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Labour and Industry Acts.

AMENDING DETERMINATION OF THE LEATHER-GOODS BOARD.

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

IN accordance with the provisions of the Labour and Industry 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 (other than persons subject to the Determination of any Wages Board heretofore appointed) employed in the trade of—

(a) manufacturing or repairing—

- (1) leather or fabric gloves;
- (2) ladies' evening bags;
- (3) articles made wholly or partly of leather or a substitute for leather including bags, braces, cases, cricket balls, pads or other sporting goods, garters, pocket book covers, portmanteaux, purses, trunks, wallets, travel goods, suit and attache cases;
- (4) machine belting of all descriptions;
- (5) any other kind of leather goods;

(b) covering or lining with leather or a substitute for leather spectacle cases, portable gramophones, wireless cabinets, travellers' sample cases, music cases, surgical cases, or similar goods—

has made the following Determination, namely:—

That as from the beginning of the first pay period to commence in February, 1956, the Determination made on the 9th May, 1955, and published in *Government Gazette* No. 559 of the 22nd July, 1955, shall be amended by:—

(1.) Deleting clauses 2, 3, 4, 5 and 6. and inserting in lieu thereof the following:—

2.

WAGES PER WEEK.

	Within 20 Miles of G.P.O., Melbourne: 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Clicking and/or hand cutting	15 3 0	15 0 0
Manufacture and/or repair of portmanteaux, bags and trunks, suit and attache cases travel goods, musical instrument and other similar cases, leggings, razor strops, as are made of leather	15 1 0	14 18 0
Manufacture and/or repair of handbags, shopping bags, brief cases, wallets, purses, spectacle cases, pouches of all descriptions, gloves surgical belts and appliances, as are made of leather or a substitute for leather	15 1 0	14 18 0
Press cutting	15 1 0	14 18 0
Manufacture and/or repair of sporting goods of all descriptions	15 1 0	14 18 0
Manufacture and/or repair of machine belting, gaskets and pump washers or similar articles	14 11 0	14 8 0
All other Journeymen	14 17 0	14 14 0
Journeywomen engaged in the trimming of gloves, cutting out forecetts and quirks, or cutting cotton ends	10 1 6	9 19 6
Other Journeywomen	10 8 0	10 6 0

NOTE:—Females working on large machines (7.5. 45K, 7.27, or any similar class of machine, and Grummet) shall be paid 3s. 6d. per week extra.

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FEMALES TO BE PAID MALE RATE.

3. Where a female is employed to do any of the following classes of work she shall be paid the rate which is prescribed for adult males :—

Leathergoods Trade.

- (i) Wholly or partly making and/or repairing except as provided hereafter any of the following articles :—
- Travel bags of all descriptions exceeding 16 inches in length, gladstone bags kit bags and bullion bags.
 - Cases, trunks and hat boxes made of leather, or any substitute therefor, exceeding 13 inches in length.
 - Instrument cases and covered wireless or radio cases.
 - Golf bags of all descriptions.
- (ii) Cutting and/or clicking all classes of work by hand or machine.
- (iii) Machine stitching closed edges of trunks, cases or similar articles by corner stitching machine.
- (iv) Framing up or rivetting by hand or machine bicycle saddles, ladies' handbags or purses.
- (v) Hand stitching cricket, punching or medicine balls, footballs and similar sporting balls and/or pigskin leggings.
- (vi) Working on machines customarily used by males in the manufacture of spectacle cases.
- Provided that the following operations on articles enumerated in sub-paragraphs (i) to (vi) above may be paid for at the appropriate female rate :—
- Machining (except when thread passes through wax).
 - Lining out.
 - Making doors and/or handles
 - Hand varnishing.
 - Bending by hand cases and hat boxes which have been machine scored.
 - Marking out, staining and/or trimming cottons on golf bags of all descriptions.
 - Trimming gloves and cutting out forecetts and quirks by hand.
 - Wholly or partly making and/or repairing music cases, brief cases, document cases, folio cases, writing cases and vanity cases unless stiffened on the suitcase principle.

Machine Belting, &c., Trade.

Cutting or clicking all classes of work, including machine belting, gaskets and pump washers or similar articles or working on machines customarily used by males.

APPRENTICES—MALES.

4. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.
- (b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following :—

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Five year terms—		
First year's experience	75 6	74 6
Second year's experience	88 0	87 0
Third year's experience	125 6	124 0
Fourth year's experience	201 0	198 6
Fifth year's experience	251 0	248 0
Four year terms—		
First year's experience	75 6	74 6
Second year's experience	125 6	124 0
Third year's experience	201 0	198 6
Fourth year's experience	251 0	248 0

(c) Experience in this clause means actual experience whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—

- Cutting or clicking;
- Trunks, and/or leather bag and case maker;
- Fibre, veneer, canvas or other case maker;
- Machine belt maker;
- Sporting goods maker of leather;
- Ladies' hand bag, wallet and purse maker;
- Leather goods maker;
- Glove maker (other than sporting goods);
- Leather coats, hats or caps maker;

(e) period of apprenticeship shall not exceed four or five years, including any period of experience in the occupation to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.

(f) An employer especially qualified to teach apprentices may, with the consent of the Wages Board, employ a greater proportion of apprentices to tradesmen than herein specified.

(g) Until further order any contract of apprenticeship may contain the following provision :—

If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice, and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

(h) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master serve as an apprentice until he reach the age of twenty-three years.

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of 40 hours of working time per annum.

(j) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

(k) The ordinary hours of employment of apprentices shall be the same in each workshop as those of the journeymen.

(l) An apprentice under the age of eighteen years shall not be liable to work overtime unless he so desires.

(m) An apprentice shall not work under any system of piecework.

(n) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

(o) *Tools of Trade*.—All tools of trade necessarily required by an apprentice in the learning of his trade shall be supplied by the employer of the apprentice. Such tools of trade shall remain the property of the apprentice on completion of his indenture.

JUNIOR WORKERS—MALES.

5. (a) Junior workers may be employed at the following rates of pay:—

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	75 6	74 6
16 and under 17 years of age	100 6	99 0
17 and under 18 years of age	125 6	124 0
18 and under 19 years of age	150 6	149 0
19 and under 20 years of age	201 0	198 6
20 and under 21 years of age	251 0	248 0

(b) The proportion of Junior Workers and apprentices allowed shall be:—

Male Employee receiving at least Adult Male Rate.	Junior Workers including Apprentices.
1	1
2 to 20	1 for every 2 such male employees
Over 20	A further 1 for every 3 such male employees over 20

In computing the proportion under this sub-clause the number of such male employees employed for the whole of the previous six months shall be taken.

Notwithstanding anything contained herein employers engaged in the manufacture of laminated belting may employ in the exclusive manufacture of such belting three male juniors to each adult employee employed in the manufacture of laminated belts.

JUNIORS WORKERS—FEMALES.

6. (a) Female junior workers may be employed at the following rates of pay:—

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	75 0	74 6
16 and under 17 years of age	94 0	93 0
17 and under 18 years of age	107 0	106 0
18 and under 19 years of age	120 6	119 0
19 and under 20 years of age	131 6	130 0
20 and under 21 years of age	163 6	162 0

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years' experience in the industry covered by this Determination shall be paid the full adult female rate prescribed in clause 2.

(b) For the purposes of this clause "experience" shall mean any form of employment in this industry.

(c) Employers who fully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(d) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

(II.) Deleting clause 20 and inserting in lieu thereof the following:—

SICK AND ACCIDENT PAY.

20. An employee who is absent from work on account of personal illness or incapacity due to any cause other than his own misconduct shall be entitled to leave of absence without deduction of pay, subject to the following conditions:—

- (a) An employee shall not be entitled to paid leave of absence for any period in respect of which he is entitled to Workers' Compensation.
- (b) An employee shall within twenty-four hours of the commencement of such absence inform the employer of his inability to attend for duty and as far as practicable state the nature of the illness or incapacity and the estimated duration of the absence.
- (c) An employee before becoming entitled to sick pay shall if required to do so by the employer produce a doctor's certificate or other sufficient evidence of sickness.
- (d) An employee absent through illness or incapacity shall not be entitled in any year (whether in the employ of one employer or several except as hereinafter provided) to leave in excess of 40 hours of working time. For this purpose a year shall commence on the 1st day of July.
- (e) An employee employed under any system of payment by results (clause 33) entitled to paid leave of absence under this clause shall be paid at the time-work rate applicable to his classification.
- (f) An employer in the first six months of employment of an employee shall not be liable to pay the employee for more than 3½ hours' absence owing to such ill health or incapacity in respect of each completed month of employment with that employer.
- (g) If the full period of leave as prescribed above is not granted in any year with an employer, such portion as is not granted shall be cumulative from year to year with that employer up to a period not exceeding 160 hours' working time, which shall be the maximum amount of leave to which any employee may be entitled in any year without deduction of pay.
- (h) Service before the date of coming into force of this clause shall be counted as service for the purpose of qualifying thereunder.

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

J. V. WILLOX, Secretary.

Melbourne, 1st February, 1956.