



# VICTORIA GOVERNMENT GAZETTE.

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No. 227]

THURSDAY, JULY 6.

[1939

Factories and Shops Acts.

## DETERMINATION OF THE BEDSTEADMAKERS BOARD.

NOTE.—This Determination on the 28th October, 1937, applied 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 portions of the city of Sandringham as are not within the said Metropolitan 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 (including the moulders of bedsteads and excluding the moulders of fenders) employed in the process, trade, or business of a maker of metal bedsteads or fenders, or parts thereof," has made the following Determination, namely:—

1. That on the 30th June, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.	Wages per week of 44 hours.	
	Within the Metropolitan District and such portions of the City of Sandringham as are not included within the said district: the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell and the City of Warrnambool.	Other Parts of Victoria where the Determination applies.
	<i>s. d.</i>	<i>s. d.</i>
Bedstead smiths .. .. .	92 0	89 0
Chill fitters called on to design and model .. .. .	104 0	101 0
Other chill fitters .. .. .	92 0	89 0
Machinists .. .. .	89 0	86 0
Platers in charge .. .. .	101 0	98 0
Polishers and grinders .. .. .	91 0	88 0
Chippers and casters .. .. .	88 0	85 0
Furnacemen .. .. .	88 0	85 0
Bedstead fitters and mounters .. .. .	92 0	89 0
Employees engaged cutting, binding, straightening, drilling or squaring up parts of bedsteads and frame setters .. .. .	91 0	88 0
Japanners and lacquerers .. .. .	89 0	86 0
All others .. .. .	81 0	78 0

  

3. UNAPPRENTICED MALE JUNIORS AND FEMALES.		Weekly Hiring.	Hourly Hiring.
		<i>s. d.</i>	<i>s. d.</i>
(a) Junior Males.			
Under 16 years of age .. .. .		17 0	18 3
16 and under 17 years of age .. .. .		26 3	28 0
17 " " 18 " " .. .. .		46 6	49 6
18 " " 19 " " .. .. .		58 9	62 6
19 " " 21 " " .. .. .		70 9	75 3
(b) Adult Females.			
If of less than 12 months' experience .. .. .		50 3	53 6
Of 12 months' experience or more .. .. .		57 0	60 6
(c) Junior Females.			
1st year's experience .. .. .		14 0	15 0
2nd " " .. .. .		18 9	20 0
3rd " " .. .. .		20 6	31 6
4th " " .. .. .		37 0	39 6
5th " " .. .. .		42 6	45 3
Thereafter until reaching 21 years .. .. .		47 6	50 6

4. SPECIAL RATES.—In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid :—

- (a) Leading hands in charge of not less than three and not more than ten employees, including apprentices, 6s. per week extra; more than ten and not more than twenty employees, including apprentices, 12s. per week extra; more than twenty employees, including apprentices, 18s. per week extra.
- (b) Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. per hour extra.
- (c) Working for more than one hour in the shade where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.
- (d) Dirty work, i.e., work which the foreman and the workmen shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
- (e) Compensation to the extent of the damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.
- (f) Where more than one of the disabilities entitling a workman to extra rates exists on the same job, the employer shall be bound to pay only one rate, viz., the highest for the disabilities so prevailing.

5. HOURS OF EMPLOYMENT.—The ordinary hours of employment shall be 44 per week, to be worked (except as to shift workers) between the hours of 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday. Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and his employees and also that the weekly hours may be worked in five days.

6. OVERTIME.—(a) For all work done outside ordinary hours the rate of pay shall be time and a half for the first four hours and double time thereafter.

(b) In computing overtime each day's work shall stand alone.

(c) An employee recalled after leaving his workshop to work overtime shall be paid for a minimum of three hours' work at the appropriate rate.

(d) An employee occasionally required to hold himself in readiness after ordinary working hours shall until released be paid standing-by time at ordinary rates from the time from which he is to hold himself in readiness. Any custom now prevailing under which an employee is required to regularly hold himself in readiness for a call back shall continue.

(e) An employee (other than on shift) who has worked up to or beyond midnight shall not be bound to continue work on the following day.

(f) For all work done during meal hours and thereafter until a meal hour break is allowed a time and a half rate shall be paid. An employee shall not be compelled to work for more than six hours without a break for meals.

(g) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of work, but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

(h) Before starting overtime after working ordinary hours, a meal break of at least 45 minutes shall be allowed, unless the period of overtime is less than one and a half hours. An employee and his employer may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

(i) An employee required to work overtime for more than two hours without being notified the day before that he will be required so to work, shall either be supplied with a meal by the employer or paid 1s. 6d., or if work extends into a second meal hour, 2s. 6d. for the two meals, but such payment need not be made to employees living in the same locality as their workshop, who can reasonably return home for meals.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime he shall be paid for each meal provided.

(j) Subject to the provisions of the second part of sub-clause (f) hereof an employee shall work during meal breaks at the ordinary rates herein prescribed whenever instructed so to do for the purpose of making good breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.

(k) When an employee working overtime finishes work at a time when reasonable means of transport is not available, the employer shall provide him with a conveyance or pay him ordinary wage rates for the time occupied in reaching his home.

7. SHIFT WORK.—For any afternoon shift 7½ per cent. and for any night shift 10 per cent. more than ordinary wage rates shall be paid. Shifts which do not continue for five consecutive nights shall be regarded as overtime.

8. HOLIDAYS AND SUNDAY WORK.—(a) Employees shall be entitled to the following public holidays (without pay except as hereinafter provided): New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

(b) Employees shall be paid at the rate of double ordinary time for work done on Sundays and public holidays, such double time to continue until the employee has been relieved from duty for at least eight hours. Provided that the employee shall not be paid for the time he is resting.

9A. ANNUAL HOLIDAYS.—(a) Except as hereinafter provided employers shall in each year give their employees continuously employed as defined a holiday from and after the day observed as Boxing Day to the 31st day of December inclusive and shall pay full wages for ordinary working days included in that period. Pieceworkers and bonus workers receiving such holiday shall be paid time work rates.

(b) Employees entitled to such holiday and required to work during that period shall be given a week's holiday on full pay at some other time during the year, or if dismissed from employment before receiving such holiday shall be paid an extra week's wages on dismissal.

(c) "Continuously employed" for the purpose of this clause means employed (except as to breaks arising through slackening of work) for the three months immediately preceding the 25th day of each December. Any employee dismissed during the two weeks immediately preceding the 25th day of December shall be entitled to payment of one week's wages for such annual holiday.

9. SHOP STEWARDS.—Shop stewards appointed by employees in each workshop shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom they represent.

10. TRAVELLING TIME, ALLOWANCES AND BOARD.—(a) All fares and reasonable travelling expenses—including the cost, if incurred, for meals—incur by an employee during travelling shall be paid by the employer. The fares shall be first class on coastal boats, or on inter-state boats where there is no second class distinct from steerage. On trains when the employee has to travel all night, sleeping accommodation shall be provided where available.

