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Factories and Shops Acts.

DETERMINATION OF THE BRUSHMAKERS BOARD.

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

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 person or persons or classes of persons employed in the process, trade, or business of a brushmaker" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 19th April, 1951, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

(a) APPRENTICES OR IMPROVERS.				(b) OTHER EMPLOYEES.				Wages per week of 40 hours.		
Experience.		Wages per week of 40 hours.				Males.				s. d.
		Males.		Females.						
		Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.					
1st year	..	24	41 0	38	48 6	Persons employed at—				
2nd year	..	32	54 6	50	63 6	Paint brush making				216 3
3rd year	..	47	80 0	70	89 0	Paint pan work				210 0
4th year	..	} minimum wage and thereafter the minimum wage or full piecework prices.	}	88	112 0	Bass pan work				210 0
5th year	..			Hair dressing and mixing				210 0		
6th year	..			Making twisted brushes				210 0		
				Making wire brushes				210 0		
						Bass broom drawing				210 0
						Finishing				210 0
						Boring (hand)				210 0
						Lacquering or ducoing				204 0
						Trimming machine (when employed solely at such machine)				195 0
						Automatic boring and filling machinists				195 0
						Filling machinists				195 0
						Boring machinists				195 0
						Females.				
						Automatic boring and filling machinists				132 0
						Filling machinists				132 0
						Trimming machinists				132 0
						Boring machinists				132 0
						Bench drawing				134 0
						Treadle knot-sizing machinists				132 0
						Persons employed at lacquering or ducoing				132 0

PROPORTION.			
(Within any factory or place.)			
APPRENTICES.			
One apprentice to every three or fraction of three workers of the same sex receiving the minimum wage, or earning at piecework prices not less than the minimum wage.			
IMPROVERS.			
Males.			
One male improver to one or two	..	} Male workers receiving not less than 204/- per week of 40 hours or earning full piecework prices.	
Two to three	..		
Three to five	..		
Four to nine	..		
Six to twelve	..		
Seven to fifteen	..	} Female workers receiving not less than 132/- per week of 40 hours or earning full piecework prices.	
Nine to eighteen	..		
Females.			
One female improver to one or two	..	} Female workers receiving not less than 132/- per week of 40 hours or earning full piecework prices.	
Two to three	..		
Three to five	..		
Four to nine	..		
Six to twelve	..		
Seven to fifteen	..	} Female workers receiving not less than 132/- per week of 40 hours or earning full piecework prices.	
Nine to eighteen	..		

FEMALE TO BE PAID ADULT MALE RATE.

3. Females (adults or juniors) employed on any work for which a classification is provided for adult males, other than work listed in the adult female classifications, shall be paid the adult male rate for such work.

ORDINARY WEEK'S WORK.

4. Forty hours shall constitute a week's work, to be worked between 7.30 a.m. and 5.45 p.m. on Mondays to Fridays inclusive and between 7.30 a.m. and 12 noon on Saturdays if worked. Provided that the fixed starting and finishing times shall not be altered unless by seven days' notice to the employees.

No.434.—3316/51.—PRICE 6D.

OVERTIME.

5. For all work done in excess of 40 hours in any week, or outside the fixed starting and finishing times in any establishment payment shall be made as follows:—

Time workers	Time and a half for the first four hours and double time thereafter.
Pieceworkers:—	
For all time worked:—	

Piecework earnings plus one half of time workers' ordinary rate for the first four hours and thereafter piecework earnings plus timeworkers ordinary rate.

In computing overtime each day's work shall stand alone.

All time lost by an employee during ordinary working hours in any week because of holidays or of the employer's establishment being closed shall, for the purpose of calculating overtime, be deemed to have been time actually worked.

An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

SPECIAL RATES.

6. (a) Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, 9th May, 1951, 13th November, 1951, King's Birthday, Melbourne Cup 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 public holidays, the special rate shall only be payable for work done on the day so substituted.

(b) All pieceworkers called upon to perform duty on the holidays mentioned in sub-clause (a) hereof, and on Sundays shall be paid, in addition to their piecework rates, the equivalent of the appropriate weekly rate calculated on a pro rata basis according to the number of hours worked.

HOLIDAYS.

