



PROPORTION OF APPRENTICES AND IMPROVERS.

3. (a) The proportion of male apprentices and improvers shall be—

Apprentices.	Improvers.	Male Journeymen.	Apprentices.	Improvers.	Male Journeymen.
1	or	1	to	1	12
1	"	1	"	2	13
2	"	1	"	3	14
2	"	2	"	4	15
2	"	2	"	5	16
3	and	2	or	6	17
2	"	3	"	7	18
3	and/or	3	"	8	19
4	"	3	"	9	20
4	"	3	"	10	21
5	"	4	"	11	22
5	"	4	"	11	23
				12	24

And thereafter one additional male apprentice to every two additional male journeymen and/or one additional male improver to every five additional male journeymen.

(b) The number of female apprentices and female improvers shall be in the proportion of two female apprentices or female improvers to one female worker earning not less than 49s. 3d. per week.

(4) (a) The weekly hours of all employees shall be 44 per week.

(b) The regular hours of work shall be not earlier than 7 a.m. and not later than 6 p.m. on five days of the week, and not earlier than 7 a.m. and not later than 1 p.m. on Saturday or other day on which a half holiday is kept: Provided that not more than 9½ hours (except as provided in clause 5 hereof) shall be worked in any one day in each week.

PAYMENT FOR OVERTIME, SUNDAYS, AND HOLIDAYS.

(5) (a) All time worked on any day before or after the regular working hours shall be paid for at not less than the rate of time and a quarter for the first three hours and double time thereafter.

(b) All work done on Sundays and holidays shall be paid for at the rate of not less than double time.

(c) Pieceworkers employed before or after the regular working hours shall be paid for the first three hours one-fourth of hourly rates and thereafter full hourly rates in addition to piecework rates.

HOLIDAYS.

6. Employees shall be entitled to the following holidays without pay when no work is done. The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, King's Birthday, Christmas Day, Boxing Day, Labour Day (in the metropolis and in any city or town where there is a public celebration of Labour Day), Union Picnic Day once in each year (in the metropolis and in any town or city where such picnic is held) provided that the secretary or branch secretary of the Australian Saddlery Leather Sail Canvas Tanning Leather Dressing and Allied Workers' Trades Employees Federation shall give written or printed notice of the intention to hold the picnic, such notice to be sent by prepaid letter to each employer bound to observe the holiday, not less than four weeks nor more than six weeks prior to the date on which the picnic is to be held.

PAY DAY.

7. The employer shall pay the employees all moneys due at least once in each week, before knock-off time, and not later than Friday in each week. Any employee dismissed by his employer and who has worked only a portion of a week shall be paid on ceasing work for all time worked during that week.

WAITING TIME.

8. Any employee kept waiting for work more than half an hour in any one day shall be paid for the whole of the time such employee is kept waiting on that day at not less than a sum equal to his or her average earnings.

DEFINITION OF A MALE JOURNEYMAN.

9. A male journeyman shall mean an employee twenty-one years of age or over, or one who has worked five years or more in connexion with the manufacture of—

Articles made of canvas or a substitute for canvas such as—sails, tents, marquees, ships' gear, wings of aeroplanes, horse rugs, cow rugs, water bags, outside blinds (except Venetian blinds), filters, mail bags, tarpaulins, flags; or

Any other kind of canvas goods except those subject to the jurisdiction of any of the following Boards:—

- Agricultural Implements Board,
- Country Agricultural Implements Board,
- Boot Board,
- Carriage Board,
- Leather Goods Board, and
- Rubber Trade Board:

Provided that the rates prescribed for improvers in their sixth and seventh years shall operate until the apprentice or improver has reached the age of 21 years.

LIMITATION OF EMPLOYEE'S LIABILITY.

10. Where an employer subject to this Determination has made a payment to an employee, which payment purports to be a payment of the wages payable to the employee for any period, such employer shall not be liable to pay to the employee any further sums prescribed by this Determination in respect of any services rendered to such employer during such period unless within a period of nine calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee or some person on his behalf or by the local representative of the employee's Federation.

H. J. RICHARDSON, J.P., Chairman.

E. G. WILLIAMS, Acting Secretary.

Melbourne, 14th December, 1937: