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Factories and Shops Acts.

## DETERMINATION OF THE CEMENT ARTICLES 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 2nd February, 1940, by the Cement Articles Board, and published in the *Government Gazette* on the 15th February, 1940, hereby issue an adjusted Determination showing the adjusted wages rates to be paid, to any persons (other than persons under the jurisdiction of the Fibrous Plasterers Board) employed in the trade of making portable articles of cement or concrete.

(1) The adjusted rates shown herein shall be paid as from the beginning of the first pay period to commence in May, 1940.

(2)

(a) Apprentices and Improvers.		(b) Other Employees.	
WAGES.		WAGES.	
Per Week of 44 Hours.		Per Week of 44 Hours.	
s. d.		s. d.	
Under 16 years of age .. .. .	23 6	Leading hand (i.e., one having under his control and being responsible for the work done by four or more men) .. .. .	93 0
" 17 " .. .. .	31 0	Man operating a machine mixing cement or concrete .. .. .	92 0
" 18 " .. .. .	38 6	Other mixers of cement or concrete .. .. .	90 0
" 19 " .. .. .	48 3	Moulders on centrifugal pipe machines .. .. .	91 0
" 20 " .. .. .	56 0	Other moulders of cement or concrete articles .. .. .	90 0
" 21 " .. .. .	64 9	Repairers or renderers of cement or concrete articles .. .. .	90 0
PROPORTION (in any Factory or Place).		Mould assemblers .. .. .	88 6
<i>Apprentices.</i>		Where the load carried per man is of a greater average weight than 90 lb. :—	
One apprentice to every three or fraction of three workers receiving not less than 84s. per week of 44 hours.		(a) Lumpers of cement or concrete articles (in and out of tanks) .. .. .	87 6
An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930.		(b) Loaders, unloaders, or stackers (by hand) of cement or concrete articles, other than circular or cylindrical articles which are rolled into position .. .. .	87 6
<i>Improvers.</i>		Writers on drums or mandrils for pipe-making .. .. .	86 6
Cement Tilemakers' Section.		Operator of cement sprayer .. .. .	88 0
Three improvers to four workers ..	Receiving not less than 84s. per week of 44 hours.	Tile or ridge makers and the takers off of same .. .. .	89 6
Four improvers to five or six workers ..		Crusher or crusher screen attendant .. .. .	87 6
Five improvers to seven workers ..		Strippers .. .. .	87 6
Six improvers to eight workers, and thereafter one improver to every two workers .. .. .		Finisher of pipes made on vibrator .. .. .	85 0
All Other Sections.		All others .. .. .	84 0
One improver to every three or fraction of three workers receiving not less than 84s. per week of 44 hours.		NOTE :—" Renderer " means a skilled employee facing concrete articles with float and trowel.	

(3) ALLOWANCES.—The following allowances in addition to the rates provided in clause 2 (b) shall be paid :—

(a) Lumpers of cement or concrete articles (in and out of tanks) 2d. per hour in respect of such time actually spent in tanks containing water.

(b) For work done away from the employer's place of business—

(i) The fares, exceeding 3d. per day, necessarily expended in going from and to the employee's residence to and from his work.

(ii) For work done at a distance from the employer's place of business if the employee is unable to return to his home the same night, 6s. per day extra for the first seven days, and thereafter 30s. per week extra.

(4) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.	Time of Ending.
7 a.m. .. .. .	1 p.m. on Saturdays, or the day on which the half-holiday is locally observed.
7 a.m. .. .. .	5.30 p.m. on each of the other five working days of the week.

(5) OVERTIME.—The following rates shall be paid for all work done, except where shifts are worked :—

(a) Outside the hours fixed as the times of beginning and ending work	.. .. .	} Time and a half for first three hours' work in any one day and thereafter double time in that day.
(b) Within the hours fixed as the times of beginning and ending work in excess of the maximum number of hours fixed as a week's work	.. .. .	

(6) SHIFTS.—Where a person is employed on shift work outside the hours of beginning and ending work he shall for each hour while so employed be paid 2d. an hour in addition to above rates.

A shift worker called upon to work overtime in excess of ordinary shift hours shall receive overtime at the rate set out in Clause (5).

(7) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for each hour worked up to 22 hours, as follows :—

- (a) in any week in which two or more public holidays occur. . . . . At the ordinary wages rate with an addition of fifty per centum ;
- (b) in any other week . . . . . At the ordinary wages rate, with an addition of thirty-three and one-third per centum ;

and for each hour worked beyond the 22 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(8) MIXED FUNCTIONS.—An employee engaged for not less than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

(9) SPECIAL RATES.—Double time shall be the rate payable for all work done on Sundays, New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, Labour Day, 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 be payable only for work done on the day so substituted.

(10) TEA MONEY.—An allowance of 2s. for tea money shall be made where work extends for more than two hours beyond the usual time of ending work provided the employer has not given notice the day before of intention to work overtime.

(11) TOOLS, BOOTS, ETC.—The employer shall supply the employee with all requisite tools and gloves for the performance of his duties, and when the employee is called upon to work in water he shall be provided with suitable boots and waders.

(12) ANNUAL HOLIDAYS.—Any employee who has been in the service of the same employer for a period of not less than twelve months shall be granted the following holidays on full pay, viz :—Christmas Day, Boxing Day, New Year's Day, and all intervening working days. Should an employee's services be terminated before the expiration of twelve months' service or before the completion of any subsequent year of service, he shall be entitled in lieu of holidays to two and a half hours' pay for each completed month of service.

(13) RIGHT OF ENTRY OF UNION OFFICIALS.—For the purpose of interviewing employees on legitimate union business, a duly accredited representative of the Australian Workers' Union shall have the right to enter, during the midday meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed.

If any representative is unduly interfering with, or is creating disaffection amongst his employees, or is offensive in his methods, such employer may refuse the right of entry.

F. A. MARZORINI,  
Secretary for Labour.

Melbourne, 18th April, 1940.