7. (a) All employees shall be entitled to the following holidays, with payment at ordinary rates therefor:—The days observed as New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, 9th May, 1951, 13th November, 1951, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

(b) An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed in sub-clause (a) of this clause.

(c) Where an employee is dismissed within 7 days prior to any such holiday, the re-engagement of such employee within 14 days after such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where an employee is absent from his or her employment on the working day before or after a holiday without reasonable cause or without the employer's consent, the employee shall not be entitled to payment for such holiday; provided that in the event of a dispute arising as to what shall be deemed "reasonable cause" such dispute shall be referred to the Wages Board.

ANNUAL HOLIDAYS.

8. The annual holidays for employees covered by this Determination shall be two weeks in accordance with the provisions as may be amended from time to time, of the *Factories and Shops (Annual Holidays) Act 1946—No. 5111*.

SICK LEAVE.

9. (a) An employee who has been in the service of an employer for not less than three months shall be entitled to 40 hours of sick leave of absence with full pay during each twelve months' service provided he or she produces within 24 hours of the commencement of such absence satisfactory evidence to his or her employer that such absence was caused by personal ill-health or an accident.

(b) Notwithstanding the provisions of sub-clause (a) hereof if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 80 hours, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

For the purpose of this sub-clause service prior to 13th June, 1946, shall be disregarded.

TERMS OF ENGAGEMENT.

10. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice shall be given by either employer or weekly employee, or in lieu of such notice, one week's wages shall be paid or forfeited, as the case may be.

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready and willing, to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

(e) Provided that an employer may deduct payment for any day upon which the employee cannot be usefully employed by reason of any strike, breakdown of machinery, or other cause for which the employer cannot reasonably be held responsible.

MID-DAY MEAL.

11. An interval of not less than 30 minutes shall be allowed for the mid-day meal between the hours of 12 noon and 2 p.m.

TEA MONEY.

12. Employees required to work overtime after 6 p.m. shall be paid 3s. 6d. for tea money.

RIGHT OF ENTRY OF UNION OFFICIAL.

13. A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

(a) That he produces his authority to the employer or his representative.

(b) That he interviews employees only at the place where they are taking their meal.

(c) That not more than one representative in all be in any establishment at any one time.

(d) That no one representative visit an establishment more than once a fortnight.

(e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

PIECE-WORK PRICES.

14. That the lowest piece-work prices payable to any person engaged in the following kinds of work shall be:

HAIR PAN WORK, which includes any or all of the following operations, namely:—Setting, boring (except in the case of setting wings in punched brooms) and/or finishing.

Section A. 1s. 7½d. per 100 knots—

Brooms and banisters made of kitool, union or double-drafted fibre.

Section B. 1s. 9½d. per 100 knots—

Ordinary, all hair and all bristle brooms up to 15 inches in length.

Ordinary, all hair and all bristle banisters.

Brooms and banisters made entirely or in part of single-drafted or rough fibre.

All brooms and banisters made of fibre in the inside and of any other material on the outside.

Flat-faced wall brooms (H.G. & Co. Pat.).

Baker's brushes (Banister Pat.).

Setting wings in punched brooms with holes bored ready for setting.

NOTES.—(a) The piecework prices stated herein shall be increased by 10 per cent. and to the resultant shall be added the sum of 102/- in the case of a male employee and 87/- in the case of a female employee for each full week worked (or a pro rata amount according to the time actually worked if less than a full week is worked).

(b) A pieceworker required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

HAIR PAN WORK—*continued*.

Section C. 2s. 0½d. per 100 knots—

Ordinary, all hair and all bristle brooms over 15 inches to 18 inches inclusive.
 Turk's-heads fibre or fibre centre.
 Whisk or millet brooms and banisters.
 Foundry brushes.

Section D. 2s. 4d. per 100 knots—

Ordinary, all hair and all bristle brooms over 18 inches to 24 inches inclusive.
 All hearth brushes, picture dusters, toy banisters, venetian blind dusters, vallance brushes, bedroom sweepers, and telescope hearth.
 Sanitary brushes, carpet sweepers, carpet brooms, banisters, and double banisters all over.
 Turk's-heads, Turk's-head banisters, paperhangers, set painters, dusters, slipper hearth brushes, and jamb dusters.
 Baker's bench brushes (paperhanger pattern).
 Setting wings in punched brooms, boring included.

