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VICTORIA
GOVERNMENT GAZETTE

Published by Authority.

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

No. 1.]

TUESDAY, JANUARY 5.

[1909.

Factories and Shops Acts.

DETERMINATION OF THE PICTURE FRAME BOARD.

IN accordance with the provisions of the Factories and Shops Acts, the Special 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 maker of picture frames, including art picture frames, framed mirrors, and overmantels other than overmantels usually made by cabinetmakers, has made the following Determination, namely:—

DEFINITIONS.

1. That for the purposes of this Determination the following terms shall have the respective meanings hereby assigned to them:—

Compo workers are persons who make compo, cast their own ornaments, and ornament (with compo) art frames, overmantels, or any kind of woodwork.

Fitters-up are persons who cut glass, pictures, &c., into frames and overmantels, and generally finish ready for delivery.

Gilders are persons who prepare, ornament, and gild in gold, silver, or other leaf metals any frame, overmantel, or woodwork, &c., in oil, matt, or burnish.

Joiners are persons who cut out, shoot, or join any moulding or wood which may constitute a picture frame or mitred frame for any other purpose.

Machinists are persons using any woodworking machine other than those used by a picture frame joiner in mitreing, shooting, and boring, and who may make their own cutters, sharpen their own saws, grind their own knives, &c.

Mount cutters are persons who plan, cut, or bind any kind of mount.

Mounters are persons who mount maps, pictures, plush, or wood veneer on cardboard.

Packers and general hands are persons not employed in the actual manufacturing work of the trade.

Stainers are persons who mix and apply stain, and finish any kind of wood or compo, full-bodied and spirited-off, French polishing excepted.

Woodworkers are persons doing general woodwork other than that of picture frame joining.

MALES.

WAGES.

2. That the lowest prices or rates of payment payable to the following classes of persons employed in the process, trade, or business of a maker of picture frames, including art picture frames, framed mirrors, and overmantels other than overmantels usually made by cabinetmakers, shall be—

Compo workers and stainers, who design in compo or on wood	50s. 0d. for a maximum number of 48 hours per week.
*Head or sole compo worker or stainer (other than designers)	42s. 0d. " " " "
Other compo worker or stainer	37s. 6d. " " " "
Fitters-up and mounters	40s. 0d. " " " "
*Head or sole gilder	50s. 0d. " " " "
Other gilders	45s. 0d. " " " "
*Head or sole joiner	50s. 0d. " " " "
Other joiners	45s. 0d. " " " "
Machinists	52s. 0d. " " " "
*Head or sole mount cutter	48s. 0d. " " " "
Other mount cutters	45s. 0d. " " " "
Woodworkers	45s. 0d. " " " "
Packers and general hands	35s. 0d. " " " "

* NOTE.—Wherever the word "head" is used above, and more than one person is employed in such class, one shall be considered the head and shall receive the higher rate.

MALE IMPROVERS—PROPORTION.

3. That the number of male improvers who may be employed in any factory or work-room or shop or place in which the process, trade, or business of a maker of picture frames, including art picture frames, framed mirrors, and overmantels usually made by cabinetmakers is carried on, shall be—

1 male improver to 1 or 2 journeymen	} Receiving not less than 37s. 6d. per week of 48 hours at wages or piece-work rates.
2 male improvers to 3 " "	
3 " " 4 " "	
4 " " 5 or 6 " "	
5 " " 7 " "	
6 " " 8 " "	
7 " " 9 or 10 " "	
8 " " 11 " "	
9 " " 12 " "	
10 " " 13 or 14 " "	
11 " " 15 " "	
12 " " 16 " "	
13 " " 17 or 18 " "	

and thereafter at the following ratio:—

1 to every additional journeyman.
2 " 2 additional journeymen.
3 " 3 or 4 " "

MALE IMPROVERS' WAGES.

