VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE GLASSWORKERS BOARD.

NOTE.—(1) This Determination 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 ; such portions of the city of Sandringham as are not included 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 employed in the process, trade, or business of (*a*) glass-blowers ; (*b*) glass-moulders ; (*c*) a maker of all kinds of glass utensils (except cut-glass utensils), including glass bottles, glass jars, glass jugs, glass globes, tumblers, salt cellars, and vials, has made the following determination, viz :—

(1) That on the 24th February, 1940, the adjusted Determination which came into force as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

(2) FLINT GLASS SECTION.

APPRENTICES.

	Wages per Week. s. d.
1st year's experience	41 3
2nd " "	46 6
3rd " "	53 3
4th " "	59 3
5th " "	64 3

and thereafter the minimum adult wage or piecework price.

IMPROVERS.

Improvers other than Flint Improver Blowers.	Wages per Week. s. d.	Flint Improver Blower. Wages per Day of 8 Hours. s. d.
1st year's experience	37 6	10 3
2nd " "	50 0	
3rd " "	57 6	
4th year's experience and until reaching the age of 21 years	67 6	

Proportion (in any Place).

One apprentice and one improver, or two apprentices or two improvers to every three or fraction of three persons receiving not less than the minimum adult rate.

JUVENILE WORKERS (as defined in Clause 20).

Males.

	Wages. per Week. s. d.
Under 16 years of age	22 6
16 years, but under 17 years of age	25 0
17 " " " 18 " "	32 6
18 " " " 19 " "	45 0
19 " " " 20 " "	52 6
20 " " " 21 " "	60 0

and thereafter the minimum adult wage or piecework price.

Juveniles employed as "carriers-in" or "mould boys" shall be paid a margin of 5s. per week in addition to their ordinary rate.

Females.

	Wages. per Week. s. d.
Under 15 years of age	20 0
15 years, but under 16 years of age	21 6
16 " " " 17 " "	28 0
17 " " " 18 " "	30 6
18 " " " 19 " "	33 0
19 " " " 20 " "	38 6
20 " " " 21 " "	44 0

and thereafter the minimum wage payable to adult females.

NOTE.—In accordance with the provisions of section 40 of the Factories and Shops Acts, no female under the age of 18 years shall be employed in a part of a factory in which the process of melting or annealing glass is carried on.

(3) WAGES FOR ADULTS (OTHER THAN SKILLED GLASSWORKERS).

	Per Week. £ s. d.
Furnaceman	4 13 0
Persons employed on sandblasting and acid work	4 11 6
Storeman	4 10 0
Packers in straw in headed-up packing	4 9 0
Lehrman	4 7 6
Batchmixers	4 7 6
Sorter	4 6 6
Packers of opal-ware in cartons	4 6 6
All other male adults	4 4 0
Female adults	2 7 0

Note.—Sorters employed on afternoon or night-work shall receive 5 per cent. in addition to their ordinary rate.

SKILLED GLASSWORKERS (ADULTS).

When an adult skilled glassworker is employed on time rate, he shall receive the following rates per day of 8 hours :—

Classification.	Size of Article to be Blown.	Per Day. s. d.
Mould-blowers off the ball—		
(a) Flint or plain opal or opal-cased blowers	12 inches diameter and under	24 9
(b) Flint or plain opal or opal-cased blowers	Over 12-in. diameter and up to and including 18-in. diameter	27 9
(c) Flint or plain opal or opal-cased blowers	Over 18-in. diameter	32 9

(4) CONSTITUTION OF SHOPS.—(a) Flint blow and plain opal shops shall consist of :—

(1) Ball blower, and/or gatherer, blower, and all necessary assistants.

(2) Ball blower, gatherer, blower, and all necessary assistants.

(3) Ball blower, two blowers, and all necessary assistants.

and shall be constituted in any of the foregoing ways at the discretion of the employer.

(b) Opal-cased shops shall consist of :—

(1) One blower shop—Flint ball blower, opal ball coverer, and one blower to gather and blow his own ware.

(2) Two blower shop—Flint ball blower, opal ball coverer, and two blowers to gather and blow their own ware.

(c) Cylinder shop may be constituted in any one of the following ways :—

(1) One junior ball blower, one cylinder blower, and all necessary assistants.

(2) One junior ball blower, one senior ball blower, one cylinder blower, and all necessary assistants.

(3) One junior ball blower, two cylinder blowers, and all necessary assistants.

(5) HOURS.—(a) The ordinary hours of sorters, packers, batchmixers, and their assistants, labourers, and all other employees (other than furnacemen, glassworkers, and their assistants) shall not exceed 44 per week to be worked in five and a half days per week, the daily hours to be eight hours on Monday to Friday inclusive, to be worked between 7 a.m. and 5 p.m. with an interval of 45 minutes for a meal, and 4 hours on Saturday to be worked between 7 a.m. and 12 noon.

(b) The ordinary hours of furnacemen shall be 44 per week or, when shifts are worked, not more than 176 spread over a period of four weeks, and not more than eight hours to be worked in any one shift, shifts to rotate between furnacemen. All time worked in excess of these hours shall be deemed to be overtime, except so far as such excess is due to an arrangement between the furnacemen themselves, or is necessary for effecting periodical rotation of shifts.

(c) The hours of three-shift-workers shall not exceed a total of 125 spread over a period of three weeks nor more than 45 in any one week.

(d) The ordinary hours of glassworkers and their assistants (other than shift-workers) shall be 44 per week.

(e) The ordinary hours of two-shift glassworkers shall be worked as follows :—

Morning Shift.—Mondays to Fridays inclusive—7 a.m. to 3.30 p.m. with an interval of half an hour for a meal.

Saturdays.. .. .. 7 a.m. to 11 a.m.

Afternoon Shift.—Mondays to Fridays inclusive—3.30 p.m. to 11.30 p.m. with an interval of half an hour for a meal.

(6) BASIS OF PAYMENT OF SKILLED GLASSWORKERS.—Piecework shall be the basis of payment for skilled glassworkers, but in cases where employees earn less than the time rate per day through their own fault, such as producing bad work or not producing sufficient work to enable them to earn the time rate while conditions in the factory are satisfactory, they shall only receive the amount they earn on the piecework rate ; but if through any fault of the employer the employees are prevented from earning the time rate, plus 6 per cent. on the piecework rate of eight hours, they shall be paid at the time rate, plus 6 per cent.

(7) BASIS FOR FIXING OF PIECEWORK PRICES.—(a) The Board determines that any employer may fix and pay piecework prices for any article to adult skilled glassworkers of average capacity employed in the flint section of the industry, provided such prices enable the said adult skilled glassworkers to earn at least the minimum daily rate prescribed for their respective classifications with the addition of 12½ per cent.

(b) A schedule of such piecework prices shall be posted in the factory in such a position as to be accessible to and easily read by persons employed therein. If any group or groups of employees in the factory are dissatisfied with the piecework prices so exhibited, they shall have the right of appeal to the Secretary for Labour with a view to having the matter investigated.

(8) MIXED FUNCTIONS.—Where employment involves functions of a mixed character, and an employee is employed for sixteen hours in any one week on work for which a higher rate of pay is prescribed by this Determination than the rate prescribed for the work which he usually does, the minimum rate to be paid to such employee shall be calculated for the week as if he performed such only of the functions as are represented by the highest rate, but, if employed for less than sixteen hours on such higher class of work, he shall be paid the rates prescribed by this Determination for the work he actually does from time to time. This clause shall not apply to skilled glassworkers.

(9) ENGAGEMENT AND TERMINATION OF EMPLOYMENT.—(a) All employment shall be by the week.

(b) An employee desirous of terminating his service with an employer shall terminate such service only on a Saturday of each week, and shall give his employer notice of such intention on or before 5 p.m. on the Monday prior to the date of termination of such service. In the event of an employee failing to comply with the onditions contained in this clause, one week's pay shall be deducted from his pay by the employer.

(c) An employer desirous of terminating the services of an employee shall terminate his services only on a Saturday, and he shall give such employee notice of his intention to terminate such service not later than 5 p.m. on the Monday prior to the date of the termination of such service. In the event of the employer failing to comply with the conditions contained in this clause, one week's pay shall be paid to the employee by the employer.

Provided that in the event of a tank going out of commission for repairs at any time, the employees actually engaged on such tank, and thereby thrown out of work, shall receive one clear week's notice from the employer of his intention to dispense with their services ; during the currency of which notice they may be required to do other work on the premises or, at the option of the employer they may be paid one week's wages in lieu of such notice.

Provided further that nothing in this clause shall be applicable to cases of termination of services of employees for misconduct or incompetence justifying their instant dismissal.

(10) SICK PAY.—(a) Any person who does not attend for duty shall not be paid for the actual time lost ; provided, nevertheless, that if he produces or forwards within 24 hours of the commencement of his non-attendance, evidence satisfactory to the employer that such non-attendance was reasonable because of his own ill-health due to any cause other than his own misconduct, he shall receive the benefit of the next succeeding sub-clause hereof.

(b) In the case of any such person who has been employed by any one employer for a period of not less than one calendar month, if his non-attendance is in manner aforesaid shown to be reasonable because of his own ill-health, such person shall receive payment in wages in respect of six, but not more than six days in all of such non-attendance in each year of his employment by such employer.

