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[1939

Factories and Shops Acts.

DETERMINATION OF THE FIBROUS PLASTERERS BOARD.

Adjusted pursuant to Section 21 of the *Factories and Shops Act 1934* (4275).

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

(ii.) Fibrous Plastering was proclaimed on 17th February, 1937, as an Apprenticeship Trade under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the *Apprenticeship Regulations* for this trade may be obtained on application to the Secretary, *Apprenticeship Commission*, Gisborne-street, Melbourne, C.2. (Price 3d.)

I, FRANCIS ANTHONY MARZORINI, in pursuance of the powers contained in the *Factories and Shops Acts* and in consequence of the provisions contained in a determination made on the 7th February, 1939, by the Fibrous Plasterers Board, and published in the *Government Gazette* on the 28th February, 1939, hereby issue an adjusted determination showing the adjusted wages rates to be paid to any person or persons or classes of persons employed in the process, trade or business of—

- (a) manufacturing fibrous plaster, or making architectural ornaments of fibrous plaster, plaster, or cement;
- (b) fixing fibrous plaster on walls or ceilings of buildings;
- (c) architectural modelling;
- (d) preparing material for or making or fixing acoustic tiles moulded into slab form, and having an earth base.*

(1) The adjusted rates shown herein shall be paid as from the beginning of the first pay period to commence in June, 1939.

(2)

* Apprentices.				Improvers.			
WAGES.				WAGES.			
		Per week of 44 hours.	Holiday Allowance Payable in Addition.			Per Week of 44 hours.	Holiday Allowance Payable in Addition.
		A. s. d.	B. s. d.			A. s. d.	B. s. d.
1st year's experience	..	18 3	0 6	Under 17 years of age	..	18 3	0 6
2nd " "	..	27 6	0 9	17 years of age	..	27 6	0 9
3rd " "	..	36 6	0 11	18 " "	..	36 6	0 11
4th " "	..	46 6	1 2	19 " "	..	46 6	1 2
5th " "	..	55 6	1 5	20 " "	..	55 6	1 5
and thereafter the minimum wage.							
PROPORTION (by any employer).				PROPORTION (by any employer).			
One apprentice to every three or fraction of three workers receiving not less than 83s. per week of 44 hours.				(i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base— One improver to every three workers receiving not less than 109s. 2d. per week of 44 hours.			
				(ii) Any other class of work— One improver to every six workers receiving not less than 109s. 2d. per week of 44 hours.			

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

No person under the age of eighteen years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of eighteen years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

* (a) Except those covered by the *Apprenticeship Act 1928*.

(b) The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

OTHER EMPLOYEES.

WAGES.

	Per week of 44 hours.	Holiday Allowance Payable in Addition	
		A. s. d.	B. s. d.
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster	109 2	..	2 9
Persons engaged fixing or stopping fibrous plaster on walls or ceilings of buildings			
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base	83 0	..	2 1
All others			

EXTRA RATES.—(a) Foremen, i.e., employees in charge of work and who issue instructions to four or more men under them shall be paid as above with 6s. per week additional.

- (b) Employees { (i) Demolishing old ceilings, or } shall, whilst employed at either class of work
 (ii) Erecting new ceilings on sites of old ceilings that have been demolished, or partly demolished or that collapse } have 3d. per square yard distributed equally between them, in addition to the ordinary rates.
 (iii) Employees demolishing or partly demolishing old walls shall have 1d. per square yard distributed equally between them in addition to the ordinary rates.

(3) PRO RATA PAYMENT.—Any person who works less than 44 hours in any week shall be paid not less than the ordinary wages rate calculated pro rata according to the number of hours worked.

(4) ALLOWANCES.—The following allowances shall be paid to persons employed outside the employer's usual place of business in connexion with the fixing of fibrous plaster or acoustic tiles:—

(a) For work done at such distance as prevents the employee from returning to his home the same night—

- (i) 6s. 6d. per day extra, with a maximum of 35s. 9d. per week.
 (ii) all fares necessarily incurred in travelling by the most economical means of transport by train or other public conveyance.

