

[1913]



VICTORIA
GOVERNMENT GAZETTE.

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No. 141]

FRIDAY, JUNE 24.

[1938

Factories and Shops Acts.

DETERMINATION OF THE CIGAR TRADE BOARD.

This Determination on the 6th July, 1938, applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portion of the city of Sandringham as is not included within the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

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 Cigar Making," has made the following Determination, viz.:—

(1) That on the 6th July, 1938, the last and all previous Determinations of this Board shall be revoked and replaced by this Determination.

(2) APPRENTICES AND IMPROVERS.

Wages per Week of 44 Hours.		Number (in any place).																																																																		
<p>Making cigars or sorting and packing cigars:—</p> <p style="text-align: center;">APPRENTICES.</p> <p>Experience—</p> <table border="0"> <tr> <td>1st year—</td> <td style="text-align: right;">s. d.</td> </tr> <tr> <td>1st six months</td> <td style="text-align: right;">15 0</td> </tr> <tr> <td>2nd six months</td> <td style="text-align: right;">17 6</td> </tr> <tr> <td>2nd year</td> <td style="text-align: right;">25 0</td> </tr> <tr> <td>3rd year</td> <td style="text-align: right;">33 6</td> </tr> <tr> <td>4th year</td> <td style="text-align: right;">42 6</td> </tr> </table> <p>or in lieu of weekly wages the work may be paid at the following piece-work prices:—</p> <p style="text-align: center;">Making Cigars.</p> <table border="0"> <tr> <td>2nd year ..</td> <td>One-third of the piece-work prices.</td> </tr> <tr> <td>3rd year ..</td> <td>Two-thirds of the piece-work prices.</td> </tr> <tr> <td>4th year ..</td> <td>Three-quarters of the piece-work prices.</td> </tr> </table> <p style="text-align: center;">Sorting and Packing Cigars.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="3"></th> <th colspan="6">In Boxes of—</th> </tr> <tr> <th>500 cigars.</th> <th>250 cigars.</th> <th>100 cigars.</th> <th>50 cigars.</th> <th>25 cigars.</th> <th>10 cigars.</th> </tr> <tr> <th>per 1,000.</th> <th>per 1,000.</th> <th>per 1,000.</th> <th>per 1,000.</th> <th>per 1,000.</th> <th>per 1,000.</th> </tr> </thead> <tbody> <tr> <td>1st year</td> <td style="text-align: center;">s. d. 1 0</td> <td style="text-align: center;">s. d. 1 0</td> <td style="text-align: center;">s. d. 1 0</td> <td style="text-align: center;">s. d. 1 3</td> <td style="text-align: center;">s. d. 1 6</td> <td style="text-align: center;">s. d. 2 0</td> </tr> <tr> <td>2nd year</td> <td style="text-align: center;">s. d. 1 3</td> <td style="text-align: center;">s. d. 1 3</td> <td style="text-align: center;">s. d. 1 3</td> <td style="text-align: center;">s. d. 1 6</td> <td style="text-align: center;">s. d. 2 3</td> <td style="text-align: center;">s. d. 2 6</td> </tr> <tr> <td>3rd year</td> <td style="text-align: center;">s. d. 1 6</td> <td style="text-align: center;">s. d. 1 6</td> <td style="text-align: center;">s. d. 1 9</td> <td style="text-align: center;">s. d. 2 0</td> <td style="text-align: center;">s. d. 2 9</td> <td style="text-align: center;">s. d. 3 0</td> </tr> <tr> <td>4th year</td> <td style="text-align: center;">s. d. 2 0</td> <td style="text-align: center;">s. d. 2 0</td> <td style="text-align: center;">s. d. 2 3</td> <td style="text-align: center;">s. d. 2 6</td> <td style="text-align: center;">s. d. 3 3</td> <td style="text-align: center;">s. d. 3 6</td> </tr> </tbody> </table>		1st year—	s. d.	1st six months	15 0	2nd six months	17 6	2nd year	25 0	3rd year	33 6	4th year	42 6	2nd year ..	One-third of the piece-work prices.	3rd year ..	Two-thirds of the piece-work prices.	4th year ..	Three-quarters of the piece-work prices.		In Boxes of—						500 cigars.	250 cigars.	100 cigars.	50 cigars.	25 cigars.	10 cigars.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	1st year	s. d. 1 0	s. d. 1 0	s. d. 1 0	s. d. 1 3	s. d. 1 6	s. d. 2 0	2nd year	s. d. 1 3	s. d. 1 3	s. d. 1 3	s. d. 1 6	s. d. 2 3	s. d. 2 6	3rd year	s. d. 1 6	s. d. 1 6	s. d. 1 9	s. d. 2 0	s. d. 2 9	s. d. 3 0	4th year	s. d. 2 0	s. d. 2 0	s. d. 2 3	s. d. 2 6	s. d. 3 3	s. d. 3 6	<p style="text-align: center;">APPRENTICES.</p> <p>One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage. One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage. (An amended indenture of apprenticeship prescribed was approved on 5.2.12.)</p> <p style="text-align: center;">IMPROVERS.</p> <p>One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage. One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.</p>	
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(3) JUVENILE WORKERS, i.e., persons under 21 years of age (other than apprentices or improvers)—