Section E. 2s. 8½d. per 100 knots—

Ordinary, all hair and all bristle brooms over 24 inches in length.
 Double-ended wall brooms, round stock (J.Z. & Co. Pat.).

Winging hair brooms 7½d. per 100 extra on pan rates.

Refrigerating brushes 6s. 9½d. each.

Pipe spiral brushes 7½d. per foot per row.

Stipplers 3s. 4½d. per 100 knots.

Turk's-head banisters if marked ready for boring 11½d. per dozen less.

Dutching stocks 4d. per dozen stocks.

Pegging set work 7½d. per 100 holes extra.

Time rate for work unspecified, 2s. 5½d. per hour; odd jobs, 2½d. under 1s. and 4½d. under 2s. 6d.

BASS PAN WORK, which includes any or all of the following operations, namely:—Setting, boring and/or finishing.

	s. d.
Brooms and banisters made of African bass, Giboon patent bass, bamboo bassine, Bahia, and extra fine round stalks	1 7½ per 100 knots
Over 16 inches and up to and including 18 inches	1 11½ " "
Over 18 inches and up to and including 24 inches	2 2 " "
Over 24 inches]	2 6½ " "
Brooms and banisters made of cane and bass mixture and extra still bass	1 10 " "
Brooms made of cane, kingia, and palmyra stalks, also caning bass brooms	2 1½ " "
Refilling scavenger brooms, bass (setting only)	1 4½ " "
Refilling scavenger brooms, magpie (setting only)	1 5½ " "
Refilling scavenger brooms, kingia cane or palmyra stalks (setting only)	1 7½ " "
Refilling street sweepers, bass (setting only)	1 6½ " "
Refilling street sweepers, magpie (setting only)	1 7½ " "
Refilling street sweepers, kingia cane or palmyra stalks (setting only)	1 9½ " "
Sweep's heads	0 11 each
Dutching bass stocks	0 5½ per dozen extra
Time rate for work unspecified, 2s. 5½d. per hour; odd jobs, 2½d. under 1s. and 5½d. under 2s. 6d.	
Marking and boring street rollers	0 7½ per 100 holes
Preparing wigfall stocks	0 9½ per dozen
All materials over 8 inches	0 1 per 100 holes extra

BENCH DRAWING AND CUTTING OFF.

Schedule A.—5½d. per 100 holes.

Scrubbing brushes, laundry or stocking brushes, blanket scrubs, or Chinese battery scrubs, brewers' scrubs, dumb-bell scrubs, concave scrubs, deck scrubs, or ship paint scrubs, butchers' scrubs, can or dairy scrubs, verandah scrubs, sink scrubs, tufted scrubs, black-lead or stove brushes, oval stove brushes, porcupine stove brushes, shoe brushes, viz., bachelor shoe, compo or harness brushes, improved shoe brushes, tan boot brushes, stencil shoe brushes, clothes brushes, viz., long-handled cloth brushes, hat brushes, bent hat brushes, button brushes, plate brushes, long and short handled flesh brushes, crumb brushes, nail brushes, lye brushes, pick brushes, dandruff brushes, horse body brushes, spoke brushes, water brushes, tailors' brushes, carriers' brushes, scouring brushes, furniture brushes, boat scrubs, bristle scrubs, drawn pot scrubs, dog brushes, porcupine cream can long or short handle, grease or pudding brushes, billiard brushes, common oil, thistle oil, blacking dabbers, elbow pot scrubs, boot scraper brushes, drawn tar brushes, sand brushes, drawn hair or fibre banisters, sanitary and pan drawn, with other than stiff bass, drawn hair or fibre paperhangers

