



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 377]

THURSDAY, DECEMBER 16.

[1937

Factories and Shops Acts.

## DETERMINATION OF THE FURNITURE BOARD. (BEDDING SECTION.)

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 which has the power to determine the lowest prices or rates of payment payable to any person employed in the manufacture of mattresses or bedding has made the following Determination, namely:—

(1) That on the 3rd December 1937, the last previous Determination shall be revoked and replaced by this Determination.

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).
	Males.		Females.	<p style="text-align: center;">APPRENTICES.</p> <p style="text-align: center;"><i>Males.</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p style="text-align: center;"><i>Females.</i></p> <p>One female apprentice to every female worker receiving not less than the minimum wage.</p> <p style="text-align: center;">IMPROVERS.</p> <p style="text-align: center;"><i>Males.</i></p> <p>One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that where no apprentices are employed one male improver shall be allowed to every four or fraction of four male workers receiving not less than the minimum wage. Provided also in any case that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.</p> <p style="text-align: center;"><i>Females.</i></p> <p>One female improver to every six or fraction of six female workers receiving not less than the minimum wage. Provided that where no female apprentices are employed one female improver shall be allowed to every four or fraction of four female workers receiving not less than the minimum wage.</p>
	Apprentices.	Improvers.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
First year .. ..	12 3	12 3	12 3	
Second year .. ..	18 6	18 6	18 6	
Third year .. ..	25 0	31 0	26 6	
Fourth year .. ..	31 6	37 6	35 0	
Fifth year .. ..	41 6	41 6	..	

And thereafter the minimum wage.

(3) OTHER EMPLOYEES.

		WEEKLY WAGES.	
		Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippeland Districts.	Elsewhere in Victoria.
<i>Males.</i>		<i>£ s. d.</i>	<i>£ s. d.</i>
Bedding hands engaged in tufting or quilting, including repairers .. ..	.. ..	4 9 6	4 6 6
All others .. ..	.. ..	3 16 0	3 13 0
<i>Females.</i>			
Females .. ..	.. ..	2 10 0	2 8 6

Persons employed on second-hand bedding shall be paid 25 per cent. in addition to the rates fixed above.

No. 377.—14767.

(4) **ORDINARY WEEK'S WORK.**—The number of hours to constitute a week's work shall be as follows:—

Males	..	..	..	..	44 hours	} To be worked between the times of beginning and ending work shown below.
Females	..	..	..	..	44 hours	
Times of beginning.						Times of ending.
7.30 a.m.	..	..	..	..	5.15 p.m.	Mondays to Fridays.
7.30 a.m.	..	..	..	..	12 noon	Saturdays.

(5) **OVERTIME.**—All time worked—

- (a) Before or after the usual times of beginning and ending work;
- (b) In excess of nine hours per day;
- (c) In excess of 44 hours in any week;

shall be paid for at the rate of time and one half for the first four hours and double time thereafter, provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.

All work done outside the times of beginning and ending work on any holiday specified in clause (15) shall be paid for at the rate of double ordinary time.

No person under the age of seventeen years shall be permitted to work more than four hours overtime in any week.

(6) **TEA MONEY.**—All employees required to work beyond the usual time of ending work shall be allowed 2s. tea money in addition to overtime rates as prescribed for in this Determination when the usual time of ending work is exceeded by two hours.

(7) **TERMS OF ENGAGEMENT.**—Except as herein in this Determination provided, all employees shall be employed by the week. Employees 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 and during the hours usually worked by the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wage shall not apply to any employee of such establishment or department during such periods.

Employment for the first two weeks of service at any time shall be from hour to hour at the weekly rate fixed.

(8) **CASUAL LABOUR.**—Casual labour at hourly rates may be engaged, provided the rates are 10 per cent. higher than those prescribed for weekly hands.

Casual labour means labour where an employer does not provide a full week's work, but does not include a weekly hand whose engagement is terminated in the middle of a week.

(9) **TERMINATING EMPLOYMENT.**—Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time 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 reasonably be held responsible.

