VICTORIA

GOVERNMENT GAZETTE.

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Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE WOOLLEN AND COTTON TRADE BOARD.

NOTE.—This Determination on 24th August, 1932, applied to the whole of the State of Victoria.

IN accordance with the provisions of the *Factories and Shops Act* 1928 (No. 3677), the Wages Board which since 1st December, 1931, 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 trade of

(*a*) manufacturing woollen, worsted or cotton woven material or wool tops;
(*b*) spinning textile yarns,"

has made the following Determination, namely :—

(1) That on the 24th August, 1932, the previous Determination of the Woollen Trade Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

Wages per week of 48 hours.

MALES.

Experience.	Commencing Age. 15 years or under.	16	17	18	19	20
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st six months	13 6	15 0	17 3	21 0	25 6	30 0
2nd ,,	14 9	16 6	19 6	23 9	25 6	48 0
3rd ,,	15 9	18 0	21 9	26 3	31 6	..
4th ,,	17 3	20 3	24 6	30 0	48 9	..
5th ,,	18 9	22 6	27 0	33 9	..	..
6th ,,	21 6	26 3	32 3	50 0	..	..
7th ,,	24 0	30 0	37 6	..	..	..
8th ,,	29 0	35 9	51 9	..	..	..
9th ,,	33 9	41 3	..	..	..	..
10th ,,	39 6	53 9	..	..	..	..
11th ,,	45 0	..	..	..	..	..
12th ,,	50 9	..	..	..	..	..
7th year ..	56 3	..	..	..	..	..

FEMALES.

Experience.	Commencing Age. 15 years or under.	16	17	18	19	20
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st six months	12 0	12 9	13 6	15 0	16 6	18 0
2nd ,,	12 9	14 0	15 0	16 6	18 0	26 3
3rd ,,	13 6	15 0	16 6	18 0	19 6	..
4th ,,	15 0	16 6	18 0	19 6	27 0	..
5th ,,	16 6	18 0	19 6	21 0	..	..
6th ,,	18 0	19 6	21 0	27 9	..	..
7th ,,	19 6	21 0	22 6	..	..	..
8th ,,	21 0	22 6	28 6	..	..	..
9th ,,	22 6	24 0	..	..	..	..
10th ,,	24 6	29 3	..	..	..	..
11th ,,	26 3	..	..	..	..	..
12th ,,	27 9	..	..	..	..	..
7th year ..	29 0	..	..	..	..	..

PROPORTION (in any factory).

Apprentices.

One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.
An indenture of apprenticeship prescribed was approved on 21st April, 1911.

Improvers.

One improver to each worker of the same sex receiving not less than the minimum wage.
Provided that not more than two persons under the age of 21 years shall be employed in any factory to each adult of the same sex receiving the minimum wage.

Other Employees.

ADULT MALES.

	Wages per week of 48 hours. s.	d.
Wool Sorting and Scouring Department.		
Assistant foreman or overlooker (where employed)	78	9
Leading hand in wool scouring, carbonizing, and drying department	72	0
Wool sorters—		
First year	66	8
Second year	73	5
Thereafter	78	9
All others	65	3
Dye House.		
Leading hand or leading hands employed on dye machines or vats	72	0
All others	65	3
Willey House and Carding Room.		
Man in charge of willey house	72	0
Leading hand in carding room (head fettler)	72	0
Fettlers	68	0
All others employed in carding room	65	3
Spinning Department.		
Man in charge of one pair of spinning mules (one adult male to be employed in charge of each pair of mules)	68	0
Man employed on spinning frames and mules	65	3
Winding, Warping, and Weaving Departments.		
Box loom tuners—		
First year's experience	68	0
Second year's experience	73	5
Thereafter	80	2
Plain loom tuners—		
First year's experience	66	8
Second year's experience	71	2
Thereafter	75	8
Male warpers	68	0
Drawers, tiers, or twisters in	68	0
Yarn storemen, i.e., men employed in the yarn stores of any mill engaged in handling or receiving yarn, packing yarn, or distributing yarn, other than men employed wheeling yarn from one store to another	68	0
Pattern weavers	68	0
Man in charge of cloth examiners	70	8
Man employed on sizing machine	68	0
All others	65	3
Finishing Room.		
Man in charge of milling and scouring machines (where milling and scouring foreman not employed)	69	4
Man in charge of wet crabbing	68	0
Man on cutting machine	68	0
Man employed on piece carbonizing	68	0
Press setters	68	0
Tenterers and raising gig hands	68	0
Men examining finished cloth	68	0
Milling and scouring hands and all others	65	3
Warehouse (Mill).		
Leading hand in warehouse (where warehousemen are not employed)	72	0
All others	65	3
Worsted Department.		
Pin setter and roller coverer—		
First year	68	0
Second year	73	5
Thereafter	80	2
Storeman in charge of tops or yarns (worsted department)	70	8

ADULT FEMALES.

	s.	d.
Mending and Darning Department.		
Worsted menders and darners—		
First year	36	9
Second year	39	5
Thereafter	42	2
Other menders and darners—		
First year	34	0
Second year	35	10
Thereafter	37	8
Flannel and blanket knotters and menders	34	0
Knotters, burlers, and purlers	34	0
Winding, Warping, and Weaving Departments.		
Warpers (not to lift beams or drums)	36	3
Winders	34	0
Weavers—		
One loom, plain or box, or two looms running up to 60 picks per minute	37	8
Two looms, semi-automatic (Hattersley)	37	8
Two looms, plain or box, running at over 60 picks per minute	37	8
Four looms, automatic (Northrop)	37	8
Worsted Department.		
Comb-minders—		
One comb	35	5
Two combs	36	9
Twisting and drawing	34	0

See Clause 11 for rates in other departments.