4. That the lowest prices or rates of payment payable to male improvers employed in the process, trade, or business of a maker of picture frames, including art picture frames, framed mirrors, and overmantels other than overmantels usually made by cabinetmakers, shall be—

For the First year's experience	{ First 6 months .. 7s. 6d. per week of 48 hours.
	{ Second 6 " .. 10s. " " "
" " Second year's "	{ First 6 " .. 12s. 6d. " " "
	{ Second 6 " .. 15s. " " "
" " Third year's "	{ First 6 " .. 17s. 6d. " " "
	{ Second 6 " .. 20s. " " "
" " Fourth year's "	{ First 6 " .. 22s. 6d. " " "
	{ Second 6 " .. 27s. 6d. " " "
" " Fifth year's "	{ First 6 " .. 30s. " " "
	{ Second 6 " .. 35s. " " "

And thereafter either the wages or piece-work rates provided by this Determination.

MALE APPRENTICES' WAGES.

5. That the lowest prices or rates of payment payable to male apprentices employed in the process, trade, or business of a maker of picture frames, including art picture frames, framed mirrors, and overmantels other than overmantels usually made by cabinetmakers, shall be—

For the First year's experience	7s. 6d. per week of 48 hours.
" " Second year's "	10s. " " "
" " Third year's "	15s. " " "
" " Fourth year's "	20s. " " "
" " Fifth year's "	30s. " " "

And thereafter either the wages or piece-work rates provided by this Determination.

PERSONS UNDER EIGHTEEN YEARS OF AGE (OTHER THAN APPRENTICES OR IMPROVERS).

WAGES.

6. That the lowest prices or rates of payment payable to any male person under eighteen years of age (other than apprentices or improvers) not employed in the actual manufacturing work, but engaged cleaning workshop, receiving and stacking mouldings, carrying and moving work, delivering messages, &c., shall be—

For the First year's experience	7s. 6d. per week of 48 hours.
„ „ Second year's „	10s. „ „
„ „ Third year's „	15s. „ „
„ „ Fourth year's „	20s. „ „

OVERTIME—MALES.

7. That any male employé over the age of sixteen years employed in the process, trade, or business of a maker of picture frames, including art picture frames, framed mirrors, and overmantels other than overmantels usually made by cabinetmakers, who works for any time in excess of 48 hours in any one week shall be paid for such extra time at the rate of time and a third for the first four hours, and thereafter time and a half, provided that no male employé under the age of 21 years shall be employed working overtime at less than 6d. per hour.

FEMALES.

WAGES.

8. That the lowest price or rate of payment payable to adult females employed in the process, trade, or business of a maker of picture frames, including art picture frames, framed mirrors, and overmantels other than overmantels usually made by cabinetmakers, shall be 21s. for a maximum number of 45 hours per week, and from 45 hours to 48 hours a *pro ratâ* rate.

FEMALE IMPROVERS.—PROPORTION.

9. That the number of female improvers who may be employed in any factory or work-room or shop or place in which the process, trade, or business of a maker of picture frames, including art picture frames, framed mirrors, and overmantels other than overmantels usually made by cabinetmakers, is carried on, shall be two to each female receiving not less than 21s. per week of 45 hours, provided that any sole employer or firm of employers shall be entitled to one female improver in his or its own right.

FEMALE IMPROVERS' WAGES.

10. That the lowest prices or rates of payment payable to female improvers employed in the process, trade, or business of a maker of picture frames, including art picture frames, framed mirrors, and overmantels other than overmantels usually made by cabinetmakers, shall be—

For the First year's experience	{ First 6 months .. 5s. per week of 45 hours	} and from 45 hours to 48 hours <i>pro ratâ</i> rates.
„ „ Second year's „	{ Second 6 „ .. 7s. „ „	
„ „ „	{ First 6 „ .. 9s. „ „	
„ „ „	{ Second 6 „ .. 11s. „ „	
„ „ Third year's „	{ First 6 „ .. 13s. „ „	
„ „ „	{ Second 6 „ .. 15s. „ „	
„ „ Fourth year's „	{ First 6 „ .. 17s. „ „	
„ „ „	{ Second 6 „ .. 19s. „ „	

And thereafter 21s. per week.

FEMALE APPRENTICES' WAGES.

11. That the lowest prices or rates of payment payable to female apprentices employed in the process, trade, or business of a maker of picture frames, including art picture frames, framed mirrors, and overmantels other than overmantels usually made by cabinetmakers, shall be—

For the First year's experience 8s. 6d. per week of 45 hours	} and from 45 hours to 48 hours <i>pro ratâ</i> rates.
„ „ Second year's „	.. .. . 12s. „ „
„ „ Third year's „	.. .. . 15s. „ „
„ „ Fourth year's „	.. .. . 19s. „ „

And thereafter 21s. per week.