(c) For the purpose of sub-clause (b) an employee whose employment ceases because of a furnace going out of commission, and who resumes his employment within three days of the said furnace restarting, shall be deemed to have been constantly employed in the interval between such cessation and restarting.

(11) OVERTIME.—(a) All time worked in excess of 44 hours per week (except in the cases of furnacemen, pot furnacemen and piecework workers) shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

(b) (1) For all time worked in excess of the prescribed daily hours furnacemen and furnacemen's assistants shall be paid at the rate of time and a half for the first two hours and double time thereafter.

(2) For all overtime worked on Sundays or holidays by furnacemen or furnacemen's assistants, they shall receive an additional payment at the rate of half time over and above that provided for in sub-clause (b) (1).

(3) Overtime shall not be paid where men work in excess of eight hours per day in effecting their change of shifts.

(12) SUNDAY AND HOLIDAY RATES.—(a) For all time worked on Sundays and specified holidays payment shall be made at double rates, except in the cases of furnacemen and furnacemen's assistants.

(b) All ordinary time worked by furnacemen and furnacemen's assistants on Sundays and specified holidays, shall be paid for at the rate of time and a half.

(13) HOLIDAYS.—(a) All employees other than furnacemen and furnacemen's assistants shall receive the following holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, Boxing Day, and Melbourne Cup Day.

(b) Where by reason of any of the said named holidays falling on a Sunday, or by reason of any other cause any other day is observed as a public holiday in lieu of any of the said named holidays in sub-clause (a) hereof, then this clause shall read as if such other day were included herein, instead of the said named holiday, but not so as to increase beyond eleven the number of holidays such employees shall receive by reason of this sub-clause.

(c) In the case of shift work a holiday or holidays (as the case may be) shall not begin until the end of the last shift commenced on the day immediately preceding the holiday or holidays, and shall not end until the beginning of the first shift commenced on the day immediately succeeding the holiday or holidays.

(d) No employee shall receive pay for any holiday not worked if he fails otherwise than for reasonable cause to work during his usual working hours on the day or shift immediately preceding, and on the day or shift immediately following such holiday.

(e) Where any person who has been employed by an employer for a period of three months or more immediately preceding the termination of the said person's services within the seven days immediately preceding any of the holidays named in sub-clause (13) (a) hereof, for any cause not being his own default or misconduct sufficient to justify the termination of the said person's services, such an employee shall receive payment for the aforesaid holiday as if his employment had continued so as to include such holiday.

(14) ANNUAL LEAVE.—(a) Furnacemen and furnacemen's assistants shall receive seven days' annual leave on full pay.

(b) When a furnaceman or furnaceman's assistant has been employed for six months or more he shall receive proportionate holidays.

(15) MOULDS AND GEAR.—Suitable moulds and all gear other than artisans' tools required by the employees to perform their work shall be supplied by the employer.

(16) PAY DAY.—All wages shall be paid on Friday night, but the employer may pay individuals on Saturday.

(17) REST PERIOD.—All glassworkers and their assistants shall receive ten minutes rest period during the first and second half of each shift without deduction of pay.

(18) COLD WATER.—An adequate supply of cold water shall be maintained at each furnace for the use of the employees.

(19) CHANGE ROOM AND LOCKERS.—(a) Change rooms—the employer shall provide suitable accommodation for employees to change and keep a change of clothing on the premises, and shall provide hot shower baths for employees.

(b) Suitable and sufficient lockers shall be provided for each shop to enable the employees to lock up their clothes and gear.

(20) DEFINITION.—Juvenile workers are persons under 21 years of age (other than apprentices or improvers) employed "cleaning," "packing," "wrapping," or as "Carriers In" or "Mould Boys," or "Melting and Cutting," or in other work of a like nature.

(21) MELTED AND COLD LEHR WORK.—All properly made work that is melted in the lehr or broken through the lehr being cold shall be paid for in full by the employer.

(22) BAD METAL.—Employees shall report to the employee in charge of the shop all bad metal, and, if the employee in charge allows the employees to continue working the metal all good ware made shall be paid for in full by the employer.

(23) SORTING WARE.—(a) All ware other than opal ware that does not require "cutting off" shall be sorted at the lehr, or kiln and all work passed by the sorter shall be paid for by the employer at full rates.

(b) All ware requiring to be "cut off" other than dip blown ware shall be sorted at the "cutting off" bench, and all good ware broken in "cutting off" shall be paid for by the employer.

(c) All dip blown ware shall be sorted after glazing and all good ware broken in "cutting off", grinding or glazing shall be paid for by the employer.

