



VICTORIA GOVERNMENT GAZETTE.

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No. 323]

FRIDAY, AUGUST 30.

[1940

Factories and Shops Acts.

DETERMINATION OF THE LAUNDRY WORKERS BOARD.

NOTE.—(a) This Determination on the 29th August, 1940, applied to the following parts of Victoria, namely:—The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the Order in Council thereunder extending such Metropolitan District, such portions of the City of Sandringham as are not included within the said Metropolitan District, the cities of Ballarat, Bendigo, Warrnambool, and Mordialloc; the boroughs of Eaglehawk and Sebastopol; such portion of the Shire of Ballarat as is within a radius of five miles of the Ballarat Post Office; and such portion of the Shire of Healesville as is within a radius of half a mile of the Healesville Post Office.

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 on the 29th August, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

WAGES.

Apprentices and Improvers				Other Employees.			
	Males		Females.		Wages per week.	Hours per week.	
	Wages per week of 46 hours. <i>s. d.</i>		Wages per week of 44 hours. <i>s. d.</i>		<i>s. d.</i>		
15 years of age or under	24 3	15 years of age or under	22 3				
16 years of age	27 9	16 years of age	25 0				
17 " "	30 0	17 " "	31 0	MALES.			
18 " "	42 3	18 " "	35 0	Laundry Workers	91 6	46	
19 " "	52 3	19 " "	39 0				
20 " "	62 3	20 " "	41 9	FEMALES.			
Provided that no female apprentice or improver shall be employed on washing machines or hydro extractor.				Washers employed on washing machine or hydro extractor	91 6	44	
PROPORTION (in any place).				Glad ironers	58 6	44	
Apprentices and Improvers.				Hand washers	58 0	44	
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.				Employees on treadle shirt or collar ironing machines	55 9	44	
				Employees on treadle press machines	55 9	44	
				Employees backing shirts off treadle shirt ironing machines	55 9	44	
				Starched clothes ironers who completely iron any starched clothes articles by hand	55 9	44	
				Starchers by hand, or machine, or attending to collar or shirt starching hydro extractor	52 3	44	
				Employees on automatic air-driven presses	46 9	44	
				All others	46 9	44	

(3) TIMES OF BEGINNING AND ENDING WORK.—	Time of Beginning.	Time of Ending.
(a) During a week on which a holiday, referred to in clause 5 (b) of this Determination, occurs	7 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. ..	6 p.m. on the other working days of the week
(c) During the week immediately subsequent to the week referred to in sub-clause (a) of this clause	7 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. ..	6 p.m. on the other working days of the week
(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	7 a.m. ..	6 p.m. on the other working days of the week
(f) During any other week	8 a.m. ..	12 noon on the day on which the half-holiday is observed; and
	7.30 a.m. ..	6 p.m. on the other working days of the week

- (4) OVERTIME.—The following rates shall be paid for all work done—
- A. Outside the hours fixed as the times of beginning and ending work—
 - (a) On the day on which the half-holiday is observed—Double time.
 - (b) On the other working days of the week—Time and a half for the first 4 hours and thereafter double time.
 - B. Within the hours fixed as the times of beginning and ending work in excess of 46 hours in any week for males and 88 hours in any two consecutive weeks for females—Time and a half.

Provided that any time for which payment is made under clause (5a) shall not be included when calculating the number of hours worked in any week.

(5) SUNDAYS AND HOLIDAYS.—(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 pieceworker, 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, Christmas Day, and Boxing Day, and shall be paid therefor as follows:—

- (1) Where the holiday falls on any day other than a Saturday or Sunday 8 hours at ordinary rates.
- (2) 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 two working days 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 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 holidays 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.

(6) SPECIAL RATES.—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-named holidays, the special rates shall only be payable for work done on the day so substituted.

(7) REST INTERVAL.—There shall be a rest interval of 10 minutes at a time fixed by the employer between 10 a.m. and 11.30 a.m. on each day (Monday to Saturday inclusive in each week) for each employee, such time not to count as time worked.

