



VICTORIA GOVERNMENT GAZETTE.

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No. 61]

FRIDAY, MARCH 7.

[1941

Factories and Shops Acts.

DETERMINATION OF THE LAUNDRY WORKERS BOARD.

NOTE.—(a) This Determination on the 10th March, 1941, 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 price 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 10th March, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)		WAGES.		Other Employees.			
Apprentices and Improvers							
	Males.		Females.			Wages per week.	Hours per week.
	Wages per week of 46 hours. s. d.		Wages per week of 44 hours. s. d.			s. d.	
15 years of age or under	24 9	15 years of age or under	22 9	MALES.			
16 years of age ..	28 6	16 years of age ..	25 6				
17 " " ..	40 0	17 " " ..	31 9	Laundry Workers	93 6	46	
18 " " ..	43 3	18 " " ..	36 0				
19 " " ..	53 6	19 " " ..	40 0				
20 " " ..	63 9	20 " " ..	42 9	FEMALES.			
Provided that no female apprentice or improver shall be employed on washing machines or hydro extractor.				Washers employed on washing machine or hydro extractor	93 6	44	
				Glad ironers	60 0	44	
				Hand washers	59 6	44	
PROPORTION (in any place).				Employees on treadle shirt or collar ironing machines	57 3	44	
Apprentices and Improvers.				Employees on treadle press machines	57 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 backing shirts off treadle shirt ironing machines	57 3	44	
				Starched clothes ironers who completely iron any starched clothes articles by hand ..	57 3	44	
				Starchers by hand, or machine, or attending to collar or shirt starching hydro extractor ..	53 6	44	
				Employees on automatic air-driven presses ..	48 0	44	
				All others	48 0	44	

(3) TIMES OF BEGINNING AND ENDING WORK.—

	Time of Beginning.	Time of Ending.
(a) During a week on which a holiday, referred to in clause 5 (b) of this Determination, occurs	7 a.m. ..	1 p.m. on the day on which the half-holiday is observed; and
(b) During the week immediately preceding the week referred to in sub-clause (a) of this clause	7 a.m. ..	6 p.m. on the other working days of the week
(c) During the week immediately subsequent to the week referred to in sub-clause (a) of this clause	8 a.m. ..	12 noon on the day on which the half-holiday is observed; and
(d) During the week in which the holiday, King's Birthday, occurs	7.30 a.m. ..	6 p.m. on the other working days of the week
(e) During the week in which a serious breakdown of machinery occurs provided that written notification is made by the employer to the Secretary of The Federated Miscellaneous Workers Union of his intention to work his employees during the longer spread of hours		
(f) During any other 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 88 hours in any two consecutive weeks for females—Time and a half.

Provided that any time for which payment is made under clause (5a) 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 working day 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) MEAL INTERVAL.—All employees shall be allowed not less than three quarters of an hour for a meal interval which must be taken between the hours of 12.15 p.m. and 1.45 p.m.

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

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

(11) 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.

(12) ANNUAL HOLIDAYS.—Any employee who has been in the service of the same employer for a period of not less than twelve months from the date of operation of this determination shall be granted holidays on full pay for a period of one week in each year exclusive of the holidays specified in clause 5 (b) and such holiday shall be given within three months of the completion of each twelve months' service. Provided that the annual holiday may, by agreement in writing between an employer and his employees, be taken at any time convenient to both. Should an employee be dismissed for any reason other than misconduct at any time after nine months' service, but before the expiration of any period of twelve months he shall be entitled to pro rata holidays on full pay.

(13) 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.

(14) OVERALLS.—Where an employee is required by his employer to wear overalls such overalls shall be provided by the employee; but the employer shall launder such overalls weekly free of charge.

(15) WATERPROOF CLOTHING.—All employees working under wet conditions shall be provided by the employer with suitable protective clothing.

(16) PIECEWORK.—The Board determines that any employer and any employee may agree to fix and respectively pay and receive piecework prices in respect of the work of such employee; but the piecework prices so fixed shall be such that the employee can, in any week in which he works at least 44 hours, earn not less than 10 per cent. more than the minimum wages rate prescribed for the work done by such employee.

Provided that any such employee who in any week works less than 44 hours shall for such week be paid not less than the minimum wage rate prescribed by the Board for such work.

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

D. B. MORGAN, Secretary.

Melbourne, 20th February, 1941.

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No. 62]

FRIDAY, MARCH 7.

