



VICTORIA GOVERNMENT GAZETTE.

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[1941

Factories and Shops Acts.

DETERMINATION OF THE ASBESTOS-CEMENT WORKERS BOARD.

NOTES.—(a) This Determination applies 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 24th April, 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 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;

has made the following Determination, namely:—

(1) That as from the beginning of the first pay period to commence after the 22nd May, 1941, 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 Week of 44 Hours.
			s. d.				s. d.
16 and under 17 years of age	..	..	.. 31 8	Wet Machine Leading Hand (where in sole charge of running)	..	..	.. 101 0
17 and under 18 years of age	..	..	.. 35 6	Mixer Attendant in Charge	..	..	.. 100 0
18 and under 19 years of age	..	..	.. 42 1	Asbestos Disintegrator (asbestos treatment) attendant	..	..	.. 99 0
19 and under 20 years of age	..	..	.. 51 7	Leading cutter-off	..	..	.. 98 0
20 and under 21 years of age	..	..	.. 65 2	Accessories moulders	..	..	.. 98 0
No apprentices or improvers under the age of sixteen years to be engaged.				Wiremen in charge of Pressure Pipe Machine	..	..	.. 98 0
PROPORTION (IN ANY PLACE).				Wet trimmer (Power Guillotine only)	..	..	.. 97 6
<i>Apprentices and Improvers.</i>				Dry trimmer in charge of Power-Cutting Machines	..	..	.. 97 6
Two apprentices or improvers to every three or fraction of three workers receiving not less than 95s. per week of 44 hours.				Cutters and turners Pressure Pipe	..	..	.. 97 6
				Leading attendant Pressure Pipe Curing Tanks	..	..	.. 97 6
				All others	..	..	.. 95 0

(3) ALLOWANCE FOR AFTERNOON AND NIGHT SHIFT.—Persons working on afternoon or night shift, shall be paid at the rate of 5s. per week in addition to the rates set out in Clause (2).

(4) 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.

(5) **EMPLOYMENT FOR LESS THAN A FULL WEEK.**—Employees who work during any week for less than 44 hours shall be paid for the first 22 hours at the rate of time and a quarter and for all time thereafter ordinary time up to but not exceeding the ordinary wages rate for an ordinary week's work. Provided that if an employee voluntarily terminates his employment or is dismissed for misconduct or neglect of duty he shall be paid only the ordinary rate of wages for the number of hours actually worked.

This clause shall not apply in the case of a shiftworker who, subject to clause (4), is paid three weeks' wages in respect of three consecutive weeks' work; nor in the event of any breakdown of machinery or plant which prevents the continuation of production.

(6) **HOLIDAYS.**—All employees shall be entitled to the ten holidays hereinafter mentioned without any deduction from the weekly rate of pay, viz.:—New Year's Day, Australia Day, Good Friday, Easter Saturday, 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 Saturday, 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 a period of one week in each year (exclusive of the holidays mentioned in clause (6)) within the ensuing twelve months at a time suitable to the employer. Provided that any employee who leaves or is dismissed before the expiration of any twelve months' service shall be given or paid for holidays *pro rata* in accordance with the length of service, viz., one day for each completed two months of service.

(9) **MEAL ALLOWANCE.**—A meal allowance of 2s. shall be paid to an employee in respect of any day on which he is required to work for a period of not less than two hours after the usual finishing time, unless he is notified by the employer on the previous day that he will be required to work such extra time.

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

D. B. MORGAN, Secretary.

Melbourne, 8th May, 1941.