(d) Blowers shall be paid for "uncut" work stored after reasonable time has been allowed for "cutting off".

GLASS BOTTLE SECTION.

(1) JUNIOR MALES—WAGES PER WEEK.

(a) Employed around the feeders.
(b) Employed in the manufacturing section, but not employed in the yard.

	s.	d.
15 years of age	22	6
16 ,, ,,	37	0
17 ,, ,,	40	9
18 ,, ,,	49	6
19 ,, ,,	53	0
20 ,, ,,	56	9

and thereafter the minimum wage or piecework price.

OTHER JUNIOR MALES—WAGES PER WEEK.

	s.	d.
Under 16 years of age	17	6
Over 16, but under 17 years of age	22	6
Over 17, but under 18 years of age	30	0
Over 18, but under 19 years of age	37	6
Over 19, but under 20 years of age	45	0
Over 20, but under 21 years of age	55	0

and thereafter the minimum wage or piecework price.

Note.—No junior of less than 18 years of age shall be permitted to truck more than one crate of bottles at one time.

(2) ADULTS (other than skilled Glassworkers).

	Wages per Week. £	s.	d.
Furnacemen	4	13	0
Salt Cake Burners	4	13	0
Lehrmen	4	7	6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground	4	7	6
Salt Cake Burners' Assistants	4	7	6
Packers packing in bags or straw	4	6	6
Sorters	4	6	6
Lister truck hands and assistants	4	5	6
All others	4	4	0

NOTES.

1. Furnacemen or furnacemen's assistants attending boilers in addition to their ordinary work shall be paid 1s. per day above their ordinary rates of pay, but no furnaceman or assistant shall attend any boiler that provides steam for driving machinery.

2. Salt cake burners' assistants shall receive an additional 5 per cent. on their weekly wage when employed on afternoon or night shift.

3. Salt cake burners and salt cake burners' assistants shall receive one pint of milk per day.

4. Employees engaged in carrying or stacking ash or lime in bags shall be paid an allowance of 3d. per hour whilst so engaged.

(3) Watchers, moppers-out, and attendants on automatic feeders and machines, shall be paid the following bonuses in addition to the minimum wage:—

Single Feeders—Operators.—

Up to 2-oz. weight (excepting 1-oz. essence and 1-oz. vials), 2d. per gross over 50 gross drawn per shift.
Over 2-oz. to 4½-oz. weight, 2d. per gross over 40 gross drawn per shift.
Over 4½-oz. to 8½-oz. weight, 2d. per gross over 30 gross drawn per shift.
Over 8½-oz. to 12-oz. weight, 2d. per gross over 24 gross drawn per shift.
Over 12-oz. to 16-oz. weight, 2d. per gross over 18 gross drawn per shift.
Over 16-oz. to 28-oz. weight, 2d. per gross over 14 gross drawn per shift.
Over 28-oz. to 32-oz. weight, 2d. per gross over 12 gross drawn per shift.
4-lb. and 5-lb. lolly jars (including aridors), 3d. per gross.
1-oz. essence and 1-oz. vials, 2d. per gross over 70 gross drawn per shift.
Agee Mason, Agee specials, Fowlers, and similar wide-mouth jars to pay the foregoing bonus, but numbers to be reduced by 2 gross on the above weights.

Moppers-out.—

Operator mops out.

Attendants.—

Where two attendants are on a single machine, one-quarter on and one-quarter off, they shall divide two-thirds of the operator's bonus.

Note.—"Attendants" mean "Taker-in" and when required, "Taker-out" and "Transferrer."

Double Feeders—Operators.—

Up to 8½-oz. weight but including 10-oz. tomato sauce, 1½d. per gross over 20 gross drawn-off each machine per shift.
Over 8½-oz. up to 16-oz. weight, 1½d. per gross over 16 gross drawn-off each machine per shift.
Over 16-oz. up to 28-oz. weight, 1½d. per gross over 12 gross drawn-off each machine per shift.
But quart beers, lagers, wines, and whiskies, 1½d. per gross over 20 gross drawn-off each machine per shift.

Three Feeders—Operators.—

Quart beers, lagers, wines and whiskies, 1½d. per gross over 22 gross drawn-off each machine per shift.

Mopper-out.—

Same as operator.

Attendants.—

To divide equally three-quarters of operator's bonus.

Note.—"Attendants" mean "Taker-in" and when required, "Taker-out" and "Transferrer."

The above bonuses shall remain in force for a period of twelve months at least and thereafter until an alteration is agreed upon by the employers and the employees.

There shall be three attendants employed to every two jobs on machines worked under automatic feeders.