[1941

Factories and Shops Acts.

DETERMINATION OF THE WATCHMEN'S BOARD.

NOTE.—(a) This Determination on the 12th March, 1941, 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 regulations thereunder; such portions of the City of Sandringham as are not within the said Metropolitan District; the cities of Ballarat, Bendigo and Warrnambool; and the boroughs of Eaglehawk and Sebastopol.

(b) Section 225 of the *Factories and Shops Act 1928* (No. 3877) provides that "every person employed as a watchman shall be granted one holiday in every week".

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed in lieu of the Nightwatchmen's Board to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the occupation of a watchman" has made the following Determination, namely:—

(1) That on the 12th March, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) APPRENTICES OR IMPROVERS.

Experience.	Wages per Week of 48 Hours.	Number (by any Employer).
	<i>s. d.</i>	
1st year	45 0	One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage per week of 48 hours.
2nd year	52 10	
3rd year	60 1	
And thereafter the minimum wage.		

OTHER EMPLOYEES.

Classes of Employees.	Wages per Week of 48 Hours within—	
	The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the regulations thereunder; such portions of the City of Sandringham as are not within the said Metropolitan District; and the City of Warrnambool.	The Cities of Ballarat and Bendigo; and the Boroughs of Eaglehawk and Sebastopol.
	<i>s. d.</i>	<i>s. d.</i>
Watchman, who in addition to watching, performs manual work not subject to the Determination of any other Wages Board, while performing such work, at the rate of	110 4	107 4
All others	97 10	94 10

(3) OVERTIME.—Any time worked in excess of 48 hours in any one week shall be paid for at the rate of time and a half.

(4) EMPLOYMENT FOR LESS THAN FULL WEEK.—(a) Persons who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a half.

(b) Persons who are employed during any week for more than one-half the maximum number of hours fixed in this Determination as a week's work, but for less than 48 hours, shall be paid not less than the ordinary wages rate calculated pro rata according to the number of hours worked.

(5) SPECIAL RATES.—Time and a half shall be the special rate for all work done on New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, Labour Day (21st April), Anzac 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, the special rate shall only be payable for work done on the day so substituted:

Provided that a person who is directed by his employer to absent himself from duty on any of the days above-mentioned shall, if he is unable to complete 48 hours' work in that particular week, be paid ordinary rates for any such day on which he is absent.

(6) TRAVELLING TIME AND FARES.—Any watchman employed on wharves, ships, &c., away from the Melbourne wharves and Victoria Dock shall be paid for travelling time at the ordinary rate together with all fares necessarily incurred by the most economical means of travel from and to the place of engagement, to and from the place of employment.

(7) EMPLOYEE PROVIDING OWN BICYCLE.—Any patrol watchman required by his employer to provide his own bicycle shall receive 1s. per week extra.

(8) Any watchman called up for duty shall receive at least four hours' pay.

(9) PAYMENT FOR MEAL TIMES.—No deduction shall be made in an employee's time for a meal period unless he is permitted to leave his employer's premises for such meal.

(10) ANNUAL LEAVE.—Any employee who has been in the service of any employer for a period of not less than twelve months shall be granted 12 days holiday, exclusive of the holidays mentioned in clause (5), in each year on full pay and such holiday shall be given within three months after the completion of twelve months service, provided that, for the purposes of this clause, any service prior to the 20th October, 1937, shall not be taken into account.

J. K. McCASKILL, Chairman.

C. W. TREVETHAN, Secretary.

Melbourne, 25th February, 1941.



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FRIDAY, MARCH 7.

[1941

Factories and Shops Acts.

DETERMINATION OF THE PHOTOGRAPHIC GOODS BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

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 employed in the process, trade, or business of manufacturing or preparing photographic goods or materials" has made the following Determination, namely:—

(1) That on the 13th March, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

WAGES PER WEEK OF 44 HOURS.

(a) Apprentices or Improvers.				(b) Other Employees.	
Age.	Males.		Females.	s. d.	
	s. d.	s. d.	s. d.		
Under 16 years of age	22 9	22 6		Adult Males—	
16 and under 17 years of age	29 3	27 9		Emulsion mixers, emulsion washers, finishers, melters,	
17 " 18 "	37 0	32 0		preparers of emulsion for coating, coaters, and	
18 " 19 "	45 0	36 3		employees in coating room	
19 " 20 "	59 3	39 3		All others	
20 " 21 "	72 6	44 9		.. .. .
				Adult females	
				
				Females employed examining portrait film, X-ray film, dry	
				plates, and assisting in the plate coating room, shall be paid 3s. 6d.	
				per week in addition to the rate fixed for "adult females."	
				Females employed in any other dark rooms shall be paid 2s. 6d.	
				per week in addition to the rate fixed for "adult females."	

Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above.

PROPORTION (in any place).

Apprentices or Improvers.

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.

An indenture of apprenticeship has been prescribed by the Board.

(3) TIME OF BEGINNING AND ENDING WORK.—

	Time of beginning—	Time of ending—
Employees whose work is not essential to work in the coating room or emulsion room	8 a.m. ..	5.30 p.m.
Female employees whose work is essential to work in the coating room	7.45 a.m. ..	6.45 p.m.
Male employees whose work is essential to work in the coating room or emulsion room	6 a.m. ..	11.30 p.m.

(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
- (b) Within the hours fixed as the times of beginning and ending work, after the employee has worked (exclusive of meal breaks) on any one day Monday to Thursday inclusive 8½ continuous hours
- (c) Within the hours fixed as the times of beginning and ending work in excess of 44 hours

Time and a half.

(5) **PIECE WORK.**—The Board determines under the provisions of the Factories and Shops Acts that any employer and any employee may agree to fix and respectively pay and receive piece-work prices in respect of the work of such employee. Provided that the piece-work prices so fixed shall be such that such employee can earn not less than 5 per cent. more than the minimum wages rate prescribed for such employee.

(6) SPECIAL RATES.—Double time shall be the rate for all work done on Saturday or Sunday or on the following holidays, viz.:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Melbourne Cup Day, 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. Provided that time and a half shall be the rate paid for all work done on Saturday (not being a public holiday) to emulsion mixers, emulsion washers, finishers, melters, and preparers of emulsion for coating, coaters, and employees in the coating room.

(7) HOLIDAYS.—(a) All employees, including piece-workers, 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, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, or any other day which may be by Act of Parliament or Proclamation substituted therefor: Provided that no holiday rate of pay shall be allowed in respect of any such days as may fall on a Saturday or Sunday.

(b) Any employee absenting himself or herself from work on any portion of the working day 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.

(c) Any employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed by this Determination.

(8) SICK LEAVE.—(a) If an employee absents himself or herself from duty the employer may make a deduction from the employee's wage proportionate to the length of the absence, provided that this sub-clause shall not apply to absence on holidays in accordance with clause (7), and as to cases of illness is subject to the sub-clause (b) next hereto.

(b) If the absence from duty of an employee engaged by the week be reasonable because of his own illness, not the result of his own misconduct nor occasioned while engaged in work or sport for profit (otherwise than under this Determination), and he produce within 48 hours to the employer satisfactory evidence thereof by medical certificate or otherwise, no deduction shall be made in respect of such absence except so far as it exceeds in the aggregate five days during any one year of the employment, or a proportionately less time during any shorter period of the employment. Provided that this sub-clause shall not apply to any employee who has not been in the employment for three months.

(9) REST PERIOD.—An interval of ten minutes to be selected by the employer shall be allowed to females between 10 a.m. and 11 a.m. each day for refreshment. The interval shall be as part of the time of duty without deduction of time work pay. During such rest period the employees may leave their seats, but not the premises.

(10) ANNUAL LEAVE.—In each calendar year, or within one month thereafter, each employee who has been in the continuous employment of the same employer for not less than one year shall be granted eight continuous working days holiday on full pay (exclusive of the holidays specified in clause 7). Provided that if the factory or works at which he is employed shall be closed for the purpose of granting general annual holidays to the persons employed thereat, any employee who has been employed for less than one calendar year shall be entitled to *pro rata* holidays on full pay, i.e., one day for each complete six weeks of such service.

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

W. HEATH, Secretary.

Melbourne, 25th February, 1941.



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No. 64]

MONDAY, MARCH 10.

[1941

Factories and Shops Acts.

DETERMINATION OF THE SOFTGOODS—WHOLESALE—BOARD.