Males.

Employed in—	Wages per Week of 44 Hours.							
	1st Year's Experience.				2nd Year's Experience.		Third Year's Experience.	Fourth Year's Experience.
	First Three Months.	Second Three Months.	Third Three Months.	Fourth Three Months.	First Six Months.	Second Six Months.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Making cigar boxes	17 6	17 6	20 0	20 0	25 0	32 6	42 6	54 0
Turning bunches	15 0	17 6	20 0	20 0	27 6	32 6	42 6	54 0
Stripping fillers	15 0	17 6	20 0	22 6	Piece-work prices	Piece-work prices	Piece-work prices	Piece-work prices

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

	Age.						
	14 years.	15 years.	16 years.	17 years.	18 years.	19 years.	20 years.
Any other class of work for which the rate of wages fixed does not exceed 92s. per week of 44 hours	15 0	17 6	20 0	27 6	33 6	46 0	56 6

Females.

Employed in—	Wages per Week of 44 Hours.							
	1st Year's Experience.				2nd Year's Experience.		Third Year's Experience.	Fourth Year's Experience.
	First Three Months.	Second Three Months.	Third Three Months.	Fourth Three Months.	First Six Months.	Second Six Months.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Trimming cigar boxes	15 0	17 6	20 0	22 6	25 0	27 6	Piece-work prices	Piece-work prices
Stripping and booking cigar bunch wrapper leaf	28 6	28 6	28 6	28 6	39 6	39 6	Minimum wage	Minimum wage
Kinging cigars	15 0	17 6	20 0	22 6	Piece-work prices	Piece-work prices	Piece-work prices	Piece-work prices
Stripping fillers	15 0	17 6	20 0	22 6	"	"	"	"
Packing cigars, viz. :—								
Havanette	15 0	17 6	20 0	22 6	"	"	"	"
Royal Bengals	15 0	17 6	20 0	22 6	"	"	"	"
Bonanzas	15 0	17 6	20 0	22 6	"	"	"	"
Gem of East Cigarillos	15 0	17 6	20 0	22 6	"	"	"	"
Swiss	15 0	17 6	20 0	22 6	"	"	"	"
Cartons or parcels	15 0	17 6	20 0	22 6	"	"	"	"
Machine work, viz. :—								
Making bunches	15 0	17 6	20 0	22 6	"	"	"	"
Covering cigars	15 0	17 6	20 0	22 6	"	"	"	"
Swiss	15 0	17 6	20 0	22 6	"	"	"	"
Lucky Hit	15 0	17 6	20 0	22 6	"	"	"	"
Havanettes	15 0	17 6	20 0	22 6	"	"	"	"
Senoritas	15 0	17 6	20 0	22 6	"	"	"	"

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

	Age.						
	14 years.	15 years.	16 years.	17 years.	18 years.	19 years.	20 years.
Any other class of work for which the rate of wages fixed for adults does not exceed 48s. per week of 44 hours	15 0	17 6	20 0	22 6	26 6	31 6	36 6

(4) OTHER EMPLOYEES.