(8) MEAL INTERVAL.—All employees shall be allowed not less than three quarters of an hour for a meal interval which must be taken between the hours of 12.15 p.m. and 1.45 p.m.

(9) TEA MONEY.—Any employee who is required to work after 6 p.m. shall receive 1s. tea money.

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

(11) CONDITIONS OF EMPLOYMENT.—(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 proportion 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.

(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.

(12) ANNUAL HOLIDAYS.—Any employee who has been in the service of the same employer for a period of not less than twelve months from the date of operation of this determination shall be granted holidays on full pay for a period of one week in each year exclusive of the holidays specified in clause 5 (b) and such holiday shall be given within three months of the completion of each twelve months' service. Provided that the annual holiday may, by agreement in writing between an employer and his employees, be taken at any time convenient to both. Should an employee be dismissed for any reason other than misconduct at any time after nine months' service, but before the expiration of any period of twelve months he shall be entitled to pro rata holidays on full pay.

(13) TIME-BOOKS.—(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.

(14) OVERALLS.—Where an employee is required by his employer to wear overalls such overalls shall be provided by the employer; but the employer shall launder such overalls weekly free of charge.

(15) WATERPROOF CLOTHING.—All employees working under wet conditions shall be provided by the employer with suitable protective clothing.

(16) PIECEWORK.—The Board determines that any employer and any employee may agree to fix and respectively pay and receive piecework prices in respect of the work of such employee; but the piecework prices so fixed shall be such that the employee can, in any week in which he works at least 44 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 44 hours shall for such week be paid not less than the minimum wage rate prescribed by the Board for such work.

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

D. B. MORGAN, Secretary.

Melbourne, 14th August, 1940.



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FRIDAY, AUGUST 30.

[1940

Factories and Shops Acts.

DETERMINATION OF THE SEWER BUILDERS BOARD.

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

(b) On the 13th September, 1927, the powers of the Board were extended to enable it to fix the lowest prices or rates which may be paid to any person or persons or classes of persons employed as labourers in connexion with the construction of main storm water drains, whether open or closed, with a capacity not less than that of a circular drain of a diameter of 2 feet 6 inches.

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 employed as Labourers in connexion with the construction of sewers," has made the following Determination, namely:—

(1) That on the 30th August, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.	Juvenile Workers.	All other Employees.		
WAGES. Per Week of 44 Hours.	WAGES. Per Week of 44 Hours.	WAGES. Per Week of 44 Hours.		
			Day Shift and Afternoon Shift.	Night Shift.
s. d.	s. d.	s. d.	s. d.	s. d.
1st year } 2nd ,, } 3rd ,, }	Persons under 19 years of age (other than apprentices or improvers) employed—(a) carrying tools, (b) as toolsmith's assistant	Man in charge of six or more employees .. Man in charge of borers, testing ground .. Powder monkey Concrete manhole builder Man in charge of concrete mixer doing running repairs Manhole builders' labourer Gauger, mixer, or handler of concrete or placer of steel reinforcements for concrete Leading trimmer, manhole sinker (any shape), timber cutter, preparer, or measurer and invert block setter Renderers employed in pipes, tunnels, or covered drains Renderers employed in open drains Persons employed patching, i.e., cutting out porous concrete and filling up the hole, or, without cutting out, filling up holes in porous face with cement mortar, and striking and finishing the surface to approximately the same condition as the immediately adjoining concrete surface Rigger in charge of vent erecting or dismantling Sinkers (other than manhole sinkers), Drivers, Hammer and drill hands, Jumpers and trimmers (other than leading trimmers), Persons drawing timber in drives, or working below 12 feet in shafts drawing timber, Vent creators, Vent dismantlers, and Borers testing ground	100 6 103 2 110 6 110 2 100 0 97 8 97 8 103 2 134 0 120 3 99 8 112 0 97 8	131 6 128 5 137 3 136 8 124 8 121 8 121 8 128 5 164 0 151 2 124 8 138 6 121 8
PROPORTION. Apprentices. One apprentice to every three or fraction of three workers receiving not less than the rate fixed in this Determination for "All others."	.. 59 10 .. 83 10			
Improvers. One improver to every fifty or fraction of fifty workers receiving not less than the rate fixed in this Determination for "All Others."				