	s. d.
Rock brushes and all brushes drawn with stiff broom bass	0 8½ per 100 holes
Military hair brushes, revolving hair brushes, toilet brushes, and all drawn penetrating	0 7½ " "
Root drawing bristle	0 9½ " "
Drawn bristle paperhangers and banisters, and iron venetian blinds	0 9½ " "
Stereotype brushes	1 4½ " "
Car-roof brushes	1 0½ " "
Drawn bottle brush tips	1 3 per doz. tips
Drawn bottle brush shafts	2 4½ per doz. shafts
Combing and cleaning wool, shoe, or stove brushes	0 5½ per doz. brushes extra
Billiard brushes (fixing up wings)	1 3 per doz. brushes
Seaming brushes	1 9½ " "
Round brushes, jam, hat, tomato, preparing brushes, and all other brushes of a similar design or pattern not otherwise provided for, and of any material	0 9½ per 100 holes
Drv rubbers	0 6½ " "
All wheel brushes (other than wire wheel)	0 6½ per 100 holes
Wire wheel brushes, with soft brass wire	1 3 " "
Wire wheel brushes, with stiff brass wire	1 9½ " "
Bristle ring	0 9½ " "
All bone	0 5½ " "
Sprigging	0 5½ per doz. brushes extra
Refill hair brushes	0 8½ per 100 holes net
Leather dog and horse body brushes	0 7½ " "
Hair brooms	0 5½ " "
All mill work to be paid for at the time rate of 1s. 5½d. per hour net.	
Time rate for work unspecified 1s. 4½d. per hour net.	

NOTES.—(a) The piecework prices stated herein shall be increased by 10 per cent. and to the resultant shall be added the sum of 102/- in the case of a male employee and 67/- in the case of a female employee for each full week worked (or a pro rata amount according to the time actually worked if less than a full week is worked).

(b) A pieceworker required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

DRAWN BASS WORK.										s. d.
African and Bahia	..	..	..	..	..	..	..	..	..	1 3 per 100 holes
Bassine	..	..	..	..	..	..	..	..	..	1 1½ "
Cut off to pattern	..	..	..	..	..	..	..	..	..	1 7½ "
Split cane	..	..	..	..	..	..	..	..	..	1 11½ "

STEEL WIRE BRUSHES.										s. d.
Filling only with hard or soft wire laced	..	..	..	..	..	..	..	..	..	0 11½ per 100 knots
Filling only with hard wire	..	..	..	..	..	..	..	..	..	0 7½ "
Making tube brushes on screwed shanks	..	..	..	..	..	..	..	..	..	3 4½ per doz. "
Tube brushes on screwed shanks, if trimmed	..	..	..	..	..	..	..	..	..	3 9 "
Drawing flat steel wire brushes	..	..	..	..	..	..	..	..	..	1 7 per 100 knots
Drawing flat steel wire brushes, if trimmed	..	..	..	..	..	..	..	..	..	1 9 "
Drawing round steel wire brushes	..	..	..	..	..	..	..	..	..	1 2½ "
Drawing round steel wire brushes, if trimmed	..	..	..	..	..	..	..	..	..	1 4½ "
Filling with wire 2 inches in length and under	..	..	..	..	..	..	..	..	..	1 4 "

HAIRS.										
DRESSING.										
	2½ Inch.	2½ Inch.	3 Inch.	3½ Inch.	3½ and 3½ Inch.	4 and 4½ Inch.	4½ and 4½ Inch.	5 Inch and over.		
Per doz. lb. ..	15s. 7½d.	13s. 10½d.	11s. 3½d.	10s. 5½d.	8s. 8d.	7s. 10d.	6s. 11½d.	6s. 0½d.		
Cleaning any one size* of own job	..	..	..	..	..	..	..	..	1 8½	per doz. lb. extra
All dressing jobs where there is more than ½ inch in size to be taken off	..	..	..	..	..	..	..	..	0 5	in size per doz. lb. extra on the dressing job
All bristles or mixings usually tied up in two handfuls or under	..	..	..	..	..	..	..	..	0 3½	per doz. lb. less on above rates, if not tied up
All bristles or mixings usually tied up over two handfuls	..	..	..	..	..	..	..	..	0 2½	per doz. lb. less on above rates, if not tied up
Three or more colours	..	..	..	..	..	..	..	..	0 10½	per doz. lb. extra
Black and white mixings	..	..	..	..	..	..	..	..	0 10½	" "
Mixing one or more sizes of a dressing job to be paid for at the rate of bottom prices.	..	..	..	..	..	..	..	..	..	..

