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GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE LAUNDRY WORKERS BOARD.

NOTE.—(a) 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 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 as from the beginning of the first pay period to commence on or after the 1st January, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices and Improvers.										Wages Per Week of 40 Hours.	
										<i>s. d.</i>	
MALES.											
15 years of age or under	31	9
16 years of age	36	6
17 years of age	51	9
18 years of age	55	9
19 years of age	69	3
20 years of age	81	9
FEMALES.											
15 years of age or under	29	0
16 years of age	32	6
17 years of age	40	6
18 years of age	46	0
19 years of age	51	0
20 years of age	54	6

Provided that no female apprentice or improver shall be employed on washing machines or hydro extractor.

PROPORTION (in any place).

Apprentices and 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.

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Other Employees.	Wages Per Week of 40 Hours.		
	Adjustable Weekly Rate.	Non-adjustable War Loading.*	Total Ordinary Weekly Rate.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
MALES.			
Laundry Workers	118 0	3 0	121 0
FEMALES.			
Washers employed on washing machine or hydro extractor	116 6	3 0	119 6
Glad ironers	76 6	2 0	78 6
Hand washers	76 0	2 0	78 0
Employees on treadle shirt or collar ironing machines	73 3	1 9	75 0
Employees on treadle press machines	73 3	1 9	75 0
Employees backing shirts off treadle shirt ironing machines	73 3	1 9	75 0
Starched clothes ironers who completely iron any starched clothes articles by hand	73 3	1 9	75 0
Starchers by hand, or machine, or attending to collar or shirt starching hydro extractor	70 3	1 9	72 0
Employees engaged on heated flat work machines, i.e., shaking out, feeding into or taking from	67 0	1 9	68 9
Employees on automatic air-driven presses	67 0	1 9	68 9
All others	67 0	1 6	68 9

* These loadings are constant and shall not be taken into account in the calculation of overtime or other penalty rates prescribed by this Determination.

TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.		Time of Ending. All Employees.
	Male.	Females.	
3. (a) During a week on which a holiday, referred to in clause 5 (b) of this Determination, occurs	7 a.m.	7.30 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.	7.30 a.m.	
(c) During the week immediately subsequent to the week referred to in sub-clause (a) of this clause	7 a.m.	7.30 a.m.	6 p.m. on the other working days of the week
(d) During the week in which the holiday, King's Birthday, occurs	7 a.m.	7.30 a.m.	
(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	8 a.m.	8 a.m.	12 noon on the day on which the half-holiday is observed; and
(f) During any other week	7.30 a.m.	7.30 a.m.	6 p.m. on the other working days of the week

OVERTIME.

4. The following rates shall be paid for all work done—
- (a) Outside the hours fixed as the times of beginning and ending work—
 - (i) On the day on which the half-holiday is observed—Double time.
 - (ii) On the other working days of the week—Time and a half for the first 3 hours and thereafter double time.
 - (b) Within the hours fixed as the times of beginning and ending work in excess of 40 hours in any week—Time and a half.
- Provided that any time for which payment is made under clause 5 (b) shall not be included when calculating the number of hours worked in any week.
- (c) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

SUNDAYS AND HOLIDAYS.

- 5. (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 piece-worker, 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 (provided that King's Birthday shall be substituted for Melbourne Cup Day for persons employed outside the Metropolitan District as defined in the Factories and Shops Act and the Orders in Council thereunder), Christmas Day, and Boxing Day, and shall be paid therefor as follows :—
 - (i) Where the holiday falls on any day other than a Saturday or Sunday .. 8 hours at ordinary rates.
 - (ii) 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 within 24 hours of such holiday 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 holiday 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.

SPECIAL RATES.

6. 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-mentioned holidays, the special rates shall only be payable for work done on the day so substituted. Provided that King's Birthday shall be substituted for Melbourne Cup Day for persons employed outside the Metropolitan District as defined in the Factories and Shops Act and the Orders in Council thereunder.

REST INTERVAL.

7. There shall be a rest interval of 10 minutes at a time convenient to the employer on each day (Monday to Saturday inclusive in each week) for each employee, such time to count as time worked.

MEAL INTERVAL.

8. (a) An interval of not less than three quarters of an hour between the hours of 12.15 p.m. and 1.45 p.m. shall be allowed for the midday meal unless a majority of the employees in any establishment desire it to be otherwise. In no circumstances shall less than 30 minutes be fixed.

(b) No work shall be performed during such meal time.

Provided however, that where the majority of employees in any establishment have agreed upon a meal hour of 30 minutes for any day the ceasing time in any such establishment shall be fifteen minutes earlier than the usual ceasing time on such day.

TEA MONEY.

9. Any employee who is required to work after 6.30 p.m. shall receive 2s. tea money.

TERMINATION OF EMPLOYMENT.

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

CONDITIONS OF EMPLOYMENT.

11. (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 porportion 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. This shall not effect the right of the employer to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(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.

SICK LEAVE.

12. (a) Any employee (other than a daily employee) who has had not less than three months' service with the same employer shall lose his or her pay for the actual time of non-attendance unless he or she produces or forwards within 24 hours of the beginning of his or her absence evidence satisfactory to the employer that his or her non-attendance was due to personal accident arising out of or in the course of his or her employment or to personal ill-health sufficient to incapacitate him or her for his or her usual work. An employee shall not be entitled to payment for non-attendance on the grounds of accident or ill-health for more than forty hours of working time in each year.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding eighty hours of working time, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

ANNUAL HOLIDAY.

13. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* and any amendments which may be made thereto from time to time.

TIME-BOOKS.

14. (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.

OVERALLS.

15. 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 without cost to the employee.

WATERPROOF CLOTHING.

16. All employees working under wet conditions shall be provided by the employer with suitable protective clothing.

PIECE-WORK.

17. The Board determines 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; but the piece-work prices so fixed shall be such that the employee can, in any week in which he works at least 40 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 40 hours shall for such week be paid not less than the minimum wage rate prescribed by the Board for such work.

PERIODICAL ADJUSTMENT OF WAGES.

18. The wages rates for adult males and adult female washers employed on washing machine or hydro extractor set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Acts 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 19. Provided that the wages of apprentices, improvers, and of adult females other than washers employed on washing machine or hydro extractor shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 3 0	6 0	5 9 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

19. (a) For the purposes of this Determination the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1948, the amounts of the basic wage shall be as prescribed in clause 18.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

P. A. RANGLES, J. P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 25th November, 1947.