(b) Time occupied in travelling during ordinary hours of employment shall be paid for at ordinary rates.

(c) If such employee has to be away from his home overnight he shall be allowed reasonable costs of board and lodging.

(d) When it is more convenient for the employee in the city or town in which his employer's factory is situated, to go direct to the job from his home, he shall do so, and start and cease work at the usual time customary at the shop. Provided that any extra expense incurred by him in travelling shall be borne by the employer.

11. CONTRACT OF EMPLOYMENT.—(a) With the exceptions hereinafter stated, employment may be by the week or by the hour. If by the week it shall be terminable on either side by one week's notice given on any day or (if the employer terminate it without such notice) by payment of one week's wages.

A contract for weekly employment may be terminated by an employer without liability to pay for more than time actually worked, for misconduct or for absence from work without reasonable excuse. If an employee engaged by the week absents himself from duty, except on public holidays or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating four days' sickness in each year) a sum proportionate to his time of absence may be deducted from his pay, i.e., one sixth of the weekly wage for each day of absence including Saturday in shops working six days per week and one-fifth in shops working five days per week; provided that only time actually lost shall be deducted when an employee is absent with leave on a Saturday.

(b) If the contract of employment is for hourly hiring the total amount of the rates prescribed in clause 2 hereof shall be increased by 5s. per week, but such amount shall not be taken into account when computing overtime, Sunday and Holiday rates.

(c) An employee starting work on hourly hiring shall be entitled to a minimum of four hours' consecutive work or to four hours' pay for the job; such hours may be deemed to be consecutive if worked in ordinary hours at the end of a day and the beginning of the next succeeding day.

12. PAYMENT OF WAGES.—(a) Wages shall be paid weekly. Where the services of an employee are dispensed with wages shall be paid to him on the day of dismissal or forwarded to him by post on the day following.

(b) An employee kept waiting for his pay on pay day for more than a quarter of an hour after the usual time of ceasing work shall be paid at overtime rates after that quarter of an hour with a minimum of a quarter of an hour.

13. TIME AND WAGES BOOK.—Each employer shall keep a time and wages book showing the name of each employee and his occupation, and the hours worked each day and the wages and allowances paid each week.

The time occupied by an employee in filling in any time books or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

14. PAYMENT BY RESULTS.—(a) Subject to the minimum wages herein prescribed, an employer may remunerate any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their weekly or hourly rates.

(b) Any increases in prevailing daily and hourly wages resulting from this Determination shall not of themselves compel any increase in piecework rates during the term of this Determination. If in a factory piecework is extended to processes now done on weekly or hourly hiring sub-clause (a) hereof shall apply.

15. MISCELLANEOUS.—(a) "Tools"—The employer shall provide for each employee such tools as are customarily provided at the time of making this Determination, and for sheet metal workers, snips used in the cutting of stainless steel, monel metal and similar hard metals. The employee shall replace or pay for any tools so provided if lost through his negligence.

(b) Suitable mica or other goggles for emery wheel operators shall be provided by the employer.

(c) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic tools and/or punch and shearing machines.

(d) Employers shall provide proper washing and sanitary conveniences for the use of their employees.

16. DEFINITIONS.—(a) "Wet place" means place where water is continually dripping from overhead to such an extent as to saturate the clothing of an employee or a place where water accumulates underfoot to a depth exceeding 2 inches.

(b) "Confined space" means a working place, the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.

17. MIXED FUNCTIONS.—An employee engaged on any day in different grades of work shall be paid at the rates prescribed for the time actually worked in each grade.

18. EXTRA RATES NOT CUMULATIVE.—Extra rates prescribed in this determination are not cumulative so as to exceed the minimum of double the ordinary rate.

W. W. HARRIS, Chairman.

E. G. WILLIAMS, Acting Secretary.

Melbourne, 15th June, 1939.





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No. 228]

THURSDAY, JULY 6.

[1939

Factories and Shops Acts.

## DETERMINATION OF THE BOOT BOARD.

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

NOTE.—(1) This Determination applies to the whole of the State of Victoria.

(2) Clicking, stuff cutting, making, and finishing were proclaimed on 13th January, 1932, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the Apprenticeship Regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Geological Museum Buildings, Gisborne-street, Melbourne (price 3d.).

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 20th December, 1938, by the Boot Board and published in the *Government Gazette* on the 9th January, 1939, hereby issue an adjusted determination showing the adjusted wages rates to be paid to any person.

(a) wholly or partly preparing or manufacturing either inside or outside a factory boots, shoes, or slippers of every description;

(b) designing or cutting patterns of boots, shoes, or slippers from metal or any other material"—

(1) The adjusted rates shown herein shall be paid on and after the 1st July, 1939.

(2)

### WAGES.

*Apprentices or Improvers.*

MALES.* <i>Apprentices.</i> Wages per Week of 44 hours.				
Commencing Age.				
	Under 16 years.	16 years.	17 years.	18 years or over.
	s. d.	s. d.	s. d.	s. d.
1st year .. ..	13 0	19 0	19 0	28 0
2nd year .. ..	19 0	27 6	28 0	37 6
3rd year—				
1st 6 months ..	28 0	36 6	37 0	51 3
2nd 6 months ..	28 0	36 6	37 0	59 3
4th year—				
1st 6 months ..	37 0	43 0	51 3	Minimum wage
2nd 6 months ..	37 0	43 0	59 3	
5th year—				
1st 6 months ..	44 0	51 3	Minimum wage	
2nd 6 months ..	44 0	59 3		
6th year—				
1st 6 months ..	51 3	Minimum wage		
2nd 6 months ..	59 3			
Thereafter .. ..		Minimum wage		

*Proportion.*

(In any factory or place.)

One male apprentice to every three or fraction of three male workers employed and receiving at wages rates or earning at piece-work prices not less than the minimum hour rate fixed for adult males.

An amended indenture of apprenticeship has been prescribed by the Board.

See Clause 4 for wages and proportion of unapprenticed Junior Workers.

FEMALES.  
*Improvers.*  
Females employed clicking, designing or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

Apprentices and all other improvers—				Wages per week of 44 hours.
				s. d.
1st 6 months' experience	..	..	..	17 6
2nd .. ..	..	..	..	19 0
3rd .. ..	..	..	..	22 3
4th .. ..	..	..	..	25 3
5th .. ..	..	..	..	27 3
6th .. ..	..	..	..	30 3
7th .. ..	..	..	..	35 0
8th .. ..	..	..	..	38 6
Thereafter .. ..	..	..	..	52 6

*Proportion.*

(In any factory or place.)

One female apprentice to every three or fraction of three female workers employed and receiving at wages rates or earning at piece-work prices not less than 52s. 6d. per week of 44 hours.

