authorized in writing by the President and Secretary of the local branch or sub-branch of the Union.

J. W. CLARKE, Chairman.

GEO. E. PARR, Secretary.

Melbourne, 15th June, 1939.

THE STATE OF TEXAS,  
COUNTY OF \_\_\_\_\_

Know all men by these presents, that \_\_\_\_\_ of the County of \_\_\_\_\_ State of Texas, for and in consideration of the sum of \_\_\_\_\_ Dollars, to \_\_\_\_\_ in hand paid by \_\_\_\_\_ the receipt of which is hereby acknowledged, have granted, sold and conveyed, and by these presents do grant, sell and convey unto the said \_\_\_\_\_ of the County of \_\_\_\_\_ State of Texas, all that certain \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_