(4) RATES FOR STOPPER-PRESSERS.—Stopper-pressers shall be paid not less than the minimum wage, but when working piecework, the following rates are to be paid:—

Pint sauce and flask stoppers, 4d. per gross per machine.
Quart sauce and flask stoppers, 5d. per gross per machine.
Winchester stoppers, up to 20 oz., 9d. per gross per machine.
Winchester stoppers, over 20 oz., 1s. 6d. per gross per machine.

(5) TIME LOST DURING SHIFT.—When skilled pieceworkers cease work during the currency of a shift of their own account and without the authority of their employers, the employers shall not be liable for any time lost by the attendants on such skilled workers who become idle through the action of such skilled workers.

(6) OVERTIME.—(*a*) For all time worked in excess of the prescribed number of hours to be worked or outside the prescribed range or spread of hours to be worked, payment shall be made in respect of each day at the rate of time and a half for the first two hours, and of double time for the succeeding hours.

Work done in such excess or outside time is to be deemed to be overtime work within this clause.

For all overtime work required, the employer shall endeavour to obtain the additional labour so required. In the event of such labour not being available, all employees shall work such overtime as they are called upon to perform, provided that in respect of any such work whether done by the additional labour (referred to herein) or otherwise, if such employees consider that the working of such overtime was not reasonably necessary for the carrying on of the business, they may refer the question to the Secretary for Labour who shall decide the matter, and in the event of the Secretary for Labour deciding that the working of the overtime was not so necessary, the employees who worked it shall be paid therefor double the amount that would otherwise be payable.

(*b*) Furnacemen and furnacemen's assistants shall be paid for all time worked in excess of the prescribed daily hours at the rate of time and a half for the first two hours, and double time for any succeeding hours.

(*c*) For all overtime worked on Sundays or holidays by furnacemen and furnacemen's assistants they shall receive an additional payment at the rate of half-time over and above that provided for in clause (*b*).

(*d*) Overtime shall not be paid where men work in excess of eight hours per day in effecting their change of shifts.

(*e*) For work performed during meal times, employees shall receive an extra rate of half-time whilst so employed.

(*f*) All adults, except shift-workers, shall receive a meal allowance of 1s. 6d. when working overtime of one hour or longer.

(7) SUNDAYS AND HOLIDAYS.—(*a*) For all time worked on Sundays and specified holidays, payment shall be made at double rates, except so far as furnacemen and furnacemen's assistants are concerned.

(*b*) For all ordinary time worked by furnacemen and furnacemen's assistants on Sundays or specified holidays, they shall be paid at the rate of time and a half.

(*c*) When the employer requires any work to be done on a Sunday by employees whose ordinary working week does not comprise Sunday, if such employees consider that the doing of such work on the Sunday was not reasonably necessary for the carrying on of the business, they may refer the question to the Secretary for Labour, who shall decide the matter, and in the event of the Secretary for Labour deciding that the doing of the work on the Sunday was not so necessary, the employees who did it shall be paid therefor double the amount that would otherwise be payable.

(8) PAYMENT DURING REPAIRS TO FURNACE.—In the event of a furnace going out for repairs, and of the furnacemen being employed at the repairing of same, they shall be paid their ordinary rates of pay for the first three weeks they are employed repairing, after which they may be employed as labourers and paid ordinary labourers' wages.

(9) ANNUAL LEAVE.—Furnacemen and furnacemen's assistants shall be allowed seven days' annual leave on full pay.

When a furnaceman or furnaceman's assistant has been employed for six months or more, he shall be entitled to proportionate holidays.

(10) PROVISION OF FURNACEMEN'S ASSISTANTS.—Where necessary, furnacemen's assistants shall be provided for all furnacemen on gas furnaces, excluding automatic gas producers and direct fire furnaces.

(11) REPACKING GAS CHAMBERS.—Employees shall repack chambers while furnaces are under fire at any time when called on to perform this work, and they shall be paid 6s. per hour for all time engaged on such work. If the work is performed on any specified holiday, they shall be paid the above rates in addition to their ordinary pay. Overtime and mixed-function clauses do not apply.

(12) EMPLOYEES ENGAGED IN POT SETTING.—Employees engaged in pot setting shall be paid 1s. per hour in addition to their ordinary rates of pay whenever this class of work is performed, and shall perform same in any part of the week when called upon to do so.

(13) MIXED FUNCTIONS.—Where employment involves functions of a mixed character, and an employee is employed for sixteen hours in any one week on work for which a higher rate of pay is prescribed by this Determination than the rate prescribed for the work which he usually does, the minimum rate to be paid to such employee shall be calculated for the week as if he performed such only of the functions as are represented by the highest rate, but if employed for less than sixteen hours on such higher class of work he shall be paid the rates prescribed by this Determination for the work he actually does from time to time. This clause shall not apply to skilled glassworkers.