*Proportion.*

(In any factory or place.)

Three female improvers to each female worker employed and receiving at wages rates or earning at piece-work prices not less than 52s. 6d. per week of 44 hours.

Provided that the total number of female apprentices and improvers in any factory or place shall not exceed three to each adult female receiving not less than 52s. 6d. per week of 44 hours.

\* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission. See Note 2 above.  
No. 228.—8948/39.

## WAGES—continued.

## Other Employees.

MALES.			Wages per week of 44 hours. s. d.	FEMALES.			Wages per week of 44 hours. s. d.
Pattern Cutting—							
Pattern Cutters or Designers	..	..	106 0				
Clicking—							
Clicking outsides (other than felt, fabric, sheep's roans or splits)	..	..	106 0				
Clicking felt, linings, fabrics, sheep's roans, splits—	..	..					
By hand	..	..	103 0				
By machine	..	..	100 0				
All others	..	..	100 0				
Stuff cutting—							
Cutting leather outsides or insoles	..	..	103 0				
Ranging by hand	..	..	103 0				
All others	..	..	100 0				
Making—							
All operatives except those for whom the rates herein- after appearing are prescribed	..	..	106 0				
Operator of bottom levelling machine	..	..	100 0				
Operator of buzzer machine	..	..	100 0				
Operator of loose nailing machine	..	..	100 0				
Levelling by hand	..	..	100 0				
Heeling by hand	..	..	100 0				
Opening channels	..	..	100 0				
Closing channels	..	..	100 0				
Feathering	..	..	100 0				
Turning pumps	..	..	100 0				
Laying linings and shanking	..	..	100 0				
Pulling up backs	..	..	100 0				
Pulling on	..	..	100 0				
Tingling and trimming (hand or machine)	..	..	100 0				
Putting on heels and toe plates	..	..	100 0				
Attaching wood heels by hand	..	..	100 0				
Putting in stiffeners or toes	..	..	97 0				
Putting in bottom fillings and shanks	..	..	97 0				
Slipping off	..	..	97 0				
Pulling out tacks	..	..	97 0				
Stamping and sorting soles	..	..	97 0				
Solutioning or cementing by hand or machine	..	..	97 0				
Putting studs or bars on football boots	..	..	97 0				
Finishing—							
Finishing right through by hand	..	..	106 0				
Operating heel trimmer	..	..	106 0				
Operating edge trimmer	..	..	106 0				
Operating edge setter	..	..	106 0				
Operating heel scourer	..	..	106 0				
Operating Naumkeag machine and/or sandpapering machine	..	..	102 0				
Slipping off	..	..	97 0				
All others	..	..	100 0				

(a) Females employed clicking, designing or cutting, patterns, stuff cutting, stuff fitting, or preparing for makers, or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

(b) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

(c) Females with four years' experience and over employed operating a machine with hot or liquid wax, shall receive an addition to their ordinary wage at the rate of 7s. 6d. per week.

(d) Females (i) with four years' experience employed on any form of sewing machine

(ii) Employed on any other machine

(iii) Employed on any other work set out in clause 3 (Female Work)

(e) Females over the age of twenty-one years without the experience referred to in clause (d) (i) above shall for the first twelve months be paid £2 12s. 6d., and thereafter the rate prescribed for their occupation.

(3)

## FEMALE WORK.

The following classes of work may be performed by female employees at the rates prescribed in clause 2, sub-clause (d) (iii):—

(a) making cosy slippers with soles of upper leather or other soft material with felt or compo filling (excepting the operations set out in clause (2) (a);

(b) attaching felt to leather soles by Union Special Machine No. 75s 80,100 or any similar table machine;

(c) marking, stamping, fitting of uppers, machining of uppers, pasting of uppers, lacing of uppers or preparing slippers for the slipper turn sewing machine;

(d) ironing off the last;

(e) socking;

(f) pomming;

(g) attaching ornaments;

(h) final trimming and boxing;

(i) cleaning;

(j) spraying;

(k) branding;

(l) final polishing;

(m) final brushing;

(n) sizing;

(o) treeing after boot is finished;

(p) patent and coloured leather repairing;

(q) solutioning and covering wood heels;

(r) skiving or trimming the insides and outsides of uppers (including cut outs);

(s) interlacing of uppers before or after making (excluding hand made basket shoes);

(t) making (in all stages) infants' Os to 6s footwear with soles of upper leather or other soft material;

(u) preparing toe puffs of material other than crop;

(v) inking edges; and

(w) all work on which females can be employed in the heel, and last-making industry.

(4)

## JUNIOR WORKERS—MALES.

(a) Unapprenticed male juniors may be employed in the following occupations:—Tacking on insoles, putting in stiffeners or toes, putting in bottom fillings and shanks, putting in and slipping lasts, last carrying, last sorting, heel nail feeding, inking edges, solutioning or cementing by hand or machine, inking and colouring (one colour only), rubbing off heels, drawing tacks or nails, socking and sizing, tacking up stuff (including the cutting and preparation of football studs), putting in followers, branding or stamping, any other occupation usually performed by females under this Determination.

(b) The maximum number of unapprenticed male juniors who may be employed in any factory shall not exceed the proportion of one junior to ten or fraction of ten of the average number of male adults employed for the previous six months.

(c) Unapprenticed male juniors shall be paid the rates provided for apprentices plus ten per cent.

(d) Any unapprenticed junior who has had six years' experience in the industry and who has not reached twenty-one years of age shall be paid the adult rate for the class of work he is performing.

## HOURS OF WORK.

(5) (a) The ordinary hours of work shall be 44 hours per week, to be worked on five days between the hours of 7.30 a.m. and 5.30 p.m. from Monday to Friday inclusive.

(b) Each employer may fix a starting time and finishing time for his own factory, and such starting and finishing time, when fixed, shall be alterable only on fourteen days' notice.

## OVERTIME.

(6) (a) For all work done outside the starting and finishing time, time and a half shall be paid for the first two hours and double time thereafter.

(b) In computing overtime each day's work shall stand alone.

(c) No person under 21 years of age shall be required to work overtime without the approval of the Apprenticeship Commission, unless a proportionate number of adult males or fully experienced females are employed in the respective departments.

(d) Employees called upon to work overtime exceeding one hour shall be allowed 30 minutes for a meal, and shall in addition to overtime rates for such work be allowed 1s. for such meal, except when overtime is worked on Saturday, in which case the meal allowance shall only be payable if the work extends beyond the ordinary hour for ceasing work for the midday meal on the other five days of the week.

## MEAL TIME.

(7) (a) Not less than 30 minutes nor more than 60 minutes shall be allowed for a midday meal on each day, Monday to Friday inclusive.

(b) No employee shall be required to work longer than five hours without a break for a meal.

