

OTHER EMPLOYERS.

	Wages.		
	Within the Metropolitan District and such portion of the City of Sandringham as is not within the said Metropolitan District.	In Ballarat, Bendigo, and the Boroughs of Eaglehawk and Sebastopol.	In the cities of Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the Moorparryal and Peak Ridings of the Shire of Corio.
	Per week of 46 hours. £ s. d.	Per week of 48 hours. £ s. d.	Per week of 48 hours. £ s. d.
ABATTOIRS OR MEAT MARKETS.			
Tacklemen	5 18 0	} 5 15 0	5 15 0
Slaughtermen	5 9 0		
Head and Feet Boners	4 15 0	4 8 0	4 11 1
Soalders	4 15 0	—	—
Meat Lumpers	4 12 6	..	..
Offal labourers (including persons handling, or breaking out crown fats from, offals sent to boiling down)	4 9 0	4 2 5	4 6 1
General labourers	4 6 6	4 0 6	4 3 5
Drivers of motor vehicles having a carrying capacity—	Per week of 48 hours.		
Not exceeding 25 cwt.	4 8 6	4 5 6	4 8 6
Exceeding 25 cwt. but not exceeding 3 tons	4 12 6	4 9 6	4 12 6
Exceeding 3 tons	4 16 6	4 13 6	4 16 6
Carters driving one horse	4 6 0	4 3 0	4 6 0
Carters driving two horses	4 8 6	4 5 6	4 8 6
Carters driving three horses	4 10 6	4 7 6	4 10 6
Head stableman (if more than one employed)	4 4 0	4 1 0	4 4 6
Other stablemen or grooms	4 0 0	3 17 0	4 0 0
Drivers who do not cart meat, and who are not required to wear special clothing	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified
Drivers who, as part of their duties during the week, are required to collect moneys and account therefor	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer	} 11d. per day in addition to the rate specified	} 11d. per day in addition to the rate specified	} 11d. per day in addition to the rate specified
Drivers who, during the day, are engaged in carting blood manure or offensive offal			
ANY OTHER PLACE.			
Shopmen and general butchers (including men who cut and deliver meat to customers outside the shop)	Per week of 44 hours. 4 17 6	Per week of 44 hours. 4 14 6	Per week of 44 hours. 4 17 6
Small goods makers, small goods sellers from carts who collect cash, scalders, cooks, boners, or salters	4 15 0	4 12 0	4 15 0
Ordermen who deliver but do not cut meat	4 5 0	4 2 0	4 5 0
All others	4 3 6	4 0 6	4 3 6

Note.—Clauses (3) to (12) inclusive and (14) to (21) inclusive of the following provisions shall not apply to meat lumpers.

(3) WEEK'S WORK FOR SLAUGHTERMEN.—The maximum amount of work to be done by slaughtermen within the metropolitan district in any week shall be—

Sheep and/or Lambs.			Beef.
During July, August, September and October.		Other Months.	Carcasses.
Woolly Sheep.	Other Sheep and/or Lambs (including Ram Lambs).	Sheep and/or Lambs (including Lamb Rams).	
324 with a maximum of 70 per day on Monday to Friday inclusive and 24 on Saturday	346 with a maximum of 75 per day on Monday to Friday inclusive and 26 on Saturday	346 with a maximum of 75 per day on Monday to Friday inclusive and 26 on Saturday	54 with a maximum of 12 per day on Monday to Friday inclusive and 4 on Saturday

Where on any day a slaughterman is engaged in mixed killing, he shall not exceed the equivalent of twelve beef carcasses on the basis that one beef carcass equals six woolly sheep or six and one third other sheep and/or lambs (including ram lambs).

A slaughterman's work shall consist of sticking down, taking out neck sweetbreads (if any), taking off the skin, taking out offal, wiping up the carcass, and hanging, all in a workmanlike manner.

Time taken off for collecting pay shall not affect the day's tally.

(4) TERMS OF ENGAGEMENT.—All employees (other than casuals) shall be paid the full weekly wage fixed herein irrespective of the hours worked not exceeding the weekly hours fixed for the respective classes of employees.