NOTE.—This Determination, on the 14th March, 1941, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts (and the Order in Council thereunder), and such portions of the city of Sandringham as are not included within the said District: the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool: the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

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 persons employed selling softgoods in wholesale warehouses" has made the following Determination, namely:—

(1) That on the 14th March, 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 42½ Hours.							Wages per Week of 42½ Hours.	
Experience.	Commencing Age.							
	Under 16 years.	16 years.	17 years.	18 years.	19 years.	20 years.		
<i>Males.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>Males.</i>	
1st year ..	16 6	16 6	22 0	25 0	32 6	43 6	Senior salesman, i.e., a person in immediate control of two or more employees one of whom shall be 21 years of age or over, notwithstanding such senior salesman may be under the orders of a superior who does not devote his whole time to the management of the department	
2nd ..	22 0	25 0	27 0	38 6	49 0	..	Salesmen and all employees assisting in sales—	
3rd ..	27 0	32 6	41 0	49 0	..	..	21 years of age	
4th ..	35 6	46 6	57 6	..	..	..	22 years of age	
5th ..	46 6	57 6	..	..	..	..	23 years of age and over	
6th ..	57 6	..	..	..	..	..
<i>Females.</i>							<i>Females.</i>	
1st year ..	16 6	16 6	19 0	22 0	27 0	32 6	Females employed in Millinery, Mantles, Corsets, Underclothing, Hosiery, Haberdashery, Ribbon, Glove, or Lace Departments—	
2nd ..	19 0	20 0	23 0	27 0	35 6	..	Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department	
3rd ..	22 0	25 0	30 0	35 6	..	..	Other saleswomen—	
4th ..	27 0	30 0	35 6	..	..	..	21 years of age	
5th ..	32 6	38 6	..	..	..	..	22 years of age	
6th ..	38 6	..	..	..	..	..	23 years of age and over	

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to three or fraction of three workers receiving not less than the minimum wage.

Improvers.

One improver to each worker receiving not less than the prescribed rate for 21 years of age.

(3) HOURS OF EMPLOYMENT.—The hours to be worked in any one week shall be 42½.

The normal daily periods of work shall not commence before 8.30 a.m., and shall finish not later than 5.30 p.m., Monday to Friday, and 12.30 p.m. on Saturday.

(4) OVERTIME.—All work done outside the said normal periods, and all work done in excess of 42½ hours per week within the said normal periods, shall be overtime, and shall be paid for at the rate of time and a half.

(5) MEAL INTERVAL.—From Monday till Friday, both days inclusive, all employees shall be allowed a daily luncheon interval from 1 p.m. to 1.45 p.m.

(6) MEAL MONEY.—Any employee required to work after 6.30 p.m. shall be paid not less than 2s. meal money in addition to the overtime rates as prescribed for in this Determination.

(7) TERMINATION OF EMPLOYMENT.—Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

(8) NOTICE OF INTENTION TO RATION.—Where an employer owing to slackness of trade desires to ration his employees, he shall give at least one clear working day's notice to each employee of his intention to ration such employee.

(9) 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 holidays on full pay for a period of twelve consecutive working days in each year (exclusive of the holidays specified in clause (11)), and such holidays shall be given within three months of completion of each twelve months' service. Should the services of an employee who has had not less than nine months' continuous service be terminated before the expiration of twelve months' service he shall be entitled to *pro rata* holidays on full pay; but should an employee be dismissed at any time for misconduct before the expiration of any period of twelve months of such employment, he shall not be entitled to any annual leave or any *pro rata* payment in lieu thereof. Fourteen days' notice shall be given by the employer to the employee before the latter commences his annual holidays aforesaid.

(10) SICK PAY.—Any employee not attending for duty who has had not less than twelve months' continuous service with the same employer shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill health or accident for more than six days in any one calendar year.

(11) SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.—The special rates for all work done on Sundays or the undermentioned public holidays shall be—

Sunday	Double time.
New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day	Double time.

But if by Act of Parliament or Proclamation any other day be substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(12) REFERENCE.—An employee, on severing his or her connexion with an employer, shall be entitled to and shall receive from such employer a reference in writing, stating his or her period of service and qualifications. This provision shall apply only in the case of an employee who has been employed continuously for nine months or more.

(13) TIME AND WAGES RECORDS.—An employer shall keep time and wages records showing the name of each employee, the hours worked each week by, and the wages and overtime paid to each employee.

H. L. JACKSON, P.M., Chairman.

J. B. McINDOE, Secretary.

Melbourne, 24th February, 1941.



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No. 65]

MONDAY, MARCH 10.

[1941

Factories and Shops Acts.

DETERMINATION OF THE CIGAR TRADE BOARD.

