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[1939

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Abrasives 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 14th April, 1939, by the General Board, and published in the *Government Gazette* on the 27th April, 1939, 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 December, 1939, to any person or persons or classes of persons employed in manufacturing or preparing—

(a) Abrasive paper or cloth;

(b) Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

(1) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
Males.		Females.		Abrasive Paper or Cloth.			
	s. d.		s. d.	Males.			
1st year's experience	16 6	1st six months' experience	13 3				
2nd "	23 3	2nd "	16 6				
3rd "	32 0	3rd "	19 6	Machine operators ..	..	..	86 0
4th "	43 0	4th "	22 9	All others ..	..	..	80 0
5th "	55 0	5th "	25 9				
6th "	63 6	6th "	29 3	Females			
7th "	67 9	7th "	32 3				
		8th "	36 6	All adults ..	..	..	43 3
and thereafter the minimum wage.				Abrasive Articles (other than Abrasive Paper or Cloth)			
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.				Head Burners ..	..	..	90 0
PROPORTION.				Other burners ..	..	..	86 0
(a) Abrasive Paper or Cloth.				Surfacers of Abrasive Articles ..	..	..	83 0
One improver to each person of the same sex receiving not less than the minimum wage.				All others ..	..	..	80 0
(b) Abrasive Articles (other than Abrasive Paper or Cloth).							
Two improvers to the first adult employed, and thereafter one improver to each adult.							

(2) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

(3) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.

(4) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work for all persons except burners and continuous shift-workers shall be:—

Time of Beginning (not earlier than)		Time of Ending (not later than)	
7.30 a.m.	12 noon on Saturday.
7.30 a.m.	5.30 p.m. on the other working days of the week.

(5) OVERTIME.—That all time worked—(a) By persons employed as burners or on continuous shift-work (in excess of 44 hours in any one week) shall be paid for at the rate of time and a quarter.

(b) By other persons employed—

(i) Outside the times of beginning and ending work prescribed in clause (4); or

(ii) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(6) HOLIDAYS AND SPECIAL RATES.—(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 Saturday, 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 a reasonable excuse 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, provided that burners employed on Sunday shall be paid therefor at the rate of time and a half.

(f) Burners shall be paid for the full number of hours of the shift worked.

(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 the 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.—Except on Saturday, a rest period of ten minutes (to be counted as part of time worked) shall be allowed females during each morning or afternoon. Whether the rest period shall be taken during the morning or afternoon shall be determined by a majority of the female employees in the establishment concerned.

(9) RESPIRATORS.—Respirators must be provided for the use of all employees.

F. A. MARZORINI.

Secretary for Labour.

Melbourne, 21st November, 1939.