(5) **TIMES OF BEGINNING AND ENDING WORK :—**

- (a) Persons (other than Carters, Drivers, Stablemen or Grooms), employed in connexion with Abattoirs or Meat Markets. } 7.30 a.m. .. 5 p.m. (Monday to Friday inclusive).
7.30 a.m. .. 11 a.m. (Saturday).
- (b) Persons employed in connexion with any other place :—
 - (1) In the Metropolitan District (except in retail stalls in the Victoria, South Melbourne and Prahran Markets), and all other parts of Victoria where this Determination applies } 6 a.m. .. 8 p.m. (Monday to Friday inclusive).
6 a.m. .. 12.30 p.m. (Saturday).
 - (2) In retail stalls in the Victoria, South Melbourne and Prahran Markets } 6 a.m. .. 12 noon (Monday and Wednesday).
(Monday to Friday inclusive) 2 p.m. (Tuesday and Thursday).
.. .. 6 p.m. (Friday).
5 a.m. .. 1 p.m. (Saturday).

The following provisions shall apply in respect to persons referred to in sub-clause (b) (1 and 2) above :—

The employer may for any of his employees fix each day's starting and finishing times of ordinary hours of work (inclusive of special starting and finishing times for any day next preceding a public holiday observed by him for the employee concerned).

The employer shall state such times in advance in a notice posted in his establishment so as to be readily accessible and visible to the employees concerned.

The employer may from time to time substitute other starting and finishing times if not less than a week in advance of the substituted times he states such times in a notice posted so as to be visible to the employees concerned, together with the next previous notice concerning such times.

Every fixation of starting and finishing times shall be made in respect of a period which shall not be less than a week in length.

(6) **HOURS OF WORK.—**The maximum number of hours to be worked on any day, without payment for overtime, shall be—

Persons Employed in or in Connexion with—	
Abattoirs or Meat Markets.	Any Other Place.
Carters, drivers, stablemen, or grooms— Monday, Tuesday, Wednesday, Thursday, 9 hours 40 minutes or Friday 6 hours Saturday 5½ hours	All employees— Monday, Tuesday, Wednesday, Thursday, 9 hours or Friday 5½ hours Saturday 5½ hours

The hours of work on any day shall be continuous, except for meal intervals, in the case of—

- (a) All persons employed in connexion with abattoirs or meat markets.
- (b) All persons employed in connexion with any other place in the Metropolitan district, Ballarat, Bendigo, Geelong, and Warnambool.

(7) **EMPLOYERS WEEK.—**When any employee is engaged for a week's work, such week shall commence from the day on which he is engaged.

(8) **MEAL INTERVALS.—**The following times shall be allowed for meals :—

Persons Employed in or in Connexion with—	
Abattoirs or Meat Markets.	Any Other Place.
All employees except carters, drivers, stablemen, and grooms 1 hour between 12 noon and 1 p.m.	All employees 1 hour between noon and 2 p.m. Any employee who is required to work— (a) Before 7 a.m. on Saturday, or before 7.30 a.m. on the other five working days of the week 1 hour for breakfast (b) After 6 p.m. 1 hour for tea

(9) **OVERTIME.—**The following rates shall be paid for all work done during the times specified hereunder, viz. :—

Persons Employed in or in Connexion with—	
Abattoirs or Meat Markets.	Any Other Place.
<p>Carters or drivers— In excess of either— (a) The number of hours fixed as a day's work, or (b) The number of hours fixed as a week's work } Time and a half</p> <p>Drivers who are required to cart meat before 7 a.m.— Before 7 a.m. { From 1st May to 31st October } 8d. per hour in addition to ordinary rates { From 1st November to 30th April } 5d. per hour in addition to ordinary rates</p> <p>Stablemen or grooms— In excess of either— (a) The number of hours fixed as a day's work, or (b) The number of hours fixed as a week's work } Time and a half</p> <p>All others— Outside the hours fixed as the times of beginning and ending work } Within the hours fixed as the times of beginning and ending work in excess of 48 hours in any week } Time and a half</p>	<p>Outside the hours fixed as the times of beginning and ending work } Within the hours fixed as the times of beginning and ending work in excess of either— } Time and a half (a) The number of hours fixed as a day's work, or (b) The number of hours fixed as a week's work } Any employee who is required to be on duty during a meal interval shall be paid at the rate of time and a half for all such time on duty and until time is allowed for a meal</p>

(10) CASUAL LABOUR.—Casual employees (i.e., persons 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 the following rates:—

(a) Persons employed in or in connexion with abattoirs or meat markets in the Metropolitan District—

Slaughtermen	26s. per day (Monday, Tuesday, Wednesday, Thursday, Friday); and 13s. on Saturday (half day).
Labourers	18s. per day.
Carters or drivers	For each day they are employed 2s. in addition to one-sixth of the weekly wage for the class of work they perform.