This Determination on the 7th March, 1941, applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portion of the city of Sandringham as is not included within the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

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 employed in the process, trade, or business of Cigar Making," has made the following Determination, viz.:—

(1) That on the 7th March, 1941, the last and all previous Determinations of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.

Wages per Week of 44 Hours.						Number (in any place).					
Making cigars or sorting and packing cigars :—											
APPRENTICES.											
Experience—						s. d.					
1st year—						15 0					
1st six months						17 6					
2nd six months						25 0					
2nd year						37 6					
3rd year						47 6					
4th year											
or in lieu of weekly wages the work may be paid at the following piece-work prices :—											
Making Cigars.											
2nd year .. One-third of the piece-work prices.											
3rd year .. Two-thirds of the piece-work prices.											
4th year .. Three-quarters of the piece-work prices.											
Sorting and Packing Cigars.											
In Boxes of—											
600 cigars. 250 cigars. 100 cigars. 50 cigars. 25 cigars. 10 cigars.											
per 1,000. per 1,000. per 1,000. per 1,000. per 1,000. per 1,000.											
s. d. s. d. s. d. s. d. s. d. s. d.											
1st year 1 0 1 0 1 0 1 3 1 6 2 0											
2nd year 1 3 1 3 1 3 1 6 2 3 2 6											
3rd year 1 6 1 6 1 9 2 0 2 9 3 0											
4th year 2 0 2 0 2 3 2 6 3 3 3 6											
IMPROVERS.											
s. d.											
18 years 37 6											
19 years 52 6											
20 years 65 0											

(3) JUVENILE WORKERS, i.e., persons under 21 years of age (other than apprentices or improvers)—

Males.

Employed in—	Wages per Week of 44 Hours.							
	1st Year's Experience.				2nd Year's Experience.		Third Year's Experience.	Fourth Year's Experience.
	First Three Months.	Second Three Months.	Third Three Months.	Fourth Three Months.	First Six Months.	Second Six Months.		
Making cigar boxes	s. d. 17 6	s. d. 17 6	s. d. 20 0	s. d. 20 0	s. d. 30 0	s. d. 32 6	s. d. 44 6	s. d. 57 6
Turning bunches	17 6	17 6	20 0	20 0	30 0	32 6	44 6	57 6
Stripping fillers	17 6	17 6	20 0	22 6	Piece-work prices	Piece-work prices	Piece-work prices	Piece-work prices

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.	15 years.	16 years.	17 years.	18 years.	19 years.	20 years.
Any other class of work for which the rate of wages fixed does not exceed 99s. per week of 44 hours	17 6	20 0	22 6	30 0	36 0	48 6	57 6

Females.

Employed in—	Wages per Week of 44 Hours.							
	1st Year's Experience.				2nd Year's Experience.		Third Year's Experience.	Fourth Year's Experience.
	First Three Months.	Second Three Months.	Third Three Months.	Fourth Three Months.	First Six Months.	Second Six Months.		
Trimming cigar boxes ..	s. d. 15 0	s. d. 17 6	s. d. 20 0	s. d. 22 6	s. d. 25 0	s. d. 30 0	Piece-work prices	Piece-work prices
Stripping and booking cigar bunch wrapper leaf	32 6	32 6	32 6	32 6	42 6	45 0	Minimum wage	Minimum wage
Ringing cigars	15 0	17 6	20 0	22 6	Piece-work prices	Piece-work prices	Piece-work prices	Piece-work prices
Stripping fillers	15 0	17 6	20 0	22 6	"	"	"	"
Packing cigars, viz.:—								
Havanette	15 0	17 6	20 0	22 6	"	"	"	"
Royal Bengals	15 0	17 6	20 0	22 6	"	"	"	"
Bonanzas	15 0	17 6	20 0	22 6	"	"	"	"
Gem of East Cigarillos ..	15 0	17 6	20 0	22 6	"	"	"	"
Swiss	15 0	17 6	20 0	22 6	"	"	"	"
Cartons or parcels	15 0	17 6	20 0	22 6	"	"	"	"
Machine work, viz.:—								
Making bunches	15 0	17 6	20 0	22 6	"	"	"	"
Covering cigars	15 0	17 6	20 0	22 6	"	"	"	"
Swiss	15 0	17 6	20 0	22 6	"	"	"	"
Lucky Hit	15 0	17 6	20 0	22 6	"	"	"	"
Havanettes	15 0	17 6	20 0	22 6	"	"	"	"
Senoritas	15 0	17 6	20 0	22 6	"	"	"	"

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.	15 years.	16 years.	17 years.	18 years.	19 years.	20 years.
Any other class of work for which the rate of wages fixed for adults does not exceed 51s. 6d. per week of 44 hours	16 6	19 0	22 0	25 0	29 0	34 0	39 0

(4)

OTHER EMPLOYEES.