(14) WAGES OF CARTERS INSIDE WORKS.—When employees are engaged in driving single-horse vehicles inside the works, they shall receive the wages fixed by this Determination or the wages fixed by the Determination of the Carters and Drivers Board for carters and drivers generally for similar work, whichever is the higher.

(15) ENGAGEMENT AND TERMINATION OF EMPLOYMENT.—(a) Employees shall be engaged by the week and paid weekly, a week's notice to be given by employer or employee to terminate employment, or in lieu of such notice a week's wages to be paid except by mutual consent of both parties. Notice to be given not later than Monday at noon, the week to terminate at end of Friday's shift. In the event of a furnace going out for repairs at any time, skilled workers who are thereby thrown out of employment shall be entitled to receive one clear week's notice dispensing with their services; during the currency of such notice they may be required to do other work available on the premises, for which they shall be paid a wage not less than the basic wage. This clause shall apply to skilled glassworkers only.

(b) An employee desirous of terminating his service with the employer shall terminate such service only on Saturday of each week, and shall give his employer notice of his intention to terminate such service on or before 5 p.m. on the Monday prior to the date of termination of such service, or in lieu thereof, one week's pay shall be deducted from his pay by the employer. Any employer desirous of terminating the service of the employee, shall terminate his service only on Saturday, and he shall give the employee notice of his intention to terminate such service on or before 5 p.m. on the Monday prior to the termination of such service, or in lieu thereof, one week's pay shall be paid to the employee by the employer. Provided that in the event of a tank going out for repairs at any time, the machine hands thereby thrown out of work, shall receive one clear week's notice dispensing with their services as machine hands during the currency of which notice they may be required to do other work on the premises, or at the option of the employer, they may be paid one week's wages in lieu of such notice. Provided further that nothing in this clause shall apply to cases of termination of services of employees for misconduct or incompetence justifying their instant dismissal. This clause shall not apply to skilled glassworkers.

(16) LOSS OF TIME THROUGH SICKNESS.—(a) Any weekly employee not attending for duty shall lose his pay for the actual time lost. Provided, nevertheless, that if he produces or forwards within 24 hours of the commencement of the non-attendance evidence satisfactory to the employer or to the Secretary for Labour that his non-attendance was reasonable because of his own ill-health, due to any cause other than his own misconduct, he shall be entitled to the benefit of the next succeeding sub-clause hereof.

(b) In the case of any such employee who has been employed in a particular business not less than one calendar month, if his non-attendance is in manner aforesaid shown to be reasonable because of ill-health, he shall be entitled to payment of wages in respect of six, but not more than six, days in all of such non-attendance in each year of his employment in such business.

(17) For the purpose of clause 16 (b) of this Determination, an employee, whose employment ceases because of a furnace going out of commission, and he resumes his employment within three days of the furnace restarting, shall be deemed to have been constantly employed in the interval between such cessation and restarting.

This clause shall not apply to skilled glassworkers.

(18) HOLIDAYS.—(a) All employees other than furnacemen and furnacemen's assistants shall be allowed the following holidays without any deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, Boxing Day, Melbourne Cup Day.

(b) Where by reason of any of the said-named holidays falling on a Sunday, or by reason of any other cause, any other day is observed as a general holiday in lieu of any of the said-named holidays, then this clause shall be read as if such other day were included herein instead of the said-named holiday, but not so as to increase beyond eleven the number of holidays to be allowed by reason of this clause.

(c) In the case of shift work a holiday or holidays (as the case may be) shall not begin until the end of the last shift commenced on the day immediately preceding the holiday or holidays, and shall not end until the beginning of the first shift commenced on the day immediately succeeding the holiday or holidays.

(d) No employees shall be entitled to be paid for any holiday not worked if he fails otherwise than for reasonable cause to work during his usual working hours on the day or shift immediately preceding and on the day or shift immediately following such holiday.

(e) Where any person who has been employed by an employer for a period of three months or more immediately preceding the termination of the said person's services within the seven days immediately preceding any of the holidays named in sub-clause (a) hereof for any cause not being his own default or misconduct sufficient to justify the termination of the said person's services, such employee shall receive payment for the aforesaid holiday as if his employment had continued so as to include such holiday.

(19) TIME-BOOK.—Employers shall provide a time-book in each glass works. Such time-book shall be entered up in ink and shall contain a correct account of the hours worked and the wages received by each employee. Employees shall make all such records whether by time clock or otherwise as shall be reasonably necessary to enable employers to keep such correct records. The time occupied by employees in filling in any time-books or cards or in making any record shall be treated as time of duty, except that occupied in checking in or out at the beginning or end of duty, which checking shall be done in the employee's own time.