PIECE-WORK.

12. (a) That the lowest piece-work prices or rates to be paid to persons for doing work of the kinds specified in the following Schedule shall be the prices or rates fixed by such Schedule in respect of such work.

(b) That the sizes referred to in the Schedule are rabbit sizes.

(c) That "United Inches" shall mean length + breadth.

(d) That the piece-work rates for frames shall apply only when the frames are given out in quantities of not less than one dozen of one size and kind.

(e) That "Softwoods" shall mean Chestnut, Kauri, Boligum, Caloom, Pine, and similar kinds of wood.

(f) That "Compo" shall mean any soft wood as defined in preceding sub-clause, whitened or ornamented with compo.

(g) That "Hardwoods" shall mean Oak, Ash, Blackwood, and the like.

(h) That all boards for mounts are to be cut to size and marked out.

(i) That in connexion with mounts, where 2, 3, 4, 5, or 6 square openings are in a straight row, each opening after the first shall be paid for at two-thirds the piecework rate fixed.

[SCHEDULE.

FRAMES.

	Up to 24 united inches.			Up to 30 united inches.			Up to 54 united inches.			Over 54 united inches.		
	Soft-wood.	Compo.	Hard-wood.	Soft-wood.	Compo.	Hard-wood.	Soft-wood.	Compo.	Hard-wood.	Soft-wood.	Compo.	Hard-wood.
	per doz.	per doz.	per doz.	per doz.	per doz.	per doz.	per doz.	per doz.	per doz.	per doz.	per doz.	per doz.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
One inch or under, one nail, glued—												
Cutting, shooting, boring, joining	1 0	1 3	1 6	1 3	1 6	1 9	1 6	1 9	2 0			
Joining only	0 4	0 5	0 6	0 5	0 6	0 7	0 7	0 8	0 9			
Over one inch and up to and including two inches, two nails, glued—												
Cutting, shooting, boring, joining	1 4½	1 10	2 3	1 7½	2 2	2 6	1 11	2 6	2 9			
Joining only	0 5	0 6½	0 8	0 6	0 8	0 9	0 8	0 10	1 0			
Over two inches and up to and including three inches, two nails, glued—												
Cutting, shooting, boring, joining	1 6	2 0	2 6	2 0	3 0	4 0	2 9	3 6	4 6			
Joining only	0 6	0 8	0 10	0 8	0 11	1 3	0 10	1 1	1 5			
										At proportionate rates.	At proportionate rates.	At proportionate rates.

MOUNTS.

		Circles, ovals, or squares.	Cushions or domes.
<i>Eight-sheet Boards and under.</i>			
Up to and including 14 united inches opening ..	2s. per gross	..	3s. per gross
Over 14 .. 27	3s. 6d. ..	..	4s. 3d. ..
" 27 .. 35	5s. 6d. ..	..	6s. 3d. ..
" 35 .. 40	7s. 6d. ..	..	8s. 3d. ..
<i>Ten-sheet and Oak Boards.</i>			
Up to and including 14 united inches opening ..	2s. 6d. per gross	..	4s. 6d. per gross
Over 14 .. 27	4s. ..	..	5s. 6d. ..
" 27 .. 35	6s. 3d. ..	..	7s. 9d. ..
" 35 .. 40	8s. 6d. ..	..	10s. ..
<i>Over Ten-sheet Boards.</i>			
Up to and including 14 united inches opening ..	3s. 6d. per gross	..	7s. per gross
Over 14 .. 27	5s. ..	..	8s. ..
" 27 .. 35	7s. 3d. ..	..	9s. ..
" 35 .. 40	9s. 6d. ..	..	11s. ..
<i>Fancy Shapes.</i>			
Double rates each class.			

DATE DETERMINATION OPERATIVE.

13. That this Determination shall come into force from the eleventh day of January, 1909.

S. PEARCE CAREY,
Chairman.

Melbourne, 11th December, 1908.