	Wages per Week of 44 Hours.
Strippers and bookers of cigar covering leaf (males)	£ s. d. 5 2 6
Strippers and bookers of cigar covering leaf (females)	3 9 6
Strippers and bookers of cigar bunch wrapper leaf (females) ..	2 19 0
Cigar box makers (males)	5 5 0
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	2 15 0
Stripping fillers (males)	4 19 0
All others (males)	4 19 0
„ (females)	2 11 6

(5) OVERTIME.—That any employee who in any week works for any time in excess of 44 hours shall be paid for such extra time at the rate of time and a half.

(6) HOLIDAYS.—All weekly wage employees shall be granted the following holidays without deduction of pay, viz.—Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day and Melbourne Cup Day—when such holidays are observed on Monday, Tuesday, Wednesday, Thursday, or Friday.

Pieceworkers shall be granted the same holidays as are granted to weekly wage employees.

Adult pieceworkers shall be paid for such holidays at the "All Others" rate provided for weekly wage employees.

Juvenile pieceworkers shall be paid at the rates provided for such employees under the age scale in Clause 3.

Provided that an employee who is voluntarily absent on the working day immediately preceding and the day immediately succeeding any one of the above-mentioned holidays, shall not be entitled to payment for such holiday.

(7) PIECE-WORK PRICES.—That the lowest piece-work prices payable to any person or persons engaged in the following kinds of work shall be:—

MAKING CIGARS.

HAND WORK.

	Length of Cigars up to and including—	Per 100 Cigars
	inches.	s. d.
Extra Magnum	5 ¹ / ₁₆	11 8
Extra Magnum	5 ¹ / ₈	12 8
Consuelo shape	4 ¹ / ₂	10 7 ¹ / ₂
Flor de Naves shape	4 ¹ / ₂	10 0 ¹ / ₂
Bueno shape	4 ¹ / ₂	9 1
Long Bueno	4 ¹ / ₂	9 8
Ordinary taper shape	4 ¹ / ₂	9 1
Panetelas shape, with point	5	8 5 ¹ / ₂
Panetelas shape, with flat tops	5	8 11 ¹ / ₂
Southern Cross (no point)	5 ¹ / ₂	5 10
Meritas Bueno	4 ¹ / ₂	9 1 ¹ / ₂
Meritas Bueno	4 ¹ / ₂	9 8
Corona shape	5 ¹ / ₂	12 3 ¹ / ₂
Three-quarter Corona shape	5	10 5
Half Corona shape	3 ¹ / ₂	8 1 ¹ / ₂
Italian shape (no binder)	6 ¹ / ₂	3 4
Italian shape, bunch making and rolling	6 ¹ / ₂	4 5 ¹ / ₂

MAKING CIGARS.

HAND WORK—CLEAR HAVANA.

Bouquet Super. Finos	4 ¹ / ₁₆	9 9
Castelares	4 ¹ / ₁₆	9 9
Bueno	4 ¹ / ₂	9 6
Full Corona	5 ¹ / ₂	12 9 ¹ / ₂
Three-quarter Corona	5	11 0
Half Corona	3 ¹ / ₂	8 7 ¹ / ₂
Petit Duos	3 ¹ / ₂	7 5
Maquillas	5 ¹ / ₂	12 9 ¹ / ₂
Perlas	3 ¹ / ₁₆	7 8

Sixpence extra per hundred to be paid for every additional quarter of an inch or portion thereof in length of cigars.

NOTE.—For the purpose of this Determination the term "Clear Havana" shall be deemed to mean a cigar made entirely with Havana tabaccos.

MOULD WORK.

