VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 81] FRIDAY, MARCH 6. [1942

Factories and Shops Acts.

DETERMINATION OF THE FRUIT PACKING 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 persons or classes of persons (other than persons engaged in wholesale fruit stores within the metropolitan district) employed—

(*a*) in the process, trade, business, or occupation of preparing, storing, or packing fruit for trade or sale;

(*b*) in cool stores (exclusively engaged in the cold storage of fruit) attached to any establishment where fruit only is prepared, stored, or packed for trade or sale"—

has made the following Determination, namely:—

(1) That from the beginning of the first pay period to commence on or after the 6th March, 1942, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS.

Improvers.	Citrus Fruit Packing Establishments.		Other Fruit Packing Establishments.*	
	Males.	Females.	Males.	Females.
	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	26 6	26 6	26 6	26 6
16 to 17 years of age	32 6	32 6	32 6	32 6
17 to 18 years of age	39 9	36 3	39 9	36 3
18 to 19 years of age	53 0	50 0	53 0	42 0
19 to 20 years of age	67 0	53 6	67 0	46 0
20 to 21 years of age	80 9	59 3	80 9	51 6

* Provided that any improver engaged in packing fruit shall be paid the adult weekly wage or piecework prices.

Proportion (in any Place).

One improver to every two or fraction of two workers receiving not less than the minimum wage.

Other Employees.	s.	d.
Males.		
Packers of citrus fruits	98	0
Packers of fruits other than citrus fruits..	115	0
Full cool store hands (i.e., persons who are engaged for at least 75 per cent. of their time each week in cool-store chambers)	111	0
Persons bringing fruit from and putting fruit into cool-store chambers ..	102	0
Case lidders and nailers—machine ..	105	0
Case lidders and nailers—hand.. ..	97	0
Case wirers	97	0
All others	92	0
Females.		
Persons employed in citrus fruit packing establishments	62	0
Packers of fruits other than citrus fruits..	115	0
All others	52	9

NOTE.—The Board determines that no person shall be employed as an apprentice.

(3) PIECEWORK PRICES.—The lowest piecework prices payable for the following kinds of work shall be:—

Pears.

	Any Standard Bushel Container.	Kegs.	Full Pines.
	d.	d.	d.
Bench packing—			
Wrapping and packing unsized pears, including lidding	5½	5¾	7¼
Wrapping and packing unsized pears, no lidding	4¾	5¼	6¾
Packing unsized naked pears, including lidding	4½	5	6½
Packing unsized naked pears, no lidding	4	4½	6
Packing pears into market flats, no lidding	5¼	..	..
Other packing—			
Wrapping and packing pears off sizing machine, no lidding	3½	4	5½
Wrapping and packing or packing naked unsized pears, no lidding	4	4½	6
Wrapping and packing or packing naked sized pears, no lidding	3¼	3¾	5¼
Wiping—			
Wiping pears by hand	4	4½	6

Pears—continued.

	Any Standard Bushel Container.	Keros.	Full Pines.
	d.	*d.*	*d.*
Grading and sizing—			
Grading and sizing into quarters and placing loose in cases, no lidding	3	3½	5
Grading and sizing into two size groups and placing loose in cases, no lidding ..	3	3½	5
Grading (no sizing) and placing loose in cases, no lidding	3	3½	5

Apples.

	Any Standard Bushel Container.	Keros.	Full Pines.
	d.	*d.*	*d.*
Bench packing—			
Wrapping and packing unsized apples, including lidding	5¼	5¾	7¼
Wrapping and packing unsized apples, no lidding	4¾	5¼	6¾
Packing unsized naked apples, including lidding	4½	5	6½
Packing unsized naked apples, no lidding	4	4½	6
Other packing—			
Wrapping and packing apples off sizing machine, no lidding	3¼	3¾	5¼
Wrapping and packing or packing naked sized apples, no lidding	3¼	3¾	5¼
Wrapping and packing or packing naked unsized apples, no lidding..	3¾	4¼	5¾
Wiping—			
Wiping apples by hand	3	3½	5

	Any Standard Bushel Container.	Keros.	Full Pines.
	d.	*d.*	*d.*
Grading and sizing—			
Grading and sizing into quarters and placing loose in cases, no lidding	3	3½	5
Grading and sizing into two size groups and placing loose in cases, no lidding ..	3	3½	5
Grading (no sizing) and placing loose in cases, no lidding	3	3½	5

Plums.