An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed by this Determination.

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.

Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

Should an employee be dismissed during the course of a week any wages due to him or her shall be paid to him or her forthwith or shall be posted to him or her within 24 hours.

(10) **SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.**—Any employee who is employed on any holiday specified in clause (15) shall be paid for at the rate of the ordinary time in addition to the usual rate.

All work done on Sundays shall be paid for at the rate of double time.

(11) **MIDDAY MEAL.**—An interval of not less than 30 minutes shall be allowed for the midday meal between the hours of 12 noon and 2 p.m.

(12) **REST PERIOD.**—When any spell of duty is for more than four hours an interval of ten minutes, to be selected by the employer, shall be allowed in the third hour to females for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period the employees may leave their seats, but not the premises.

(13) **MATERIALS TO BE PROVIDED.**—Any person employed in wholly or partly preparing or manufacturing any article of furniture or in preparing any new or second-hand article of furniture shall be paid 8d. per hour in addition to the lowest rate fixed by this Determination, unless the following are provided by the employer if required in the performance of the work:—Benches, wood or iron clamps over 2 ft. 6 in., hand screws (in excess of four), glue pots, and glue brushes and varnish brushes. Any employee engaged at french-polishing shall be supplied with all materials, including rags, brushes, and kit-box.

(14) **ALLOWANCES FOR TRAVELLING TIME AND BOARD.**—All time reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in the Metropolitan District for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and a half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his or her home to a job outside the factory, he or she shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his or her home to the factory.

All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost, if any, incurred for meals, together with the reasonable cost of board and lodging if the employee has to be away from his home for a night, shall be paid to the employee.

The fares allowed shall be first class where the employee has to travel all night in connexion with his employer's business and in other cases the fares shall be second class.

The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time employees are working.

When it is more convenient for the employee to go direct to the job from his or her home he or she shall do so, and start and cease work at the usual times customary at the factory, provided that any extra expense incurred by him or her in travelling shall be borne by the employer.

(15) **HOLIDAYS.**—All weekly wage employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage workers, and they shall, subject as hereinafter provided, be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

If any of the above holidays occur on a Sunday or Saturday and are not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day, but not otherwise.

All other weekly employees shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

Any employee absenting himself or herself from work on any portion of the working day preceding a holiday provided for herein other than Boxing Day and New Year's Day without permission from the employer or without having reasonable cause for having absented himself or herself from work shall not be entitled to payment for such holiday.

(16) **SICKNESS, ACCIDENTS.**—Any employee not attending duty shall lose his or her pay for the actual time of non-attendance unless he or she produces or forwards within 24 hours of the beginning of his or her absence evidence satisfactory to the management that his or her non-attendance was due to personal accident arising out of or in the course of his or her employment or to personal ill-health sufficient to incapacitate him or her for his or her usual work.

An employee shall not be entitled to payment for non-attendance on the ground of accident or ill-health for more than six days in each year.

For the purpose of this clause a year shall mean a period of twelve months commencing on the 17th day of August in each year.

(17) **PAY DAY.**—All employees shall be paid weekly on any other day than Saturday.

No employer shall hold more than two days pay in hand.

Any employee kept waiting for his or her pay on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid overtime rates after that quarter of an hour and as for a quarter of an hour at least.

(18) **RIGHT OF ENTRY OF UNION OFFICIALS.**—For the purpose of interviewing employees on legitimate Union business, a duly accredited Official of the Federated Furnishing Trade Society of Australasia, authorized in writing by the President and Secretary of the Victorian Branch of such organization, shall have the right to enter during the meal hour, not more than once a fortnight, the portion of any employer's establishment in which any person covered by this Determination is employed; provided that he shall not enter any part of the business premises whereto the employer or his representative may reasonably refuse permission.

If such official is unduly interfering with the employees, or is creating disaffection amongst them, or is offensive in his conduct, an employer or his representative may refuse the right of entry.