(b) Persons employed in or in connexion with shops and factories in all Districts where this Determination applies—

Shopmen and general butchers (including men who cut and deliver meat to customers outside the shop)	20s. for each day or part of a day on which they are employed
Small goods makers, small goods sellers from carts who collect cash, scalders, cooks, boners, or salters	which they are employed

All other adults, apprentices or improvers.—The ordinary hourly rate with an addition of thirty-three and a third per cent.

(11) SICK LEAVE.—Carters, drivers, stablemen, or grooms employed in connexion with abattoirs or meat markets, and all persons employed in connexion with any other place, who are necessarily absent from work on account of sickness, shall be allowed six days' sick leave each year on full pay.

Provided that this clause shall not apply to casual employees.

(12) ANNUAL HOLIDAYS.—Stablemen or grooms employed in connexion with abattoirs or meat markets, who are usually required to work continuously seven days in the week, shall be allowed one week's holiday on full pay at the expiration of each twelve months' service.

(13) PAYMENT FOR HOLIDAYS.—Employees (other than casual employees) shall be entitled to the following holidays without deduction of pay:—

Persons Employed in or in Connexion with—	
Abattoirs or Meat Markets.	Any Other Place.
Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday (outside the Metropolitan district), Cup Day (within the Metropolitan district), and Butchers' Picnic Day	Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Cup Day (within the Metropolitan district), and Butchers' Picnic Day Provided that any employee, if required, shall serve on duty without extra payment until not later than 11.30 a.m. on Good Friday, and until not later than 9.30 a.m. on any other holiday except Christmas Day, Eight Hours Day, and Butchers' Picnic Day

(14) SPECIAL RATES FOR SUNDAYS AND HOLIDAYS—

Persons Employed in or in Connexion with—	
Abattoirs or Meat Markets.	Any Other Place.
Carters, drivers, stablemen, or grooms shall be paid at the rate of double time for all work done on Sundays or holidays, except in the case of work done— (a) On Sundays by stablemen or grooms, part of whose duties is to feed and attend to horses every day, if they are allowed one clear day's rest in seven (b) On holidays by stablemen or grooms if engaged in the performance of their ordinary duties (c) In feeding and attending to horses on Sundays, by drivers who are required to perform such work where the employer does not employ any stablemen Drivers who are required to be on duty on Sunday to feed and attend to horses, where the employer does not employ any stablemen, shall be paid for such time of duty at the ordinary rate paid for the other six days of the week All other employees shall be paid at the rate of double time for all work done on Sundays or holidays.	All work done on Sunday, Christmas Day, or Labour Day, and all work done after 11.30 a.m. on Good Friday or after 9.30 a.m. on any other public holiday shall be paid for at the rate of double time

The days to be recognized as holidays under this clause shall be those specified for the respective sections in clause 13; but if any other day be by Act of Parliament or Proclamation substituted for any of such holidays, the special rate shall be payable only for work done on the day so substituted.

(15) NOTICE TO WORK ON HOLIDAYS.—Except in the case of unavoidable accident or emergency, three days' notice shall be given to an employee who is required to work on a holiday prescribed in this determination.

(16) SMOKE INTERVALS.—All persons (other than carters, drivers, stablemen, or grooms) employed in connexion with abattoirs or meat markets shall be allowed twenty minutes' smoke each forenoon and afternoon without deduction of pay.

(17) PAYMENT OF WAGES.—Wages shall be paid not later than Friday in each week, and must be paid during working hours.

(18) TERMINATION OF EMPLOYMENT.—Except in a case where an employee is inefficient or has been guilty of a misdemeanour seven days' notice of termination of employment shall be given by either employer or worker.

Provided that this clause shall not apply to tacklemen, slaughterers, or labourers employed in or in connexion with abattoirs or meat markets in the Metropolitan District.

(19) STOP WORK MEETINGS.—No stop work meetings shall be held by employees during working hours. If, in contravention of this clause, a stop work meeting should be held, the pay for the time lost may be deducted.