	Wages per Week of 44 Hours.
	<i>£ s. d.</i>
Strippers and bookers of cigar covering leaf (males)	4 15 6
Strippers and bookers of cigar bunch wrapper leaf (females)	2 15 6
Cigar box makers (males)	4 18 0
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	2 11 6
Stripping fillers (males)	4 12 0
All others (males)	4 12 0
(females)	2 8 0

(5) OVERTIME.—That any employee who in any week works for any time in excess of 44 hours shall be paid for such extra time at the rate of time and a half.

(6) WAITING TIME.—When the hours of daily employment, as posted in the factory as required by the Factories and Shops Act, are altered or departed from by the employer, and notice of such alteration or departure of at least 16 hours has not been given to all employees, such employees shall be paid for all time lost through such alteration or departure at the following rates, viz. :—Piece-workers, 2s. 6d. per hour; all other employees at ordinary rates.

(7) HOLIDAYS.—All weekly wage employees shall be granted the following holidays without deduction of pay, viz.—Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day and Melbourne Cup Day—when such holidays are observed on Monday, Tuesday, Wednesday, Thursday, or Friday.

Pieceworkers shall be granted the same holidays as are granted to weekly wage employees.

Adult pieceworkers shall be paid for such holidays at the "All Others" rate provided for weekly wage employees.

Juvenile pieceworkers shall be paid at the rates provided for such employees under the age scale in Clause 3.

Provided that an employee who is voluntarily absent on the working day immediately preceding and the day immediately succeeding any one of the above-mentioned holidays, shall not be entitled to payment for such holiday.

(8) PIECE-WORK PRICES.—That the lowest piece-work prices payable to any person or persons engaged in the following kinds of work shall be:—

MAKING CIGARS.

HAND WORK.

	Length of Cigars up to and including—	Per 100 Cigars
	inches.	s. d.
Extra Magnum	5 ¹ / ₁₆	11 4 ¹ / ₂
Extra Magnum	5 ³ / ₁₆	12 4 ¹ / ₂
Consuelo shape	4 ¹ / ₂	10 4 ¹ / ₂
Flor de Naves shape	4 ¹ / ₂	9 9 ¹ / ₂
Bueno shape	4 ¹ / ₂	8 10 ¹ / ₂
Long Bueno	4 ³ / ₁₆	9 5
Ordinary taper shape	4 ¹ / ₂	8 10 ¹ / ₂
Panetelas shape, with point	5	8 3
Panetelas shape, with flat tops	5	8 9
Southern Cross (no point)	5 ¹ / ₂	5 8 ¹ / ₂
Meritas Bueno	4 ¹ / ₂	8 11
Meritas Bueno	4 ³ / ₁₆	9 5
Corona shape	5 ⁵ / ₁₆	12 0
Three-quarter Corona shape	5	10 2
Half Corona shape	3 ¹ / ₂	7 11
Italian shape (no binder)	6 ¹ / ₂	3 3
Italian shape, bunch making and rolling	6 ¹ / ₂	4 4

MAKING CIGARS.

HAND WORK—CLEAR HAVANA.

Bouquet Super Finos	4 ¹ / ₁₆	9 6
Castelares	4 ⁷ / ₁₆	9 6
Bueno	4 ¹ / ₂	9 3
Full Corona	5 ⁷ / ₁₆	12 6
Three-quarter Corona	5	10 9
Half Corona	3 ¹ / ₂	8 5
Petit Duces	3 ⁷ / ₁₆	7 3
Maquillas	5 ³ / ₁₆	12 6
Perlas	3 ¹ / ₁₆	7 6

Sixpence extra per hundred to be paid for every additional quarter of an inch or portion thereof in length of cigars.

NOTE.—For the purpose of this Determination the term "Clear Havana" shall be deemed to mean a cigar made entirely with Havana tobaccos.

MOULD WORK.