(19) **PIECE-WORK.**—The employer may fix his own piece-work prices or task rates, provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory whether they be apprentices or improvers on piece-work, or otherwise.

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 76s., and in the case of females not less than 50s.

(20) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates set out in clause (3) are based upon the following basic wage rates for adult males and minimum rates for adult females, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934* shall be automatically increased, or decreased by the same amount and at the same time as such basic wage rates and minimum rates.

The basic wage rates and minimum rates shown hereunder shall be adjusted as prescribed in clause (21).

Place.	Basic Wage for Adult Males and Minimum for Adult Females.	Index Number Set Assigned.	Original Index Number Division.
	£ s. d.		
Within 20 miles of G.P.O., Melbourne—			
Males .. .. .	3 10 0	Melbourne	859-870
Females .. .. .	1 18 0		
Within 10 miles of G.P.O., Geelong—same as the contemporaneous basic wage and minimum for Melbourne.			
Warrnambool—same as the contemporaneous basic wage and minimum for Melbourne.			
Mildura and Gippsland districts—same as the contemporaneous basic wage and minimum for Melbourne.			
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week.			
Elsewhere—3s. and 1s. 6d. respectively less than the contemporaneous basic wage and minimum for Melbourne.			

(21) **ADJUSTMENT OF BASIC WAGE FOR ADULT MALES AND MINIMUM RATE FOR ADULT FEMALES.**—(a) Until the beginning of the first pay period to commence in June, 1938, the amounts of the basic wage and the minimum for females shall be as prescribed in clause (20).

(b) During each future period of six months beginning with the first pay period to commence in a June, or a December, the amounts of the basic wage and minimum for females shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" Retail Price Index Numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's Retail Price Index Numbers" or any like expression 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.

(1) The Index Number set to be applied to a place is that assigned thereto in clause (20).

(2) The Index Number for the half year ending March or September next preceding the period of six months for which the adjustment is made is to be ascertained.

(3) The amount assigned in the following table (or any extension thereof) to the Index Number Division comprising that Number is to be ascertained.

(4) The basic wage shall be of that assigned amount during such period of six months.

TABLE.

Index Number Divisions.	Basic Wage.	Minimum for Females
	£ s. d.	£ s. d.
735-746 .. .. .	3 0 0	1 13 0
747-759 .. .. .	3 1 0	1 13 6
760-771 .. .. .	3 2 0	1 14 0
772-783 .. .. .	3 3 0	1 14 6
784-796 .. .. .	3 4 0	1 15 0
797-808 .. .. .	3 5 0	1 15 6
809-820 .. .. .	3 6 0	1 16 0
821-833 .. .. .	3 7 0	1 16 6
834-845 .. .. .	3 8 0	1 17 0
846-858 .. .. .	3 9 0	1 17 6
859-870 .. .. .	3 10 0	1 18 0
871-882 .. .. .	3 11 0	1 18 6
883-895 .. .. .	3 12 0	1 19 0
896-907 .. .. .	3 13 0	1 19 6
908-919 .. .. .	3 14 0	2 0 0
920-932 .. .. .	3 15 0	2 0 6
933-944 .. .. .	3 16 0	2 1 0

The Index Number Divisions in this table are based upon the equating of the Index Number 1,000 with a basic wage of 81s. per week, and any extension of the table must be similarly constituted.

(c) The amounts of the weekly rates for Apprentices and Improvers shall be adjusted proportionately to the rate of £3 10s. calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(d) The rates for piece-workers shall be increased or decreased in the same proportion as the rate for the journeymen or journeywomen in the respective classes.

J. W. CLARKE, Chairman.

H. N. JONES, Secretary.

Melbourne, 18th November, 1937.



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 378]

FRIDAY, DECEMBER 17.

[1937

Factories and Shops Act.

## DETERMINATION OF THE BRICK TRADE BOARD.

NOTE.—(a) This Determination on the 15th December, 1937, applied to the whole of the State of Victoria.