## TERMS OF ENGAGEMENT.

(8) (a) All employees (excepting apprentices) shall be engaged by the hour, and such engagement shall be terminated without notice at any time.

(b) Any employee who has not received on the previous day notice of suspension of work, or that he or she will not be wanted to attend at the factory, shall be paid for half a day, whether worked or not, unless there is a stoppage of work arising from some cause beyond the employer's control.

(c) Employees shall give notice to their employers when they desire to be absent from work except in cases of sickness or emergency beyond their control.

## SUNDAY WORK.

(9) For work performed on a Sunday treble time shall be paid for a full day, whether such full day is worked or not. Provided that employees engaged in alterations of plant or machinery necessary for resumption of work the next following working day shall be paid for at the rate of time and a half.

NOTE.—Section 8 of the Factories and Shops Act No. 4275 prohibits work on Sundays, but the Minister of Labour may suspend this section in exceptional circumstances.

## HOLIDAYS.

(10) Double ordinary time shall be paid for all work done on the following nine holidays or the days observed in lieu thereof viz.:—New Year's Day; Australia Day; Good Friday; Easter Monday; Labour Day; Anzac Day; King's Birthday; Christmas Day; and Boxing Day; provided that within the Metropolitan District Cup Day shall be substituted for King's Birthday.

## PAYMENT OF WAGES.

(11) (a) Wages shall be paid on Wednesday, Thursday, or Friday in each week. Employees kept waiting more than five minutes for their pay after ceasing work shall be paid overtime rates.

(b) Not more than one day's wages shall be kept in hand.

(c) Any employee working portion of a week shall be paid for that portion on ceasing work, provided that this clause shall not apply in the case of an employee working on the ordinary pay day of that week.

(d) Where an employee's services are dispensed with, the payment of all moneys due shall be made immediately on such employee ceasing work.

## TIME AND WAGES BOOK.

(12) Each employer shall keep a time and wages book, showing the name of each employee, his occupation, the hours worked each day, and the wages and allowances paid each week.

## MIXED FUNCTIONS.

(13) An employee engaged for more than half of one day on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day; if less than half of one day he shall be paid the higher rate for the time so worked.

## REST PERIOD.

(14) (a) Female employees shall be allowed a morning rest period of ten minutes at a time to be mutually arranged in each factory.

(b) Facilities for making tea shall be made available to employees at the commencement of rest periods and meal hours.

## SEATS.

(15) Where it is necessary for employees to sit at their work, seats will be provided by the employer for the employees. Such seats shall be reasonably comfortable.

## TOOLS.

(16) The employer shall provide all needles and findings, grindery, tools for finishers, viz., feather knives, fudge wheels, ordinary top irons, waist wheels, and brushes (paint and ink), workshop and light, and all colours and materials used in connexion with the trade.

## RIGHT OF ENTRY.

(17) Any duly accredited permanent official of the Union authorized in writing by the Secretary for Labour shall have the right to enter any place or factory of any kind whatsoever for the purpose of interviewing or conversing with the employees in such factory or place.

Provided such duly accredited permanent officials shall not wilfully hamper or hinder the employees during their working time, and may interview any employees or converse with them during any luncheon or non-working time, for the purpose of collecting dues, posting Union notices, and attending to other Union matters relating to the industry.

If any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the conditions abovementioned, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before the Secretary for Labour.

## WASHING ACCOMMODATION.

(18) Suitable washing accommodation shall be provided for all employees.

## SHOP STEWARDS.

(19) A shop steward appointed by employees in each workshop shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom they represent.





## STRONG WORK ON IRON LASTS, HUNGARIAN OR ROUND HOB-NAILED OR MILITARY.

Making.						Finishing.	
Men's.		Youths'.		Boys' 10's-15's.		Men's.	Youths'.
Pegged.	Riveted.	Pegged.	Riveted.	Pegged.	Riveted.		
per pair.	per pair.	per pair.	per pair.	per pair.	per pair.	per pair.	per pair.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
3 5½	2 8¾	2 8¾	2 5½	2 0½	1 10½	1 2½	1 0
2 8¾	2 5½	2 5½	2 0½	2 0½	1 7½	1 0	0 9½
...	2 2½	...	1 10½	...	1 5½	0 9½	0 8
...	...	...	1 8	...	1 6¾	...	...
3 5½	1 10½	2 10½	...	...	...	1 2½	1 0

## Class—

1. Watertights, lace-ups, bluchers or tongued lace, pegged all round, slicked bottoms, and nailed as desired by employer ...
2. Common watertights, lace-ups, bluchers or tongued lace, when Hungarian nailed, to be pegged in waist only, scattered rivets in foreparts, slicked with grain on; when sprigged, scattered pegs in foreparts, no sand papering and no crowing, riveted not to be slicked ...
3. Split lace-ups, sole, slip, waist piece, riveted, nailed, or sprigged, slipper bottoms ...
4. Bluchers, riveted, nailed, or sprigged, slipper bottom, sole and slip ...

Balmorals, slicked bottoms, military or Hungarian nailed, as desired by employer

Stokers', making, complete, 3s. 2½d. per pair.

Extras—(To apply to all lines) prices as per pair—

Filing sprigs, two rows round and two or three rows in centre, 1½d.

Nailed or sprigged waists, 1½d.

Rough sprigs, 2½d.

Slicking (boning) uppers on the last, 1½d.

Standard, screwed through, or through and slip, 2½d.

Stub toes, 1½d.

Square hobs, 1½d.

Tip filler, filed and slicked, 1½d.

Crop toe caps, 4½d.

Stiffener toe piece, not exceeding 2 inches deep, 2½d.

Stiffener toe piece, exceeding 2 inches deep, 4½d.

Crop outside counters, 2½d.

Toe-caps, except on balmorals, 1½d.

Toe-plates, 1½d.

Wellingtons, long and short, 7½d. making and 7½d. finishing.

White pegs, 1½d.

Hammering down pegs or rivets, where lasts are worn, 1½d.

Clumps (outside), one row of rivets or screws, or imitation screws, or pin points, making

per pair—

Boys, 10's-13's, 2½d.; women's and maids', 7½d.; men's and youths', 7½d.

Riveted, making on wood or plated last, 1½d.

Sizes over 11's men's and 7's women's, 5½d.

Extra to apply to Class 2—

Not otherwise provided for, if pegged in foreparts, 8d.

Extra to apply to Class 4 and balmorals, waist pieces, ½d.

Deductions—(To apply to all lines) prices at per pair—

Heeling, 3d.; boys, 2½d.

Stiffeners and split lifts, ¾d.

Light and strong work to be made and finished under their respective headings only.