(20) INSPECTION OF TIME-BOOK.—(a) The Secretary, Assistant Secretary or Organizer of the Australian Glass Workers Union, duly authorized in writing under the seal of the said Union, shall have access to the record of times recorded by the employees and the wages paid for a period of two months prior to date of inspection, provided that such inspection shall be made during the office hours of the factory and not more than once in any fortnight. Authority shall be produced to the employer on demand.

(b) On each works reasonable facilities shall be afforded members and officers of the Union for the necessary work in connexion with the above, and the Union shall be permitted to post notices on a notice-board in the works in a reasonable manner.

(21) SHELTER SHEDS FOR FURNACEMEN AND OTHERS.—Shelter sheds shall be provided over gas-tank producers for shelter of furnacemen, and all other employees shall be protected from the weather during the course of their duties as far as practicable.

(22) FACILITIES FOR KEEPING CHANGE OF CLOTHING.—Employers shall supply suitable places for furnacemen, furnacemen's assistants and continuous night-workers to keep a change of clothing on the works, and shall provide adequate hot shower baths for the use of the employees.

(23) PAYMENT OF WAGES.—Wages shall be paid on Friday night, but the employer may pay individuals on Saturday.

(24) RESPONSIBILITY FOR WARE AFTER IT HAS BEEN STORED.—Workmen cannot be held responsible for ware after it has been stored.

(25) COMPULSORY APPRENTICESHIP AND LIMITATION OF APPRENTICES.—Of the apprentices put down to the trade, 75 per cent. shall be apprenticed hand-blowing and 25 per cent. to the machines.

(26) INTOXICATING LIQUORS.—No intoxicating liquors shall be allowed on the premises without permission.

(27) HOURS.—A. (a) The maximum number of hours that shall constitute a week's work for the employees specified in clauses and 2 shall be 44, to be worked in either 5 days or 6 days at the option of the employer.

(b) The hours for stopper pressers shall be the same as the hours for glassworkers.

(c) Transferrers, takers-out, takers-in, mould-shutters, and snappers-up shall commence work 15 minutes earlier than the glass-workers in order to prepare the shops for work.

(*d*) The hours of watchers and all labour employed around the Hartford-Fairmont feeders and any other glass-producing machines shall be worked in shifts as follows :—

(1) Morning shift from 7 a.m. to 3 p.m. Monday to Friday inclusive, and from 7 a.m. to 12 noon on Saturday (45 hours per week).

(2) Afternoon shift from 3 p.m. to 11 p.m. Monday to Friday inclusive (40 hours per week).

(3) Night shift from 11 p.m. to 7 a.m. Monday to Friday inclusive (40 hours per week).

Provided that persons employed around the Hartford-Fairmont feeders or any other glass-producing machines may be required to start work at 6 a.m., but not before 6 a.m., on Mondays and the day following a holiday to get feeders and machines in going order so that other employees may start work and the production commence at the ordinary starting time subject to the condition that all time worked by such persons between 6 a.m. and 7 a.m. shall be paid for at the overtime rate of time and a half.

(*e*) If artificial light adequate for the work be furnished, sorters and truckers attendant upon sorters may be employed in shifts throughout the day and night from 8 a.m. on Mondays to noon on Saturdays.

If the adequacy of such artificial light be questioned, work shall not be discontinued, but the matter shall be referred to the Secretary for Labour.

(*f*) The ordinary hours of work (exclusive of meal times) on such shifts shall be, but shall not exceed, 44 per week on any shift.

(*g*) The workers on any such shift not wholly worked between 8 a.m. and 6 p.m. shall be entitled to receive extra payment at the rate of 5 per cent.

(*h*) Sorters may be employed on other work during the working hours of their shift, but shall be paid not less than they would be entitled to if engaged on sorting throughout the shift.

(*i*) Such shifts shall rotate each week.

B. (*a*) The ordinary hours of duty of furnacemen and furnacemen's assistants shall not exceed an average of 44 hours per week to be worked in shifts not exceeding eight hours each, including crib time reckoned as part of working time, such shifts to be distributed as the employer chooses but so as to make an aggregate shift-time on duty not exceeding 176 hours in each period of four weeks. All time worked in excess of eight hours on any day shall be deemed overtime except so far as the excess is owing to arrangements between the employees themselves, or is necessary for effecting periodical rotation of shifts. Shifts shall rotate among furnacemen and furnacemen's assistants.

(*b*) Where fillers-on are used, they shall work the same hours and receive the same wages and conditions as furnacemen, but must qualify so as to be able to take charge of producers in cases of emergency.