(3) DEFINITIONS—

(a) *Juvenile Workers.*—Juvenile workers are persons under 21 years of age (other than apprentices or improvers) who, if males, are not engaged on any work for which the rate of wages fixed in this Determination does not exceed 74s. 3d. per week, or who, if females, are not engaged on any work for which the rate of wages fixed in this Determination does not exceed 38s. 9d. per week.

(b) Leading hand shall mean an employee in charge of any operations where no foreman or assistant foreman is employed, or an employee who is empowered by the management to so discharge such duties as would devolve upon such foreman or assistant foreman if employed.

(4) ADULT LEARNERS.—Where a person 21 years of age or over, who has not had previous experience in the industry, is employed to learn weaving, he or she shall be paid two-thirds of the minimum wage until taking over a loom.

(5) OVERTIME.—Overtime at the rate of time and a half (calculated on the rates fixed for the day shift) shall be paid for all time worked before the usual time of starting or after the usual time of finishing work.

(6) MEAL HOURS.—An interval of not less than 45 minutes nor more than one hour shall be granted, without pay, for a meal, provided that by mutual arrangement between employer and employees a shorter meal time may be fixed, in which case it shall not be less than 30 minutes.

(7) TERMS OF EMPLOYMENT.—(a) Employment shall be on an hourly basis, except notice equivalent to 48 working hours shall be given on either side to terminate employment; such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 48 working hours' notice, except under circumstances referred to above, the employer may pay 48 hours' wages, and vice versa the employee leaving his or her employment without notice shall forfeit 48 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employees of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(8) NIGHT SHIFT.—(a) A night shift may be worked between 5 p.m. and 7 a.m., but this will not prevent overtime work being done by those on day shift after 5 p.m.

(b) The hours of duty for night shift workers shall not exceed 48 hours per week, and to the rates payable for day work, night shift workers shall be paid 9s. per week in addition.

(c) Employees under 18 years of age shall not be permitted to work on night shift.

(9) NOTICE BOARD.—The employer shall permit a notice board to be erected in his establishment for the purpose of posting any notices thereon in connexion with meetings or other business the employees may require, such notice board to be in a prominent position. All such notices shall be submitted to and approved by the employer before being posted.

(10) TOOLS OF TRADE.—All materials and appliances required for the cleaning of machinery shall be supplied by the employer free of charge.

(11) LIMITATIONS.—(a) Any female employed on woollen or worsted carding machines, back washing machines, or self-acting spinning mules shall be paid the rate fixed for an adult male.

(b) At least one adult shall be employed to every two persons under the age of 21 years employed in the willey house.

(12) SUNDAYS AND HOLIDAYS.—(a) All work done on Sundays and on the following holidays shall be paid for at the rate of ordinary time in addition to the ordinary rate:—

New Year's Day, Foundation Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Eight Hours Day, Christmas Day, Boxing Day, and Picnic Saturday.

(b) If any other day be by Act of Parliament or proclamation substituted for any of the above-mentioned holidays, the special rate shall only be payable for work done on the day so substituted. All employees on time work off duty on any of the above-mentioned holidays, other than Sunday, shall be paid for such days at the ordinary rates. The pieceworkers shall be paid for such days at the ordinary rates payable to employees on time work doing the same class of work.

(c) Where an employee is absent from his or her employment on the working day before or the working day after a holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.

(13) EMPLOYEES' REPRESENTATIVE.—(a) A person authorized by the employees shall not be prevented by an employer from visiting and conversing with the employees at meal time or before or after the hours of work.

(b) If any person so authorized makes himself objectionable during any such visit, whether to the employer or any manager or any foreman or any employee, his right to visit shall be determined by the employer affected and another person substituted in his place by the employees.

(14) PIECEWORK.—(a) The employer, in conjunction with his or her employees, may fix his own piecework prices, provided such prices enable an adult employee of average capacity working under like conditions to earn at least the minimum weekly wage in their respective classes with the addition of 15 per cent., including weavers operating one loom (plain or box) or two looms running up to 60 picks per minute, or two looms, semi-automatic (Hattersley), but in the case of weavers operating two looms (plain or box) running at over 60 picks per minute, or four looms, automatic (Northrop), the addition shall be 30 per cent. In determining such piecework prices, disabilities and stoppages shall be taken into account. Adjustment in such piecework prices may be made before the expiration of six weeks from the date of first operating, but thereafter no alteration shall be made in regard to such prices unless mutually agreed upon between the employer and employees. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory whether they be adults or juniors on piecework.

(b) Where a weaver is prevented from weaving his or her usual quantity through bad yarn, he or she shall be paid *pro rata* at minimum wage rate for his or her class.

(c) The more or less profitable classes of work shall, as far as possible, be equitably divided between employees on such class of work.

(d) A weaver on piecework having charge of a learner shall receive 10s. per week extra for the first week, 7s. 6d. for the second week, and 5s. for the third week, or any further period the learner is with him or her less 10 per cent.

(e) Pieceworkers called upon to perform work before the usual starting time, or after the usual finishing time, shall be paid 6d. per hour extra on the normal piecework prices less 10 per cent.

(f) Weavers on commencing a warp, shall be provided with a ticket, on which shall be entered the particulars of the work, i.e.:—

Class of work.
Number of picks per inch.
Length of cut.
Speed of loom.
Price per cut.

W. W. HARRIS, Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 9th August, 1932.

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