(20) TIME BOOK FOR SLAUGHTERMEN.—Every slaughterman shall indelibly record daily his correct times of beginning and ending work, also the daily tally of work performed by him in a book which shall be furnished by the employer. Such time book shall be produced for inspection during reasonable hours to the Secretary of the Australasian Meat Industry Employees' Union or any official thereof duly authorized in writing by the President and Secretary of the local branch or sub-branch of the Union.

(21) TREATMENT OF INJURED STOCK.—

- (a) The employer shall have power to call on slaughtermen during the following periods to kill stock that require immediate treatment, viz.:—During smoke intervals, between 12 and 1 p.m., and after 5 p.m. on week days, and after 11 a.m. on Saturdays. Stock killed during such periods are to be considered extra to the day's tally, and shall be paid for at one and a half times the ordinary rates.
- (b) Where a watchman is employed, he shall be able during his period of watch, but not during the hours when slaughtering operations are being carried on, to kill and dress any injured or crippled sheep or lambs that may require attention.

PROVISIONS APPLICABLE TO MEAT LUMPERS ONLY.**(22) HOURS.—(a) The market trading hours at the Meat Market are as follows:—**

Monday .. .. .	..	..	..	..	..	..	..	5 a.m. to 1 p.m.
Tuesday .. .. .	..	..	..	..	..	..	..	4.30 a.m. to 1 p.m.
Wednesday .. .. .	..	..	..	..	..	..	..	5 a.m. to 12 noon.
Thursday .. .. .	..	..	..	..	..	..	..	4.30 a.m. to 1 p.m.
Friday .. .. .	..	..	..	..	..	..	..	4.30 a.m. to 4 p.m.
Saturday .. .. .	..	..	..	..	..	..	..	6 a.m. to 10 a.m.

(b) When an employee is available for work during the meat trading hours, such hours shall be accounted as hours worked by him.

All work done in excess of nine hours on Monday to Thursday inclusive, and in excess of nine and a half hours on Friday, and in excess of four hours on Saturday, and in excess of 46 hours in any one week, shall be paid for at overtime rates, provided that a meat lumpers who starts work at or after 8 a.m. and is employed during the afternoon shall not come under the provisions of the first and second paragraphs of this clause, and he shall be paid at overtime rates for all work done in excess of nine hours on Monday to Friday inclusive or in excess of four hours on Saturday or in excess of 46 hours in any one week.

(c) One hour shall be allowed each day for a meal between 8 a.m. and 10 a.m., and on Friday one hour also between noon and 2 p.m., but for the meat lumpers who commences work at 8 a.m., the hour shall be between 12 noon and 2 p.m.

(d) Hours of duty shall be continuous except for meals.

(e) No employee shall be required to work for a longer period than five hours without a suitable interval for a meal.

(23) WEEKLY ENGAGEMENT.—Except in the case of casual employees all employment shall be by the week. Employees to become entitled to payment on a weekly basis shall perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employees affected.

Any employee not attending for duty shall lose his pay for the actual time of such non-attendance unless he produces or forwards within twenty-four hours of the commencement of such absence, satisfactory evidence to the management that his non-attendance was due to personal accident arising out of and in the course of his employment or to personal ill-health necessitating such absence. Provided that an employee shall not be entitled to payment for non-attendance on the ground of personal accident or personal ill-health for more than six days in each year.

Employment shall be terminated only by a week's notice on either side, such notice to be given at any time during the week. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, in which case wages shall be paid up to the 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 by any cause for which the employer cannot be reasonably held responsible.

(24) OVERTIME.—(a) If required for duty on any holiday, half-holiday, Saturday afternoon or Sunday, all employees shall be entitled to pay at double the ordinary rate per day.

(b) If required for duty on other days beyond the hours per day prescribed, all employees shall be entitled to pay at the rate of time and a half.

(c) Where overtime has been earned by an employee for working after the number of hours prescribed as a day's work, such overtime shall be paid to him in addition to his weekly wage but the hours on which overtime has been earned shall not be counted in computing the working hours of the week.

(25) PAY DAY.—Wages shall be paid not later than Friday in each week in the employer's time.

(26) GENERAL CONDITIONS OF EMPLOYMENT.—All employers shall keep a time and wages book in which shall be entered the names of all employees, the hours worked and the wages received. Such book shall be open for inspection during reasonable hours by the Secretary of the Australasian Meat Industry Employees Union.

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

GEO. E. PARR, Secretary.

Melbourne, 28th February, 1939.