NOTE.—Additional rates are provided for persons employed by Contractors. See foot of this clause.
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Apprentices or Improvers.	Juveniles.	All other Employees.				
		WAGES.				
Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.				
		Day Shift and Afternoon Shift.		Night Shift.		
		s.	d.	s. d.		
		Man in charge of machine pumping water from trenches and doing running repairs	97	8	121	8
		Foreman's assistant	97	8	121	8
		Machine borer or pneumatic pick user	106	6	132	0
		Pitcher setter	99	6	123	6
		Pipe layer and/or jointer and/or person using blow lamp in manholes whilst painting ironwork in manholes	99	8	124	8
		Pipe layer or jointer or any other person cutting out live pipes or cutting into live mains, sub-mains, or live manholes, or mains or sub-mains in open connexion with live mains or sub-mains	128	6	159	3
		Man in charge of compressed air machine, doing running repairs, and jack hammer repairer	110	2	136	8
		Toolsmith	101	6	127	0
		Slurry filler	92	9	116	0
		Topman	87	8	109	8
		Scoop filler	97	8	121	8
		Ploughman	103	8	130	6
		Ploughman's assistant	90	8	114	2
		Windlass hand working alone on a tripod windlass	93	8	117	2
		Other Windlass hands	90	8	114	2
		All others	87	8	109	8
		Employees working in airlocks, or compressed air up to 20 lb. per square inch, to be paid 5s. per day of 8 hours in addition to the ordinary rates. Hours to be 8 per shift, from bank to bank. Compression to be at the rate of 2 lb. per minute. Decompression to be at the rate of 1½ lb. per minute.				

Persons employed by Contractors shall be paid the following amounts in addition to the rates set out in clause 2 in lieu of holidays set forth in clauses 5 and 7 (a).

	s.	d.
Apprentices or Improvers	2	11
Juvenile Workers	3	1
All other Employees	4	2

Renderer is a person engaged in applying by hand a continuous coat of cement mortar to any surface, and in bringing the same to true and even surface and lines with a trowel or float.

Any employee who is required to work in any excavation in which water, other than rain, is continually falling or dripping from overhead or from the sides of the excavation to such an extent that the employees' clothing is wetted, or any employee who, during the normal course of his work in any excavation, is required to stand in water exceeding 2 inches in depth, shall be paid 1s. 4d. per day or portion of a day in addition to the above rates.

Any topman working at a depth of 8 feet or more and any other employee working at a depth of 16 feet or more shall be paid 2d. per hour in addition to above rate.

(3) ALLOWANCES.—(i) The following additional rates shall be paid to any person employed—

(a) On all work within the Metropolitan District, 10d. per day or portion of a day.

(b) On all work outside the Metropolitan District, 5d. per day or portion of a day.

(ii) Slurry fillers shall receive 1s. per week extra, unless suitable boots are supplied by the employer.

(4) SHIFTS.—That—

(a) The hour of beginning and the hour of ending each shift shall be as follows:—

		Where one shift is worked.	
		Time of beginning.	Time of ending.
Monday to Friday (Day Shift)	8 a.m.	5 p.m.
Saturday (Day Shift)	8 a.m.	12 noon
		Where two shifts are worked.	
Monday to Friday (Day Shift)	7 a.m.	3 p.m.
 (Afternoon Shift)	3 p.m.	11 p.m.
Saturday (Day Shift)	7 a.m.	11 a.m.
 (Afternoon Shift)	11 a.m.	3 p.m.
		Where three shifts are worked.	
Monday to Friday (Day Shift)	7 a.m.	3 p.m.
 (Afternoon Shift)	3 p.m.	11 p.m.
 (Night Shift)	11 p.m.	7 a.m.
Saturday (Day Shift)	7 a.m.	11 a.m.
 (Afternoon Shift)	11 a.m.	3 p.m.
 (Night Shift)	3 p.m.	7 p.m.

* Including 20 minutes for crib-time without deduction from wages.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees, but in no case shall the total length of any shift be increased.

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift shall be time and a half for the first two hours, and thereafter double time.

(5) PAYMENT FOR HOLIDAYS.—All employees other than those employed by Contractors shall be entitled to the following holidays without deduction of pay:—New Year's Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Christmas Day, Boxing Day, and Anzac Day (only when Anzac Day does not fall on a Sunday).

(6) **SPECIAL RATES.**—Double time shall be the rate for all work done on a Sunday, and ordinary rates for work done on New Year's Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Christmas Day, Boxing Day, and Anzac Day (only when Anzac Day does not fall on a Sunday), and the employee shall be permitted to take any other day suitable to himself in lieu of such holiday worked and shall be paid at ordinary rates for the day so taken.

(7) **ANNUAL LEAVE.**—(a) All persons other than those employed by Contractors shall receive leave of absence without deduction of pay on the days intervening between Boxing Day and New Year's Day.

(b) Any person who is required to work on any of the intervening days referred to in the preceding sub-clause shall be allowed, at a time suitable to himself, an equivalent number of days in lieu thereof as holidays without deduction of pay. This clause shall not apply to persons employed by Contractors.

(8) **SICK PAY.**—Where an employee becomes disabled by sickness of himself, proof of which is given to the employer by medical certificate or other satisfactory evidence within 24 hours of the beginning of the employee's consequential absence, he shall, on account thereof, be entitled, without deduction of pay, to absent himself from work for one day in each quarter or for a proportionate aggregate in a longer period, but not exceeding one of four days in any year of employment.

This clause shall only apply to an employee who has been in the service of the same employer for at least three months, and shall operate from the 24th day of May, 1940.

(9) **PAYMENT OF WAGES.**—All employees shall be paid weekly.

(10) **MEAL ALLOWANCE.**—An employee required to work overtime for two hours or more without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 1s. 6d., or if the work extends into a second meal hour, 2s. 6d. for the two meals, but such payment need not be made to employees living in the same locality as the job who can reasonably return home for meals.

(11) **MINIMUM PAYMENT.**—Any employee who starts work on any day shall be entitled to a minimum of two hours' pay.

(12) **EMPLOYEE PRESENTING HIMSELF FOR WORK.**—Any employee who presents himself for work and who is not permitted by the employer to work during any portion of the day for the following reasons, namely:—wet weather, waiting until shafts are bailed out, shortage of materials, or any other reasons over which he has no control, shall be paid two hours' pay for that day in addition to the allowance provided in clause (3 (i)).

(13) **EMPLOYEE ON JUMP UPS.**—Any employee working on jump ups shall be supplied with assistance.

(14) **CHANGE HOUSE.**—Where six or more men are employed the employer shall provide a sufficiently roomy enclosed and roofed structure to enable employees to change their clothing.

(15) **FIRST-AID OUTFIT.**—Where six or more men are employed a first-aid outfit shall be supplied.

(16) **SANITARY ACCOMMODATION.**—Where six or more men are employed suitable sanitary accommodation shall be provided.

(17) **PROVISION OF STAGE OR WINDLASS.**—Any shaft 11 feet or more deep shall be provided with a stage or windlass.

(18) **SHEETING SHAFTS.**—All shafts sunk in sandy country below a depth of 8 feet shall be sheeted.

(19) **TOOLS.**—The employer shall supply all tools necessary, which the employee shall return in good condition (fair wear and tear excepted).

(20) **CARRYING OF TOOLS.**—Any employee who is instructed to carry his tools to another job on the next working day shall be allowed to cease work $\frac{1}{4}$ of an hour earlier on the day he is so instructed and to start $\frac{1}{4}$ of an hour later on the following day, and for such time shall be paid at ordinary rates.

H. J. RICHARDSON, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 15th August, 1940.