## MAKING AND FINISHING.

## WOOD LAST WORK.

Items.	Men's.		Youths'.	
	Making.	Finishing.	Making.	Finishing.
	per pair. s. d.	per pair. s. d.	per pair. s. d.	per pair. s. d.
Knee boots, sole and slip, or bricks ...	5 9	1 9	4 8 $\frac{3}{4}$	1 5 $\frac{1}{2}$
Wellingtons, long and short, sole and slip, or bricks ...	5 2 $\frac{1}{4}$	1 9	4 3 $\frac{3}{4}$	1 5 $\frac{1}{2}$
Watertights, bluchers or tongued lace, sole and slip, or bricks ...	4 8 $\frac{3}{4}$	1 3 $\frac{3}{4}$	3 3	1 0
Extras—				
Sprigged foreparts, filed ...	0 1 $\frac{1}{2}$	...	0 1 $\frac{1}{2}$	...
Sprigs, rough ...	0 1 $\frac{1}{2}$	...	0 1 $\frac{1}{2}$	...
Square hobs ...	0 1 $\frac{1}{2}$	...	0 1 $\frac{1}{2}$	...
Toe-plates ...	0 1 $\frac{1}{2}$	...	0 1 $\frac{1}{2}$	...
Waists, nailed or sprigged ...	0 1 $\frac{1}{2}$	...	0 1 $\frac{1}{2}$	...
White pegs ...	0 1 $\frac{1}{2}$	...	0 1 $\frac{1}{2}$	...

## MISCELLANEOUS.\*

	Making.	Finishing.
	per pair. s. d.	per pair. s. d.
Canvas Shoes—All sizes—		
Best, faced with Russian, imitation Russian, kid (all colours), white lamb, calf, buckskin, or imitation ...	2 2 $\frac{1}{4}$	...
White bottoms ...	...	1 5 $\frac{1}{2}$
Common, basil fittings ...	0 9 $\frac{1}{4}$	...
Edges only, water or coloured, heels only trimmed ...	...	0 6 $\frac{1}{2}$
Canvas shoes, not otherwise mentioned ...	1 0 $\frac{3}{4}$	...
Edges only, water or coloured, trimmed ...	...	0 9 $\frac{1}{4}$
Black canvas shoes, patent facings, toe-caps and straps (women's and children's only) ...	1 3 $\frac{3}{4}$	...
Leather or other toes, 1 $\frac{1}{4}$ d. extra.	...	...
White bottoms ...	...	1 2
House Boots—		
Lasting, velvet or felt ...	0 11 $\frac{1}{4}$	...
Golosh counters, $\frac{1}{2}$ d. extra.	...	...
Black edges ...	...	0 4 $\frac{3}{4}$
Black bottoms, with grain on, 2d. extra.	...	...
Black bottoms, with grain off, 3d. extra.	...	...
Lasting, elastic-side boots or shoes, with or without toe-caps, half-military heels, not to exceed $\frac{1}{2}$ inch in height ...	1 3 $\frac{3}{4}$	...
Leather or other toes, 1 $\frac{1}{4}$ d. extra.	...	...
White bottoms ...	...	1 0 $\frac{3}{4}$
Black edges ...	...	0 4 $\frac{3}{4}$
Black bottoms, with grain on, 2d. extra.	...	...
Black bottoms, with grain off, 3d. extra.	...	...
Slippers—All sizes—		
Fancy, foxhead, venetian, or canvas ...	0 5 $\frac{1}{4}$	...
Basil, or mole ...	0 6 $\frac{1}{2}$	...
Edges only, heels only trimmed ...	...	0 2 $\frac{1}{4}$
Split, glaze hide, tan hide, felt, patent oilcloth, carpet, levant, croco, box hide, austral, chrome sheep, glaze sheep, suede, and leather not enumerated elsewhere ...	0 7	...
Leather or other toes, 1 $\frac{1}{4}$ d. extra.	...	...
Leather stiffeners, 1 $\frac{1}{4}$ d. extra.	...	...
Edges only, water or colour, trimmed ...	...	0 5 $\frac{1}{4}$
Black bottoms, with grain on, 2d. extra.	...	...
Black bottoms, with grain off, 3d. extra.	...	...
White bottoms ...	...	0 11
Lasting ...	0 9 $\frac{1}{4}$	...
Slippers, with slip heel not to exceed $\frac{1}{2}$ inch in height ...	0 11	...
Edges only trimmed ...	...	0 7 $\frac{1}{2}$
Black bottoms, with grain on, 2d. extra.	...	...
Black bottoms, with grain off, 3d. extra.	...	...
White bottoms ...	...	1 1 $\frac{1}{2}$
Hand worked ...	2 6 $\frac{1}{4}$	1 10 $\frac{1}{2}$
Buckskin, orup, glaze kid, wallaby, glove kid, white kid, patent, or box calf—		
Men's ...	1 11 $\frac{1}{4}$	1 4 $\frac{1}{2}$
Women's ...	1 4 $\frac{1}{2}$	1 0 $\frac{3}{4}$

\* No deductions of any kind to apply to items under this heading.

## MISCELLANEOUS—continued.

						Making.	Finishing.
						per pair. s. d.	per pair. s. d.
Boots and Shoes, ready for rubber—							
All men's and women's, 1st class, less than corresponding lines, machine sewn						0 7	...
Women's, 2nd and 3rd classes, less than corresponding lines, machine sewn						0 3½	...
All others, less than corresponding lines, machine sewn						0 2½	...
Tennis Shoes—							
Men's—Class 1						...	1 3½
Class 2						...	1 1
Class 3						...	0 10
Women's—Class 1						...	1 1½
Class 2						...	0 11
Class 3						...	0 9½

## INFANTS' BOOTS AND SHOES, 0's TO 6's, NEEDLEWORK, BY HAND.

						Making.	Per dozen pairs.
							s. d.
Boots—							
Sewing and turning, leather or linen lined						...	4 10½
Extras—With patent vamps or goloshes						...	0 7
All white work						...	1 3½
Shoes—							
Sewing and turning, leather lined						...	4 4½
Sewing and turning, linen lined						...	4 10½
Extras—With patent vamps or goloshes						...	0 6½
All white work						...	1 8

						Finishing.	Per dozen pairs.
							s. d.
Infants' Boots and Shoes—							
0's—3's						...	1 2
4's—6's						...	1 1
Extra—All white work						...	1 3½

## PUMPS.

Classification of Leathers—Classes 1, 2, and 3, same as for machine-sewn.  
Class 4. Patent railing, glaze sheep and cloth.

## FINISHING—WHITE TO HEEL.

						Men's.	Women's.	10's-13's.	7's-9's.	4's-13's.
						per pair. s. d.	per pair. s. d.	per pair. s. d.	per pair. s. d.	per pair. s. d.
Class 1						2 2½	1 9½	1 3½	1 0½	...
Class 2						1 10½	1 7½	1 0½	0 10	...
Class 3						1 7	1 3½	1 0½	0 10	...
Class 4						...	...	...	...	0 5½
Common Court Shoes and Slipper Pumps—										
Class 4						1 0½	0 10	...	...	...