	Per Half Case.
	d.
Wrapping and packing or packing naked plums, no lidding	3¾
Wrapping and packing or packing naked plums which includes bringing out of and putting into cool store, bringing to and taking away from bench, lidding, branding, and/or labelling	5½

Lemons.

	Per Case.
	d.
Packed within 30-mile radius of General Post Office, Melbourne—	
Wrapping and packing lemons into any standard bushel case, including lidding, branding, and/or labelling	4½
Packing naked lemons into any standard bushel case	3½

	Per 1,000 Lemons.
	s. d.
Packed outside 30-mile radius of General Post Office, Melbourne—	
Wrapping and packing lemons into any standard bushel case	1 9
Packing naked lemons into any standard bushel case	1 0

Oranges and Mandarins.

	Per 1,000 Oranges or Mandarins.
	s. d.
Wrapping and packing oranges or mandarins	1 9
Packing naked oranges or mandarins	1 0

(4) WIRING.—Where a pieceworker is called on to wire cases he shall be paid ½d. per case for all cases wired.

(5) CONDITIONS OF PIECEWORK.—(*a*) All of the rates set out under Bench Packing, Wiping, Grading and Sizing, in clause (3), include bringing the fruit to and taking away from bench, bringing fruit out from and putting fruit into cool stores, branding and/or labelling, attaching and marking stickers.

(*b*) Where fruit has been accurately sized into quarters prior to being packed the rates set out for unsized bench packing may be reduced ½d. per standard bushel container or kero. case, and ¾d. per full pine case. Accurately sized shall mean not more than two sizes in any one container.

(c) No pieceworker shall be called upon to pack more than one grade of fruit at a time. Every lug box or kero. box of fruit presented to a packer for packing shall be deemed to contain one bushel of fruit; every full sized pineapple box of fruit presented to a packer for packing shall be deemed to contain one and one-third bushels of fruit; every five dump boxes of fruit presented to a packer for packing shall be deemed to contain four bushels of fruit, and the packer shall be paid 4d. per bushel. for all fruit short packed, less 10 per cent. of the number of cases presented to him for packing.

(d) Pieceworkers shall not be entitled to overtime rates for piecework done outside the times of beginning and ending work

(6) Times of Beginning and Ending Work.—

	Times of Beginning not Earlier than—	Times of Ending not Later than—
On Monday to Friday inclusive	7 a.m.	6 p.m.
On Saturday	7 a.m.	12.30 p..m

(7) Overtime.—The following rates shall be paid for all work done:—

Outside the times of beginning and ending work as fixed in clause (6) .. .. .. } Time and a half.
Within the times of beginning and ending work, in excess of 44 hours in any week .. }

(8) Terms of Engagement.—(a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice may be given to a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

(e) Where an employer is not satisfied as to the reason of an employee absenting himself or herself from work, the employer may deduct from the wages of such employee the time he or she has been so absent unless the absence of an employee who has had at least three months' service with such employer was due to sickness, in which case the employer shall make no deduction for such sickness, provided that an employee shall not be entitled to payment for non-attendance on the ground of sickness for more than four days in each year.

(9) Casual Work.—Casual work, i.e., work for less than two full weeks, shall be paid for at the following rates:—

Adult male employees .. .. 2s. 6d. per hour.
Other employees .. .. .. Ordinary wages rate with an addition of thirty-three and one-third per centum.

(10) Special Rates for Sundays and Public Holidays.—Pieceworkers shall be paid rate and one-quarter, and all other employees double time for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, 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 days so substituted.

(11) Holidays.—Weekly employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

All employees working on piecework shall be granted the following holidays:—Christmas Day, Good Friday and Anzac Day, and they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

(12) Time Book or Other Record.—Every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

(13) Right of Entry of Union Official.—A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments for the purpose of interviewing employees on legitimate union business on the following conditions:—

(a) That he produces his authority to the employer or his representative.

(b) That not more than one representative in all be in any establishment at any one time.

(c) That no one representative visit an establishment more than once a fortnight.

(d) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

R. J. EDWARDS, Chairman.

J. R. MACPHERSON, Secretary.

Melbourne, 19th February, 1942.

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