(b) On 21st February, 1911, the powers of the Brick Trade Board were extended so that it might fix "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 sand, lime, or cement brickmaking."

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 brickmaking (including clay-digging)" has made the following Determination, namely:—

(1) That on the 15th December, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers.		Other Employees.	Per Hour.	Wages per week of 44 hours.
WAGES.	Per week of 44 hours.	WAGES.	Per week of 44 hours.		s. d.	s. d.
1st year's experience ..	17 9	14 years of age ..	25 9	<b>FIREBRICKS AND TEXTURE BRICKS.</b>		
2nd " ..	23 6	15 " " ..	26 9	Burners ..	1 11 <sup>11</sup> / <sub>22</sub>	86 6
3rd " ..	27 9	16 " " ..	28 3	Crusher attendants who also haul ..	1 10 <sup>7</sup> / <sub>11</sub>	83 0
		17 " " ..	31 6	Crusher attendants who do not haul ..	1 9 <sup>21</sup> / <sub>22</sub>	80 6
		18 " " ..	38 6	Wet pan attendants ..	1 10 <sup>7</sup> / <sub>11</sub>	83 0
		19 " " ..	50 6	Machine drivers ..	1 9 <sup>21</sup> / <sub>22</sub>	80 6
		20 " " ..	54 0	Drawers or hand moulders ..	1 11 <sup>11</sup> / <sub>22</sub>	86 0
				Setters ..	1 11 <sup>11</sup> / <sub>22</sub>	86 0
				Facemen working in a clayhole 25 feet or less in depth where explosives are not used ..	1 11 <sup>7</sup> / <sub>22</sub>	85 6
				All other facemen ..	1 11 <sup>19</sup> / <sub>22</sub>	87 6
				Offbearers from wire cut machines ..	1 10 <sup>7</sup> / <sub>11</sub>	83 0
				Wheelers of green bricks on inclined plane 2 feet or over in height at the higher end ..	1 10 <sup>4</sup> / <sub>11</sub>	82 0
				Clayhole men (employer to provide tools) ..	1 11 <sup>7</sup> / <sub>22</sub>	85 6
				Pressers ..	1 10 <sup>4</sup> / <sub>11</sub>	82 0
				All others ..	1 8 <sup>10</sup> / <sub>22</sub>	76 6
				<b>OTHER BRICKS.</b>		
				Burners ..	1 11 <sup>13</sup> / <sub>22</sub>	86 6
				Machine drivers, machine riggers, or wet pan attendants ..	1 10 <sup>17</sup> / <sub>22</sub>	83 6
				Dry pan attendants who do not haul ..	1 10 <sup>17</sup> / <sub>22</sub>	83 6
				Crusher attendants who do not haul ..	1 10 <sup>1</sup> / <sub>11</sub>	82 0
				Crusher or dry pan attendants who also haul ..	1 11 <sup>19</sup> / <sub>22</sub>	87 6
				Drawers and Setters of fancy bricks (other than those employed in Hoffman kilns) ..	2 0 <sup>3</sup> / <sub>22</sub>	88 6
				Other Drawers ..	2 0 <sup>9</sup> / <sub>11</sub>	91 0
				Other Setters ..	2 0 <sup>9</sup> / <sub>11</sub>	91 0
				Facemen working in a clayhole 25 feet or less in depth ..	1 11 <sup>13</sup> / <sub>22</sub>	86 6
				All other facemen ..	2 0 <sup>21</sup> / <sub>22</sub>	91 6
				Clayhole men (employer to provide tools) ..	1 11 <sup>7</sup> / <sub>22</sub>	85 6
				Hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers, or silomen ..	1 11 <sup>11</sup> / <sub>22</sub>	86 0
				Offbearers from wire cut machines ..	1 10 <sup>7</sup> / <sub>11</sub>	83 0
				Truckers ..	1 10 <sup>7</sup> / <sub>11</sub>	83 0
				Dampermen or kiln cleaners ..	1 11 <sup>1</sup> / <sub>22</sub>	84 6
				Loftmen ..	1 10 <sup>5</sup> / <sub>22</sub>	81 6
				Yardmen ..	1 9 <sup>21</sup> / <sub>22</sub>	80 6
				All others ..	1 8 <sup>10</sup> / <sub>22</sub>	76 6