Shape.	Length of Cigars up to and including—	Dry Work.	Where 10 to 12 Moulds, or over are used.	Where 5 to 9 Moulds, inclusive, are used.	Where up to 4 Moulds, inclusive, are used.
		s. d.	s. d.	s. d.	s. d.
Flor-de-Naves	4 ¹ / ₈	5 8 ¹ / ₂	6 0	6 10	7 1
Half Corona shape	3 ³ / ₄	6 7	6 10	7 1	7 7 ¹ / ₂
Bueno, straight	4 ¹ / ₂	5 5 ¹ / ₂	5 8 ¹ / ₂	6 7	6 10
Bueno, long	4 ³ / ₈	6 7	6 10	7 1	7 7 ¹ / ₂
Bueno, long	5 ¹ / ₂	8 3	8 6	8 9	9 3
Bueno, long	6	9 3	9 6	9 9 ¹ / ₂	10 5
Monopole Rothchilds	4 ¹ / ₂	5 5 ¹ / ₂	5 8 ¹ / ₂	6 4 ¹ / ₂	6 10
Castella Special Tuck	4 ¹ / ₂	6 10	7 1	7 4	7 10 ¹ / ₂
Gloria	4 ³ / ₈	..	..	8 9	9 3
Sirdar	4 ³ / ₈	..	..	7 4 ¹ / ₂	7 10 ¹ / ₂
Monopole Bouquet	4 ⁷ / ₁₆	..	..	6 7 ¹ / ₂	7 1 ¹ / ₂
Casino C.W.	4 ³ / ₈	..	..	7 4 ¹ / ₂	7 11
Ordinary common straight	3 ³ / ₄	4 11 ¹ / ₂	5 2 ¹ / ₂	5 5 ¹ / ₂	6 0
Ordinary taper	4 ¹ / ₂	5 0	5 3	5 6	6 0
Rheingold	4 ¹ / ₂	5 1 ¹ / ₂	5 4 ¹ / ₂	5 7 ¹ / ₂	6 1 ¹ / ₂
Extra taper similar to Hansa	4 ¹ / ₂	4 11 ¹ / ₂	5 2 ¹ / ₂	5 5 ¹ / ₂	6 0
Monopole Minors	3 ³ / ₄	4 9	5 0	5 3	5 9
A 9	4 ¹ / ₁₆	..	6 3	6 7	7 1
5 DP	5 ¹ / ₁₆	..	..	9 0	9 6
5 H	4 ¹ / ₂	..	..	5 10 ¹ / ₂	..
7 F and 11 N	4 ¹ / ₁₆	5 3	5 6 ¹ / ₂	5 9 ¹ / ₂	6 5
14 RT	4 ¹ / ₁₆	..	..	..	8 11
15 FJ	4 ¹ / ₁₆	..	5 10 ¹ / ₂	6 1 ¹ / ₂	6 8 ¹ / ₂

MANILLA WORK.

	Length of Cigars, up to and including—	Per 100 Cigars.
	inches.	s. d.
Cheroots, Cortado Fino—Where not less than four moulds are used	3 $\frac{3}{8}$	3 3 $\frac{1}{2}$
Cheroots, Cortado de la Reina—Where not less than four moulds are used	4 $\frac{1}{16}$	3 6 $\frac{1}{2}$
Cheroots, Cortado Delicioso—Where not less than four moulds are used	4 $\frac{7}{8}$	4 5

