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[1938

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

Abrasive Paper or Cloth Section.

Adjusted pursuant to section 21 of the *Factories and Shops Act* 1934 (No. 4275).

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

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 10th December, 1937, by the General Board, and published in the *Government Gazette* on the 23rd December, 1937, hereby issue an adjusted determination showing the adjusted wages rates to be paid, as from the beginning of the first pay period to commence in September, 1938, to any person or persons or classes of persons employed in manufacturing or preparing abrasive paper or cloth.

(1)

WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
Males.		Females.					
	s. d.		s. d.				
1st year's experience	16 0	1st six months' experience	13 0				
2nd "	22 6	2nd "	16 0				
3rd "	31 3	3rd "	19 0				
4th "	41 9	4th "	22 0				
5th "	53 6	5th "	25 0				
6th "	61 9	6th "	28 6				
7th "	66 0	7th "	31 6				
		8th "	35 6				
and thereafter the minimum wage.							
NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.							
PROPORTION.							
One improver to each person of the same sex receiving not less than the minimum wage.							

Males.				Females.			
	s. d.		s. d.		s. d.		s. d.
Machine operators	84 0		
All others	78 0		

(6) HOLIDAYS.—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is 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 only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding 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.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(7) TERMS OF EMPLOYMENT.—(a) That notice equivalent to 44 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer 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, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 44 working hours' notice, except in circumstances referred to above, the employer may pay 44 hours' wages: and vice versa the employee leaving his employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(8) REST PERIOD FOR FEMALES.—Females shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

F. A. MARZORINI,
Secretary for Labour.

Melbourne. 26th August, 1938.