(3) TIME OF BEGINNING AND ENDING WORK.—For any persons except burners, machine drivers, machine riggers, and pan or crusher attendants—

Time of Beginning.	Time of Ending.
7 a.m. ..	12 noon on Saturdays, or the day on which the half-holiday is locally observed.
7 a.m. ..	5.30 p.m. on each of the other five working days of the week.

(4) OVERTIME.—(a) Any employee who works for any time in excess of the maximum number of hours per week fixed by this Determination shall be paid for such extra time at the rate of time and a half.

(b) Any employee (other than a burner, machine driver, machine rigger, or pan or crusher attendant) who works outside the hours fixed in clause 3 shall be paid for such time at the rate of time and a half.

(c) All work done by machine drivers, machine riggers, and pan or crusher attendants either before or after the ordinary starting and finishing time of the factory shall be paid for at the rate of time and a half irrespective of the number of hours worked.

(5) SUNDAYS AND HOLIDAYS.—Time and a half shall be the special rate for all work done on Sundays, and double time for all work done on New Year's Day, Australia Day (26th January), Labour Day (21st April), Good Friday, Easter Monday, King's Birthday, 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, the special rate shall only be payable for work done on the day so substituted.

(6) PAYMENT FOR HOLIDAYS.—All employees shall be granted the holidays mentioned in clause 5 without deduction of pay.

#### PIECE-WORK PRICES FOR BRICKS OTHER THAN FIREBRICKS.

(7) The lowest piece-work prices to be paid for bricks, other than firebricks, shall be—

	In Yards where Railway Trucks are used.		In Yards where Railway Trucks are not used.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks per 1,000.
	s. d.	s. d.	s. d.	s. d.
Drawing, wheeling, and stacking where the distance wheeled commencing from the outside wall of kiln at the wicket from which the bricks are drawn is—				
Not more than 26 yards .. .. .	2 4½	2 7½	2 2½	2 6½
26 to 36 yards .. .. .	2 8½	2 11½	2 7½	2 10½
36 to 46 yards .. .. .	2 10½	3 2	2 9½	3 0½
Over 46 yards .. .. .	3 5½	3 8½	3 4	3 7½

#### Drawing, wheeling, and loading on railway trucks—

	On Level Surface.		On Up-grade Planks.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Not more than 26 yards .. .. .	3 8½	3 9½	3 9½	4 0½
26 to 36 yards .. .. .	3 10½	4 1½	4 2	4 4½
36 to 46 yards .. .. .	4 1	4 3½	4 4½	4 7
Over 46 yards .. .. .	4 7½	4 10½	4 10½	5 1½

Drawing bricks not previously specified in this paragraph the drawer to leave same on barrows outside of wickets .. .. . 2s. 2½d. per 1,000 bricks.

	s. d.
Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and offbearing to grass hacks	13 4½
" " " " in sheds .. .. .	11 4½
" " " " from bowling stool and placing on grass hacks (where material is placed on the table)	9 6
" " " " from bowling stool in sheds (where material is placed on the table)	8 8
" " " " fancy bricks and offbearing to hacks or in sheds .. .. .	13 4½
" " " " from bowling stool .. .. .	11 11½
Setting .. .. .	2 3½
Picking blues .. .. .	20 0

#### PIECE-WORK PRICES WHICH MAY BE FIXED BY AN EMPLOYER.

(8) The Board determines under the provisions of Section 150 of the *Factories and Shops Act* 1928 that any employer may fix and pay piece-work prices to any person employed in fire-brick making, or as a clayholeman, machine driver, machine rigger, wheeler of green bricks, or trucker, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

D. BERRIMAN, Chairman.

A. G. ALLEN, Secretary.

Melbourne, 23rd November, 1937.