Shape.	Length of Cigare up to and including—	Dry Work.	Where 10 to 12 Moulds or over are used.	Where 5 to 9 Moulds, inclusive, are used.	Where up to 4 Moulds, inclusive, are used.
	inches.	s. d.	s. d.	s. d.	s. d.
Flor-de-Naves	4 ¹ / ₂	5 10	6 2	7 0	7 3
Half Corona shape	3 ¹ / ₂	6 9	7 0	7 3	7 10
Bueno, straight	4 ¹ / ₂	5 7	5 10	6 9	7 0
Bueno, long	4 ¹ / ₂	6 9	7 0	7 3	7 10
Bueno, long	5 ¹ / ₂	8 5 ¹ / ₂	8 8 ¹ / ₂	8 11 ¹ / ₂	9 6
Bueno, long	6	9 6	9 9	10 0 ¹ / ₂	10 8
Monopole Rothchilds	4 ¹ / ₂	5 7	5 10	6 6 ¹ / ₂	7 0
Castella Special Tuck	4 ¹ / ₂	7 0	7 3	7 6	8 1
Gloria	4 ¹ / ₂	..	..	8 11 ¹ / ₂	9 6
Sirdar	4 ¹ / ₂	..	..	7 6 ¹ / ₂	8 1
Monopole Bouquet	4 ¹ / ₂	..	..	6 9 ¹ / ₂	7 3 ¹ / ₂
Casino C.W.	4 ¹ / ₂	..	..	7 6 ¹ / ₂	8 1 ¹ / ₂
Ordinary common straight	3 ¹ / ₂	5 1	5 4	5 7	6 2
Ordinary taper	4 ¹ / ₂	5 1 ¹ / ₂	5 4 ¹ / ₂	5 7 ¹ / ₂	6 2
Rheingold	4 ¹ / ₂	5 3	5 6	5 9	6 3 ¹ / ₂
Extra taper similar to Hansea	4 ¹ / ₂	5 1	5 4	5 7	6 2
Monopole Minors	3 ¹ / ₂	4 10 ¹ / ₂	5 1 ¹ / ₂	5 4 ¹ / ₂	5 10 ¹ / ₂
A 9	4 ¹ / ₁₆	..	6 5	6 9	7 3
5 DP	5 ¹ / ₂	..	..	9 2 ¹ / ₂	9 9
5 H	4 ¹ / ₂	..	..	6 0 ¹ / ₂	..
7 F and 11 N	4 ¹ / ₁₆	5 4 ¹ / ₂	5 8	5 11	6 7
14 RT	4 ¹ / ₁₆	..	..	..	9 1 ¹ / ₂
15 FJ	4 ¹ / ₁₆	..	6 0 ¹ / ₂	6 3 ¹ / ₂	6 10 ¹ / ₂

MANILLA WORK.

	Length of Cigars, up to and including—	Prices per 100 Cigars where the number of Moulds used is—			
		2, 3, or 4.	5 or 6.	7 or 8.	More than 8.
	inches.	s. d.	s. d.	s. d.	s. d.
Cheroots, Cortado Fino—Where not less than four moulds are used	3 $\frac{1}{8}$	6 9	6 2	5 10	5 7
Cheroots, Cortado de la Reina—Where not less than four moulds are used	4 $\frac{1}{8}$	8 5 $\frac{1}{2}$	7 10	7 6	7 3
Cheroots, Cortado Delicioso—Where not less than four moulds are used	4 $\frac{1}{2}$	9 2 $\frac{1}{2}$	8 8 $\frac{1}{2}$	8 5 $\frac{1}{2}$	8 1
Perlas	4 $\frac{1}{8}$	6 9	6 2	5 10	5 7
Reina Victoria	4 $\frac{1}{2}$	8 5 $\frac{1}{2}$	7 10	7 6	7 3
Perfectos (old)	4 $\frac{1}{8}$	9 2 $\frac{1}{2}$	8 8 $\frac{1}{2}$	8 5 $\frac{1}{2}$	8 1
Perfectos (new)	4 $\frac{1}{8}$	6 9	6 2	5 10	5 7
High Life in the East	4 $\frac{1}{8}$	6 9	6 2	5 10	5 7
Londres	4 $\frac{1}{8}$	6 2	5 7	5 4	5 1
1A Habano	4 $\frac{1}{8}$	6 6 $\frac{1}{2}$	6 0 $\frac{1}{2}$	5 9	5 4 $\frac{1}{2}$
2A Habano	4 $\frac{1}{8}$	..	..	..	5 2
3A Habano	4 $\frac{1}{8}$	..	..	..	4 10 $\frac{1}{2}$
4A Habano	4 $\frac{1}{8}$	..	..	..	4 8 $\frac{1}{2}$
5F	4 $\frac{1}{8}$	..	5 7	..	..

Penaal work 10s. 0 $\frac{1}{2}$ d. per 100 cigars.