## EXTRAS ON LIGHT WORK.

Items.	Men's and Youths'.		Women's and Maids.		Boys' and Girls', 4's to 13's.	
	Making.	Finishing.	Making.	Finishing.	Making.	Finishing.
	per pair. d.	per pair d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.
Bevel edges, foreparts ...	...	1½	...	1½	...	1½
Black channels, not drawn out ...	...	3½	...	3½	...	1½
Black channels, drawn out ...	...	8½	...	5½	...	3½
Bordered and bunked, foreparts only ...	...	5½	...	4	...	2½
Bordered and bunked, waists ...	...	1½	...	1½	...	1½
Bordered only, waists included if desired ...	...	3½	...	3½	...	1½
Bottoms, black (except patent ankle-straps) ...	...	2½	...	1½	...	1½
Bottoms, spankum (either by maker or finisher) ...	1½	1½	1½	1½	1½	1½
Bottoms, slicked (other than bricks)* ...	3½	...	2½	...	1½	...
Bottoms, screwed or imitation screwed ...	3½	...	3½	...	2½	...
Bottoms, plain-headed plugs ...	1½	...	1½	...	1½	...
Bunked, only foreparts ...	...	2½	...	1½	...	1½
Bunked, only foreparts, ½ inch and under ...	...	1½	...	1½	...	...
Bunked, waists ...	...	1½	...	1½	...	1½
Bracing ...	2s. 0½d.	...	1s. 7½d.	...	1s. 7½d.	...
Clumps, cork inserted (rand finished before boot is wholly put up) ...	1s. 0d.	1s. 1d.	9½	5½	5½	6½
Clumps, cork inserted, ready-made rand ...	8	1½	5½	1½	...	1½
Clumps, outside or inside, one row of rivets, or plain-headed plugs ...	5½	...	5½	...	3½	...
Clumps, outside or inside, two rows of rivets or screws, or imitation screws or pin points ...	8	...	6½	...	2½	...
Clumps, inside, ½ inch and over in rough, with- out rivets or plugs, other than bricks ...	6½	...	5½	...	3½	...
Clumps, bevel, outside or inside, all classes ...	3½	...	3½	...	1½	...
Clumps, square, outside or inside, all classes (½ inch and over when finished), other than bricks ...	...	1s. 1d.	...	10	...	6½
Clumps, square, outside or inside, all classes, one row of rivets ...	...	5½	...	...	...	...
Colours, white only ...	1½	1½	4½	3½	3½	2½
Copper toes ...	...	...	1½	1½	1½	1½
Cork inserted in welt in ordinary double soles ...	3½	...	3½	...	2½	...
Cork inserted in welt (when middle prepared by employer) ...	1½	...	1½	...	1½	...
Cork imitation and divided edge clumps; in- side or outside ...	...	8	...	6½	...	4
Covers lasted in ...	1½	...	1½	...	1½	...
Covers, cutting off ...	...	1½	...	1½	...	1½
Crowing or gull marking, strips and top- pieces ...	...	1½	...	1½	...	1½
Crowing, fancy, all lines ...	...	3½	...	3½	...	3½
Crup, with calf caps ...	3	...	3½	...	2½	...
Crup, without caps ...	8½	...	5½	...	3½	...
Crup, with crup caps ...	1s. 0½d.	...	9½	...	5½	...
Fiddle waists ...	...	3½	...	3½	...	1½
Fiddle waists, spire 1 inch from joint ...	...	4	...	4	...	2½
Fiddle waists, spire over 1 inch ...	...	5½	...	5½	...	3½
Hammering down pegs or rivets, where lasts are worn ...	1½	...	1½	...	1½	...
Heels over 1½ inches high, measured from centre of top-piece, up to 2 inches ...	3½	2½	2½	2½	...	...
Heels over 2 inches ...	5½	3½	5½	5½	...	...
Heels, screwed, or imitation screwed top- pieces ...	1½	...	1½	...	1½	...
Heels, bordered top-pieces ...	...	1½	...	1½	...	1½
Heels, chopped ...	...	1½	...	...	...	1½
Heels, imitation Wurtemberg, measured from centre of top-piece up to 1½ inches ...	2½	2½	2½	2½	...	...
Heels, imitation Wurtemberg, measured from centre of top-piece over 1½ inches ...	5½	5½	5½	5½	...	...
Heel pins, on ordinary work ...	1½	...	1½	...	1½	...
Heels, shaved with No. 9 shave or over, under 1½ inches high, measured from centre of top-piece ...	...	...	...	4½	...	...

\* Boys' 10's-13's, 2½d. per pair.