(b) For any other work—

- (i) An amount equal to the fare, by the most economical means of travel, from and to the "centre" to and from the place of employment.
 (ii) Where an employee goes direct from his home to a job which is situated more than 12 miles from the "centre" he shall be paid in respect of time lost in travelling, a daily sum of 1s.
 "Centre" shall mean the Flinders-street Railway Station if the employer's usual place of business is within a radius of 10 miles therefrom, and shall, in all other cases, mean the employer's usual place of business.

The fare shall be deemed to have been necessarily incurred even if the employee uses a bicycle or other means of locomotion, or walks instead of using a public conveyance.

(5) TIME OF BEGINNING AND ENDING WORK.—The time of beginning and ending work shall be—

Time of Beginning.	Time of Ending.
8 a.m.	12 noon on Saturday.
8 a.m.	5 p.m. on the other working days of the week.

(6) OVERTIME.—That the following rate shall be paid for all work done—

- (a) Outside the hours fixed in Clause (5)
 (b) Within the hours fixed in Clause (5) in excess of 44
 in any week } Time and a half for the first two hours and thereafter double time.

(7) SPECIAL RATES.—

- (a) An allowance, as per Clause 2b, shall be made in addition to the wages set out in Clause 2, as compensation for time lost on prescribed holidays. Such an allowance to be paid proportionately to the number of hours worked per week.
 (b) For all work done on Sundays and prescribed holidays employees shall be paid at the rate of double time.

The following are the prescribed holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays double time shall only be payable for work done on the day so substituted.

(8) PAYMENT OF WAGES.—(a) Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station, all payments of wages shall be made not later than five minutes after the time of ceasing work on Thursday. In the event of payment being made more than five minutes later than the time fixed above, the employee shall be paid all reasonable travelling expenses incurred and shall also receive payment at the prescribed rate for the time lost as a result of such delay in payment.

(b) Any employee whose service ends before pay time shall be paid at or before the time of its ending or by post or otherwise within 24 hours thereafter. If wages are not paid in accordance with this provision an employee shall be paid as for ordinary working hours at the ordinary rate fixed in this Determination from the expiration of the said 24 hours until the wages are paid to the employee or his order or posted to his last known address.

(9) PAYMENT WHEN REQUESTED TO ATTEND FOR ENGAGEMENT.—Any employee who has presented himself for work, as requested by the employer or his responsible representative, shall—

- (a) If not engaged, be paid a sum equal to the rate for two hours' work in addition to any expense necessarily incurred in travelling to and from the job; or,
 (b) if engaged, be deemed to have commenced work at the hour he presents himself for engagement.

(10) TRANSPORT AT NIGHT.—Any employee who completes his work during the night after trams and other public conveyances have ceased to run shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

(11) MEAL MONEY.—Any employee who is required to work overtime for more than two hours on any day and who has not been notified on the previous day that he would be required to work such overtime shall, unless provided with a reasonable meal by the employer, be paid an allowance of Two shillings.

(12) HOT WATER IN FACTORIES.—During the months of May to September, inclusive, provision shall be made by employers in every factory for the provision and maintenance of an adequate supply of hot water in some central position for the benefit of employees engaged in hand mixing plaster in cold water.

(13) GRINDING AND CLEANING TOOLS.—When an employee is discharged he shall be allowed a half hour at ordinary rates for the purpose of grinding and cleaning his tools. This clause shall only apply to employees whose tools are in good order when commencing work for any employer.

(14) TERMINATION OF EMPLOYMENT.—Except where the conduct of an employee justifies instant dismissal, one hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof.

(15) DRESSING AND DINING ROOM.—A room for employees to use as a dressing and dining room shall be provided at all fibrous plaster mills.

F. A. MARZORINI,
 Secretary for Labour.

Melbourne, 15th May, 1939.