Where not otherwise specified, threepence extra per 100 to be paid for every additional quarter of an inch or portion thereof in length of cigars up to 5 inches, and thereafter sixpence for each additional quarter of an inch.

NOTE.—The lowest piece-work price payable to any person engaged covering bunches by hand shall be two-thirds of the piece-work price for making the cigars (mould work), and for making bunches by hand shall be one-third of the piece-work price for making the cigars (mould work).

Extras—	Per 100 Cigars.	
	s. d.	
For making any cigars covered with Brazil, Havana, or Mexican tobacco	0 6 extra	
When the "bunches" are pressed and turned by the cigar maker	0 3 ..	
For making cigars longer than the mould by not more than one-sixteenth of an inch	0 3 ..	

NOTE.—For the purpose of this Determination, "Dry Work" means bunches made one day and covered the next, irrespective of the number of moulds used.
No cigar shall be made more than $\frac{1}{16}$ " shorter than the mould.

SORTING AND PACKING CIGARS.

Description of Cigars.	In Boxes of—					
	500 Cigars.	250 Cigars.	100 Cigars.	50 Cigars.	25 Cigars.	10 Cigars.
	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Hand work	5 4 $\frac{1}{2}$	5 10 $\frac{1}{2}$	7 5	..
Monopole shape	5 1	5 7	6 11	..
Panetelas, block work	4 9 $\frac{1}{2}$	5 4	6 8	..
Manila cheroots, hand or paper	5 1	5 7	..	..
Manila cheroots, small block work	4 4 $\frac{1}{2}$	4 10 $\frac{1}{2}$	..	..
Cigars, bundles with two ribbons	5 4	5 7	..	..
Matador block work	4 8 $\frac{1}{2}$	5 1	..	..
Bueno shape, covered with Mexican tobacco	4 8	5 2 $\frac{1}{2}$	6 6 $\frac{1}{2}$	..
Other Buena shape	4 4 $\frac{1}{2}$	4 10 $\frac{1}{2}$	6 5	..
Ordinary taper shape	4 4 $\frac{1}{2}$	4 10 $\frac{1}{2}$	6 5	..
Extra taper shape, similar to Dona Sol	5 1	5 1	6 5	..
Ordinary common straight shape	3 7	4 1	5 10 $\frac{1}{2}$	..
"Queen's" tied with one ribbon	4 4 $\frac{1}{2}$	..	..	7 11 $\frac{1}{2}$
"Queen's" tied with two ribbons	4 7 $\frac{1}{2}$	..	..	..
Manila, tied in bundles of ten	3 11 $\frac{1}{2}$	3 11 $\frac{1}{2}$	..	..	..	..
Manila, flat, tied in bundles of ten	4 7 $\frac{1}{2}$	..	..	..
Manila, long, tied in bundles of ten	4 6 $\frac{1}{2}$	..	..	..
Manila, loose	4 4 $\frac{1}{2}$	4 10 $\frac{1}{2}$	6 5	..
Extra, Magnum	6 11	7 5	8 8 $\frac{1}{2}$	..
Sirdar	5 1	5 7	6 11	..
Monopole Bouquet	4 6 $\frac{1}{2}$	5 1	..	..
Casino C.W.	5 1	5 7	6 11	..
Rheingold	4 4 $\frac{1}{2}$	4 10 $\frac{1}{2}$	6 5	..
92AA	3 7	..	..	..
14RT	5 7 $\frac{1}{2}$	6 2	7 11 $\frac{1}{2}$	..
5DP	5 7 $\frac{1}{2}$	6 2	7 11 $\frac{1}{2}$	..
Full Corona hand work	6 2	6 8	7 11 $\frac{1}{2}$	..

Extras—	Per 1,000 Cigars.
For sorting and packing all cigars with rings	0 6 extra
For sorting and packing all cigars faced rights and lefts	0 6 ..
For sorting and packing all cigars covered with Havana tobacco	0 6 ..

Per 1,000 Cigars.

MACHINE WORK (FEMALES).

Per 100 Cigars.Per 1,000 Cigars.

Box Trimming (FEMALES).

RINGING CIGARS (FEMALES).

STRIPPING FILLERS.

ADULT FEMALES AND ALL JUVENILE WORKERS.

Wet Weight on Strips Returned.

D. BERRIMAN, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 20th February, 1941.

By Authority: H. E. DAW, Government Printer, Melbourne.