## EXTRAS ON LIGHT WORK—continued.

Items.	Men's and Youths.		Women's and Maids.		Boys' and Girls. 4's to 12's.	
	Making.	Finishing.	Making.	Finishing.	Making.	Finishing.
	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.
Heels, ventilated, all lines ...	1s. 0 $\frac{1}{4}$ d.	3 $\frac{1}{2}$	1s. 0 $\frac{1}{4}$ d.	3 $\frac{1}{2}$	1s. 0 $\frac{1}{4}$ d.	3 $\frac{1}{2}$
Hungarian nails, including top-piece—						
Two rows round and three rows in centre	4	...	...	...	2 $\frac{3}{4}$	...
Two rows round and two rows in centre	4	...	...	...	2 $\frac{3}{4}$	...
One row round and two rows in centre...	2 $\frac{3}{4}$	...	2 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...
Indestructible toes in all classes ...	3 $\frac{1}{2}$	...	3 $\frac{1}{2}$	...	2 $\frac{3}{4}$	...
Imitation-stitched foreparts, middle stitched before being put on ...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...
Leather tips, when made by maker ...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...
Machine-sewn waist other than clumps—						
One row of rivets or plain-headed plugs in foreparts ...	4	...	4	...	4	...
Two rows of rivets or screws or imitation screws or pin points ...	6 $\frac{3}{4}$	...	6 $\frac{3}{4}$	...	6 $\frac{1}{4}$	...
Measures (not including heel pins)—						
When lasts fitted up ...	3 $\frac{1}{2}$	...	3 $\frac{1}{2}$	...	2 $\frac{3}{4}$	...
Lasts to be fitted by maker ...	1s. 0 $\frac{1}{4}$ d.	...	1s. 0 $\frac{1}{4}$ d.	...	9 $\frac{1}{4}$	...
Patent vamps or vamps and goloshes	3 $\frac{1}{2}$	3 $\frac{1}{2}$	3 $\frac{1}{2}$	1 $\frac{1}{2}$	1 $\frac{1}{2}$	$\frac{1}{2}$
Patent toe-caps on all classes (except on patent vamps) ...	$\frac{1}{2}$	...	$\frac{1}{2}$	...	$\frac{1}{2}$	...
Pin points, top-pieces ...	1 $\frac{1}{2}$	...	$\frac{1}{2}$	...	$\frac{1}{2}$	...
Rounding stuff, soles and insoles from the rough ...	5 $\frac{1}{2}$	...	5 $\frac{1}{2}$	...	4	...
Rounding stuff, already cut, toes ...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...
Rounding stuff, already cut, heel to toe ...	2 $\frac{3}{4}$	...	2 $\frac{3}{4}$	...	1 $\frac{1}{2}$	...
Rubber lift in heel ...	1 $\frac{1}{2}$	3 $\frac{1}{2}$	1 $\frac{1}{2}$	3 $\frac{1}{2}$	1 $\frac{1}{2}$	2 $\frac{3}{4}$
Rubber forepart or through ...	1 $\frac{1}{2}$	3 $\frac{1}{2}$	1 $\frac{1}{2}$	3 $\frac{1}{2}$	1 $\frac{1}{2}$	2 $\frac{3}{4}$
Samples ...	1 $\frac{1}{2}$	1 $\frac{1}{2}$	1 $\frac{1}{2}$	1 $\frac{1}{2}$	1 $\frac{1}{2}$	1 $\frac{1}{2}$
Slicking (boning) uppers on the last ...	1 $\frac{1}{2}$	...	...	...	...	...
Sole and slip, with waist-pieces ...	$\frac{1}{2}$	...	$\frac{1}{2}$	...	$\frac{1}{2}$	...
Spike toe, in size 7, $\frac{1}{2}$ inch back from toe, under 1 $\frac{1}{2}$ inches ...	3 $\frac{1}{2}$	...	...	...	...	...
Spike toe, in size 7, $\frac{1}{2}$ inch back from toe, 1 $\frac{1}{2}$ inches ...	1 $\frac{1}{2}$	...	...	...	...	...
Spike toe ...	...	...	$\frac{1}{2}$	...	...	...
Sprig foreparts, not filed—						
Two rows round and three rows in centre	4	...	...	...	3 $\frac{1}{2}$	...
Two rows round and two rows in centre	3 $\frac{1}{2}$	...	...	...	2 $\frac{3}{4}$	...
One row round and two rows in centre...	2 $\frac{3}{4}$	...	2 $\frac{1}{4}$	...	2 $\frac{3}{4}$	...
Sprig foreparts, filed—						
Two rows round and three rows in centre	6 $\frac{3}{4}$	...	...	...	3 $\frac{1}{2}$	...
Two rows round and two rows in centre	5 $\frac{1}{2}$	...	4	...	3 $\frac{1}{2}$	...
One row round and two rows in centre...	4	...	3 $\frac{1}{2}$	...	2 $\frac{3}{4}$	...
Sprigged toe and joints, one row ...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...
Sprigged toe and joints, two rows...	2 $\frac{3}{4}$	...	2 $\frac{3}{4}$	...	2 $\frac{3}{4}$	...
Sprigged toe and joint, filing (either by maker or finisher) ...	$\frac{1}{2}$	$\frac{1}{2}$	$\frac{1}{2}$	$\frac{1}{2}$	$\frac{1}{2}$	$\frac{1}{2}$
Sprigs or nails, additional rows—per row ...	$\frac{1}{4}$	...	$\frac{1}{4}$	...	$\frac{1}{4}$	...
Spur box ...	4s. 0 $\frac{1}{4}$ d.	1s. 0 $\frac{1}{4}$ d.	...	...	...	...
Stitched foreparts, not pricked ...	3 $\frac{1}{2}$	3 $\frac{1}{2}$	3 $\frac{1}{2}$	3 $\frac{1}{2}$	2 $\frac{3}{4}$	2 $\frac{3}{4}$
Stitched foreparts, pricked up ...	3 $\frac{1}{2}$	7 $\frac{1}{4}$	...	8	...	5 $\frac{1}{2}$
Stitched foreparts to heel, not pricked up ...	5 $\frac{1}{2}$	5 $\frac{1}{2}$	5 $\frac{1}{2}$	5 $\frac{1}{2}$	3 $\frac{1}{2}$	3 $\frac{1}{2}$
Stitched foreparts to heel, pricked up ...	5 $\frac{1}{2}$	1s. 0 $\frac{1}{4}$ d.	...	1s. 0 $\frac{3}{4}$ d.	...	7 $\frac{1}{2}$
Stitched aloft, foreparts chopped ...	3 $\frac{1}{2}$	7 $\frac{1}{4}$	3 $\frac{1}{2}$	7 $\frac{1}{4}$	3 $\frac{1}{2}$	5 $\frac{1}{2}$
Stitched aloft to heel ...	5 $\frac{1}{2}$	...	5 $\frac{1}{2}$	...	3 $\frac{1}{2}$	...
Stitched aloft, foreparts not chopped if finished bottoms ...	3 $\frac{1}{2}$	3 $\frac{1}{2}$	...	3 $\frac{1}{2}$	...	2 $\frac{3}{4}$
Stitched aloft to heel (the waist chopped being 2 $\frac{1}{4}$ d.) ...	5 $\frac{1}{2}$	1s. 0 $\frac{1}{4}$ d.	...	1s. 0 $\frac{1}{4}$ d.	...	7 $\frac{1}{2}$
Strips, half-moon or one peak ...	...	2 $\frac{3}{4}$	...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$
Strips, peaked ...	...	3 $\frac{1}{2}$	...	3 $\frac{1}{2}$	...	2 $\frac{3}{4}$
Strips, spire ...	...	6 $\frac{3}{4}$	...	5 $\frac{1}{4}$	...	3 $\frac{1}{2}$
Taking piece out of breast of top piece, and colouring to taste of employer ...	...	$\frac{1}{2}$	...	$\frac{1}{2}$	...	$\frac{1}{2}$
Through or runner ...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...
Through ...	...	1 $\frac{1}{2}$	...	...	...	...
Thigh boots ...	1s. 0 $\frac{3}{4}$ d.	1s. 0 $\frac{3}{4}$ d.	...	...	...	...
Toe and joint, when pegs left out and sprigged instead (sprigs not filed) ...	Nil	...	Nil	...	Nil	...
Top pieces black or coloured, all lines ...	...	$\frac{1}{2}$	...	$\frac{1}{2}$	...	$\frac{1}{2}$

## EXTRAS ON LIGHT WORK—continued.

Items	Men's and Youths'		Women's and Maids'		Boys' and Girls, 4's to 13's.	
	Making.	Finishing.	Making.	Finishing.	Making.	Finishing.
	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.
Waists, fancy, any colour, all lines	...	3½	...	3½	...	3½
Waists, brown	...	1½	...	1½	...	1½
Waists, black	...	1½	...	1½	...	1½
Waists, corrugated or scored	...	5½	...	5½	...	3½
Wellingtons, long and short	5½	5½	...	...	...	...
Welts, yellow	...	5½	...	3½	...	2½
Welts, wide, made in any class, over ¼ inch when finished measured from outside joints	½	3½	...	...	...	...
Welts, wide—except in stitched	...	...	1½	1½	1½	1½
Welts, half-wide, except in stitched, ¼ inch when finished measured from outside joints	1½	1½	...	...	...	...
NOTE.—With reference to welts, half the extra to be paid to the person closing channel and half to person putting on stuff.						
Wooden heels, preparing seat for	1½	...	1½	...	1½	...
Wooden heels, putting on by hand	1½	...	1½	...	1½	...
Wurtemberg pumps and welts, split soles	...	3½	...	3½	...	3½

NOTE.—Extras on pumps, same as for machine-sewn work.