* The size shall mean ¼ of an inch.

MIXING AND SHAKE-UP JOBS.										
Fibre, Horsehair, or Kitool Material.										
	2½ Inch.	2½ Inch.	3 Inch.	3½ Inch.	3½ and 3½ Inch.	4 and 4½ Inch.	4½ and 4½ Inch.	5 Inch and over.		
Per doz. lb. ..	13s. 10½d.	12s. 2d.	10s. 5½d.	8s. 8d.	7s. 10d.	6s. 11½d.	6s. 0½d.	5s. 2½d.		
Cutting own material 5d. per dozen lb. extra on above prices.	..	..	..	..	..	..	..	..	..	..
Mixing Drafts and Fibre, if cut taper for painters' brushes, 10½d. per dozen lb. extra.	..	..	..	..	..	..	..	..	..	..
Mixing White Fibre—	..	..	..	..	..	..	..	..	s. d.	
5-in. and over 5-in. material	..	..	..	..	..	..	..	..	5 7½	per doz. lb.
4½-in. and 4½-in. material	..	..	..	..	..	..	..	..	6 0½	" "
4½-in. and 4-in. material	..	..	..	..	..	..	..	..	6 11½	" "
3½-in. and 3½-in. material	..	..	..	..	..	..	..	..	7 10	" "
3½-in. material	..	..	..	..	..	..	..	..	8 8	" "
3-in. material	..	..	..	..	..	..	..	..	10 5½	" "
2½-in. material	..	..	..	..	..	..	..	..	12 2	" "
2½-in. material	..	..	..	..	..	..	..	..	13 10½	" "
Mixing cocoa fibre material, dressed, up to 1½ lb. to dozen lb., 5d. per dozen lb. extra on mixing rates.	..	..	..	..	..	..	..	..	..	..
Mixing cocoa fibre material, dressed, up to 3 lb. to dozen lb., 10½d. per dozen lb. extra on mixing rates.	..	..	..	..	..	..	..	..	..	..
Mixing cocoa fibre material, dressed, over 3 lb. and not over 6 lb. to dozen lb., 1s. 8½d. per dozen lb. extra on mixing rates.	..	..	..	..	..	..	..	..	..	..
Mixing drafts and bristles, 5d. per dozen lb. extra on sizes 3½ inch, 3½ inch, and 4 inch.	..	..	..	..	..	..	..	..	..	..
If rough cocoa fibre be used, the rates to be double the above on mixing rates.	..	..	..	..	..	..	..	..	..	..

										s. d.
Sorting ordinary material	..	..	..	..	..	..	..	..	..	2 7½ per doz. lb.
Sorting Lily material from Souchoy material	..	..	..	..	..	..	..	..	..	5 2½ "
Dressing riftings	..	..	..	..	..	..	..	..	..	13 10½ "
Cutting back of material	..	..	..	..	..	..	..	..	..	2 7½ "
Turning hairs, 10½d. per dozen lb. extra.	..	..	..	..	..	..	..	..	..	..
Bass and cane mixing—time rates.	..	..	..	..	..	..	..	..	..	..

CHINA MIXING.										
	3 Inch.	3½ Inch.	3½ Inch.	3½ Inch.						
Per dozen lb.	12s. 3d.	10s. 10½d.	9s. 6½d.	8s. 2d.						
China draggings, 50 per cent. on dressing rates.	..	..	..	..	..	..	..	..	..	..
Time rate for work unspecified—2s. 5½d. per hour.	..	..	..	..	..	..	..	..	..	..

NOTES.—(a) The piecework prices stated herein shall be increased by 10 per cent. and to the resultant shall be added the sum of 102/- in the case of a male employee and 67/- in the case of a female employee for each full week worked (or a pro rata amount according to the time actually worked if less than a full week is worked).

(b) A pieceworker required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates for adult males set out in clause 2 (b) are based upon the following basic wage, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 16.

Provided that the piecework prices shall at the same time be increased or decreased in the same proportion as the weekly rates for the same class of work.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	8 10 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

16. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expressions means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in May, 1951, the amount of the Basic Wage shall be as prescribed in clause 15.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(e) The wages of apprentices or improvers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 4th April, 1951.