	Length of Cigars, up to and including—	Prices per 100 Cigars where the number of Moulds used is—			
		2, 3, or 4.	5 or 6.	7 or 8.	More than 8.
	inches.	s. d.	s. d.	s. d.	s. d.
Parlas	3 $\frac{1}{8}$	6 7	6 0	5 8 $\frac{1}{2}$	5 5 $\frac{1}{2}$
Reina Victoria	4 $\frac{1}{2}$	8 3	7 7 $\frac{1}{2}$	7 4	7 1
Perfectos (old)	4 $\frac{7}{8}$	9 0	8 6	8 3	7 10 $\frac{1}{2}$
Perfectos (new)	4 $\frac{7}{8}$	..	7 4	..	..
High Life in the East	4 $\frac{7}{8}$	6 7	6 0	5 8 $\frac{1}{2}$	5 5 $\frac{1}{2}$
Londres	4 $\frac{7}{8}$	6 0	5 5 $\frac{1}{2}$	5 2 $\frac{1}{2}$	4 11 $\frac{1}{2}$
1A Habano	4 $\frac{7}{8}$	6 4 $\frac{1}{2}$	5 10 $\frac{1}{2}$	5 7 $\frac{1}{2}$	5 3
2A Habano	4 $\frac{7}{8}$	..	..	..	5 0 $\frac{1}{2}$
3A Habano	4 $\frac{7}{8}$	..	..	..	4 9
4A Habano	4 $\frac{7}{8}$	..	..	..	4 7
5P	4 $\frac{7}{8}$	..	5 5 $\frac{1}{2}$	..	..

Penaal work 9s. 9 $\frac{1}{2}$ d. per 100 cigars.

Where not otherwise specified, threepence extra per 100 to be paid for every additional quarter of an inch or portion thereof in length of cigars up to 5 inches, and thereafter sixpence for each additional quarter of an inch.

NOTE.—The lowest piece-work price payable to any per-on engaged covering bunches by hand shall be two-thirds of the piece-work price for making the cigars (mould work), and for making bunches by hand shall be one-third of the piece-work price for making the cigars (mould work).

Extras—	Per 100 Cigars.
	s. d.
For making any cigars covered with Brazil, Havana, or Mexican tobacco	0 6 extra
When the "bunches" are pressed and turned by the cigar maker	0 3 "
For making cigars longer than the mould by not more than one-sixteenth of an inch	0 3 "

NOTE.—For the purpose of this Determination, "Dry Work" means bunches made one day and covered the next, irrespective of the number of moulds used.
No cigar shall be made more than $\frac{1}{16}$ " shorter than the mould.

SORTING AND PACKING CIGARS.

Description of Cigars.	In Boxes of—					
	500 Cigars.	250 Cigars.	100 Cigars.	50 Cigars.	25 Cigars.	10 Cigars.
	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Hand work	5 3	5 9	7 3	} 7 9
Monopole shape	4 11 $\frac{1}{2}$	5 5 $\frac{1}{2}$	6 0	
Panetelas, block work	4 8	5 2 $\frac{1}{2}$	6 6	
Manila cheroots, hand or paper	4 11 $\frac{1}{2}$	5 5 $\frac{1}{2}$..	
Manila cheroots, small block work	4 3	4 9	..	
Cigars, bundles with two ribbons	5 2 $\frac{1}{2}$	5 5 $\frac{1}{2}$..	
Matador block work	4 5	4 11 $\frac{1}{2}$..	
Bueno shape, covered with Mexican tobacco	4 6 $\frac{1}{2}$	5 1	6 4 $\frac{1}{2}$	
Other Bueno shape	4 3	4 9	6 3	
Ordinary taper shape	4 3	4 9	6 3	
Extra taper shape, similar to Dona Sol	4 11 $\frac{1}{2}$	4 11 $\frac{1}{2}$	6 3	
Ordinary common straight shape	3 6	4 0	5 9	
"Queens" tied with one ribbon	4 3	..	..
"Queens" tied with two ribbons	4 6	..	..
Manila, tied in bundles of ten	3 10 $\frac{1}{2}$	3 10 $\frac{1}{2}$	..	..	..
Manila, flat, tied in bundles of ten	4 6	..	..
Manila, long, tied in bundles of ten	4 5	..	..
Manila, loose	4 3	4 9	6 3	
Extra Magnum	6 9	7 3	8 6	
Sirdar	4 11 $\frac{1}{2}$	5 5 $\frac{1}{2}$	6 9	
Monopole Bouquet	4 5	4 11 $\frac{1}{2}$..	
Casino C.W.	4 11 $\frac{1}{2}$	5 5 $\frac{1}{2}$	6 9	
Rheingold	4 3	4 9	6 3	
92AA	3 6	..	..
14RT	5 6	6 0	7 9	
5DP	5 6	6 0	7 9	
Full Corona hand work	6 0	6 6	7 9	