## DEDUCTIONS.

	Men's and Youths'	Boys' 10's-13's.	Women's and Maids'	Girls' 7's-13's.	Boys' and Girls'	
					7's-13's.	3's-6's.
	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.
Heeling—						
Class 1	4	3½	4	3	...	...
Class 2	3½	3	3½	2½	...	...
Class 3	3	2½	3	2½	...	...
Bottoms not finished—All classes	5½	2½	2½	1½	...	½
Finishing Wooden heels—						
Class 1	6½	...	6½	...	4	...
Class 2	4	...	4	...	3	...
Class 3	3	...	3	...	2½	...
Fitting Stuff—						
Stiffeners and toes, ready for use	1	...	1	...	½	¼
Re-lasting, closing channels, and putting on split lifts—						
Class 1	3	...	2	...	1	...
Class 2	2½	...	2	...	1	...
Class 3	2½	...	2	...	1	...
Welts	3	...	2½	...	1½	...

NOTE.—(a) The above deductions for heeling constitute the prices or rates for heeling when same is done by hand.  
(b) When deductions for heeling are made, boots and shoes on which such deductions are claimed are not to be handed back to the maker to have the top-pieces nailed.

## HEELING PUMPS, INCLUDING SPLIT LIFT WHEN USED.

	Men's and Youths'	Boys' 10's to 13's.	Women's and Maids'	Girls' 7's to 13's.
	per pair. d.	per pair. d.	per pair. d.	per pair. d.
Class 1	8	5½	7½	5½
Class 2	5½	4	5½	3½
Class 3	3½	3	3½	3

**MAKING AND FINISHING.  
HAND-SEWN WORK.**

<i>Long Work.</i>						Per pair.	
						s.	d.
Napoleon or field boots	...	...	...	...	...	35	2
Jockey boots	...	...	...	...	...	34	10
Jack boots	...	...	...	...	...	34	10
Wellington boots, long	...	...	...	...	...	34	10
Wellington boots, short	...	...	...	...	...	32	7
Thigh boots	...	...	...	...	...	56	8½
Re-footing	...	...	...	...	...	32	4½
<i>Short Work.</i>						Gents', Per pair.	
						s.	d.
Shooting boots	...	...	...	...	...	35	2
Short boots and shoes	...	...	...	...	...	32	8
Pumps, Ladies' or Gents'—							
Romeo or court shoes	...	...	...	...	...	24	5½
Wool or fancy slippers, if bound by maker	...	...	...	...	...	22	3½
Wool or fancy slippers, if not bound by maker	...	...	...	...	...	17	4½
Children's Boots or Shoes—							
Sizes 7's to 9's inclusive	...	...	...	...	...	19	0
Sizes 10's to 13's inclusive	...	...	...	...	...	20	2
Sizes 1's and 2's inclusive	...	...	...	...	...	22	3½
<i>Long Work—</i>						Per pair.	
						s.	d.
<b>EXTRAS.</b>							
All long work having patent vamps	...	...	...	...	...	2	3½
All long work having patent or enamelled legs, or if made of soillable colours	...	...	...	...	...	2	3½
All legs, if stiffened before being made	...	...	...	...	...	4	5½
Stitched seats	...	...	...	...	...	2	3½
Short Work (Ladies' or Gents')—							
All clumps	...	...	...	...	...	4	5
Spur boxes	...	...	...	...	...	5	8
Middle sole	...	...	...	...	...	2	3½
¾ inch edge (sole and welt)	...	...	...	...	...	1	2
Every ¼ inch over ¾ inch (sole and welt)...	...	...	...	...	...	1	2
Welts ¾ inch wide (measured at outside joint)	...	...	...	...	...	1	2
Welts ½ inch wide (measured at outside joint)	...	...	...	...	...	2	3½
Waist, supported by inner sole or stiffener	...	...	...	...	...	1	2
Rubber lifts, if cemented	...	...	...	...	...	1	2
Rubber top-pieces, if cemented...	...	...	...	...	...	1	2
Scaife's patent soles	...	...	...	...	...	4	5½
Box corks (gents')	...	...	...	...	...	11	2
Box corks (ladies')	...	...	...	...	...	8	9½
Ladies' heels, every ½ inch over 1½ inch	...	...	...	...	...	0	9½
Cavity heels	...	...	...	...	...	2	3½
Cloth or stockingette vamps or goloshes	...	...	...	...	...	1	2
Toe or heel plates	...	...	...	...	...	1	2
Nails in soles, if more than twenty	...	...	...	...	...	1	2
Stiff-leg skating boot (if stiffened by maker)	...	...	...	...	...	2	3½
Patent legs, if kept straight	...	...	...	...	...	1	2
Stitched over 16 to the inch (ladies')	...	...	...	...	...	1	2
Stitched over 16 to the inch (ladies'), heel to heel	...	...	...	...	...	2	3
Stitched over 14 to the inch (gents')	...	...	...	...	...	1	2
Stitched over 14 to the inch (gents'), heel to heel	...	...	...	...	...	2	3½
All faced leather, except black box calf or glaze kid	...	...	...	...	...	2	3½
Wurtemberg heels (wooden)	...	...	...	...	...	5	7½
Wurtemberg heels (wooden), if sewn and stitched	...	...	...	...	...	8	9½
Wood heels (ready covered)	...	...	...	...	...	1	9½
Wood heels (if covered by maker)	...	...	...	...	...	3	5½
Spikes in cricket boots or shoes	...	...	...	...	...	2	3½
Straps, if put on cricket boots or shoes by maker	...	...	...	...	...	1	2
All coloured welts on black-work	...	...	...	...	...	1	2
Pumps—							
Stiff toes	...	...	...	...	...	1	2
Band on breakable trimmings	...	...	...	...	...	1	2
Velvet or satin	...	...	...	...	...	1	2
Outside heels on slippers	...	...	...	...	...	2	3½
	...	...	...	...	...	2	3½

Any employer may fix and pay piece-work prices to any person employed at making cripple corks, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rate fixed by this Determination for such work.

Melbourne, 3rd July, 1939

F. A. MARZORINI,  
Secretary for Labour.