		Per 1,000 Cigars.	
		s.	d.
Royal Bengal, 5 in a packet	.. .. .	1	2½
Bonanza, 7 in a packet	.. .. .	0	10
Gem of the East Cigarillos, 9 in a box	.. .. .	1	0½
Swiss, packing in bundles of 25	.. .. .	0	7½
Swiss, banded and finished in 250's	.. .. .	0	7½
92aa, packing in trays	.. .. .	0	4
92aa, packing in 6's, packets and finishing	.. .. .	0	10
Havanettes, packing and finishing	.. .. .	1	4½
<i>Extras—</i>			
For sorting and packing all cigars with rings	.. .. .	0	6 extra
For sorting and packing all cigars faced rights and lefts	.. .. .	0	6 "
For sorting and packing all cigars covered with Havana tobacco	.. .. .	0	6 "

MACHINE WORK.

		Per 1,000 Bunches.	
		s.	d.
<i>Making Bunches.</i>			
Long-filler machine	.. .. .	2	9½
5AA, 7AA	.. .. .	2	0½
Points 2F	.. .. .	2	3½
7J, 92AA	.. .. .	2	1½
<i>Making throughout.</i>			
Swiss or Lucky Hit	.. .. .	1	4½
Havanettes	.. .. .	0	11
		Per 1,000 Cigars.	
		s.	d.
5AA, 7AA, 7J	.. .. .	2	6
92AA	.. .. .	2	6

BOX TRIMMING.

		Per 100 Boxes.	
		s.	d.
Hinging (not 5aa)	.. .. .	0	6½
Hinging and lidding 5aa	.. .. .	0	5½
Lining	.. .. .	1	6
Edging, ordinary	.. .. .	4	6
Edging, narrow embossed paper	.. .. .	7	6
Edging, narrow paper	.. .. .	7	0
Edging, Magnum paper	.. .. .	6	3
Edging, Varnished boxes	.. .. .	6	0
Edging, lid	.. .. .	1	0
Inside labels, lid	.. .. .	1	0
Inside labels, flap gummed	.. .. .	0	4
Extra flap label on flap	.. .. .	0	4
Outside labels, ends	.. .. .	0	4
Outside labels, locks	.. .. .	0	4
Outside labels, extra locks	.. .. .	0	4
Outside labels, lid, brand, cut	.. .. .	0	9
Outside labels, lid, brand	.. .. .	0	6
Full wrapping, Glascine	.. .. .	1	3
Half wrapping, Cellophane	.. .. .	0	9
Half wrapping, Glascine	.. .. .	0	9
Brown paper wrapping packets, W/2 labels	.. .. .	5	6
Stencilling	.. .. .	0	6
		Per Box.	
		s.	d.
<i>Samples—</i>			
With trays	.. .. .	0	5
No trays	.. .. .	0	2

RINGING CIGARS.

—	100's and 50's.		25's.	10's.	4's and 6's.	—	
	s.	d.	s.	d.	s.		d.
DRY WORK.							
Monopole Magnuin	2	5½	2	5½	2	8½	Slips under rings, 6d. per 1,000 extra
Monopole Maxim	2	5½	2	5½	2	8½	
Monopole Bueno	1	11	1	11	1	11	
Matador	1	11	1	11	1	11	
Gem of the East, Perfecto	1	11	1	11	1	11	
Gem of the East, Perlas	1	11	1	11	1	11	
Gem of the East, Cheroots	2	3	2	3	2	3	
All others	1	11	1	11	1	11	
Fresh work in bundles	1	6	1	6	..	..

STRIPPING FILERS.

ADULT FEMALES AND ALL JUVENILE WORKERS.

Wet Weight on Strips Returned.

	Per lb.
	s. d.
Brazil	0 7½
Havana (large)	0 7
Havana (small)	0 8½
Sumatra	0 6
Manila	0 4
Seed	0 3½

D. BERRIMAN, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 14th June, 1938.