C. Notwithstanding anything in this Determination, batchmixers, and/or glasscrushers, and/or salt cake furnacemen and attendants, and/or sand-washing machine attendants, and/or bottle-washing machine attendants and loaders for delivery purposes may, if an employer so choose, be worked in shifts as follows :—

(1) Morning Shift—from 7 a.m. to 3 p.m. Monday to Friday inclusive, and from 7 a.m. to noon on Saturday (45 hours per week).

(2) Afternoon Shift—from 3 p.m. to 11 p.m. Monday to Friday inclusive (40 hours per week).

(3) Night shift from 11 p.m. to 7 a.m. Monday to Friday inclusive (40 hours per week).

(4) Such shifts shall rotate each week.

(5) The workers on the afternoon shift and night shift shall receive extra payment at the rate of 5 per cent.

D. The ordinary hours of work for skilled glassworkers and their assistants shall be as follows :—

(1) Morning Shift—from 7.30 a.m. to 5.15 p.m. with an interval for a meal.

(2) Night Shift—from 7.40 p.m. to 5 a.m. with an interval for a meal.

Provided that employers may at times when the prospects or demands of business justify, put on a third shift to complete 24 hours' work per day for a period of not less than six months, in which case the hours will be :—

(1) First Shift—from 7 a.m. to 3 p.m. Monday to Friday inclusive.

(2) Second Shift—from 3 p.m. to 11 p.m. Monday to Friday inclusive.

(3) Third Shift—from 11 p.m. to 7 a.m. Monday to Friday inclusive.

SKILLED GLASSWORKERS—BOTTLE SECTION—PIECEWORK.

(28) Inspection of Bottles.—All bottles put out shall be inspected by a factory committee, if necessary, on behalf of the men, who shall decide with the manager of the works as to what rate such bottles shall be paid, or whether broken down. The bottles to be sorted within 24 hours after coming through the lehr, excepting when prevented by holiday or exceptional circumstances.

(29) Bad Metal.—(*a*) When in the opinion of workmen metal is bad, they shall report same to the man in charge, and is allowed to be worked, they shall be paid for at full rates.

(*b*) All bottles melted or not properly annealed to be paid for at full rates.

(30) Flown Marbles.—Workmen to be paid for all over one dozen per day.

(31) Single-handed Work.—Workmen shall work single-handed when their hole is short, when practicable; but in such case, suitable moulds shall be provided, and the following rates paid :—

(*a*) *Block and Plate System.*—When a finisher, blower, or gatherer is off one dozen to count two dozen.

(*b*) *Stem System.*—When a finisher, blower, or boy is off one dozen to count two dozen.

(32) Journeymen prevented from Earning Full Day's Wage.—(*a*) When a journeyman is taken away from a full hole, he shall be paid up to the average of his own hole for the previous week, or what he earns in the hole in which he works. He shall have the option, but must declare.

(*b*) When any journeyman is put on day-work, he shall be paid not less than Twenty shillings (20s.) per day.

(*c*) When a journeyman is shifted on account of his hole being short he shall be paid what he earns in the hole where he blows or finishes.

(*d*) Where a journeyman ready and willing to work for a whole shift is prevented by (*a*) excessive heat of metal, (*b*) oily fumes, or (*c*) improper moulds from earning at piecework 20s. for the shift he shall be entitled to payment of at least 20s. in respect of the shift's work.

(33) Suitable Pipes—(*a*) Block and Plate System.—Each hole shall be supplied with six suitable pipes.

(*b*) Stem System.—Hole shall be supplied with three pipes of different sizes for each blower.

(34) Holidays.—The holidays to be observed shall be the same as those provided in the Determination relating to the unskilled section of the industry.

(35) Constitution of Holes—(*a*) Block and Plate System.—Hole means finisher, two gatherers and blowers, or gatherer and blower, snapper-up, and taker-in.

(*b*) Stem System.—Hole means finisher, two gatherers and blowers, or gatherer and blower, mould shutter, snapper-up, and taker-in.

(36) Moulds, Punties, and Tools.—(*a*) Suitable moulds shall be brought to each hole and put on stands, with handles fixed on stem moulds and suitable tools and punties provided for same; every care of moulds and other tools of trade to be taken by the men who shall use their power to prevent loss and ill-usage of same.

(*b*) When two or more moulds are working in a hole at different prices, the highest rate is to be paid.

(37) Weights of Bottles.—(*a*) Block and plate workmen shall be given the weights with the following allowances :—

Up to 10-oz. fluid contents—1-oz. weight to be allowed each way.

Over 10-oz. fluid contents up to and including reputed quarts—1½-oz. weight each way.

(*b*) Stem Work.—Up to and including 4-oz. weight—¼-oz. weight each way.

Over 4-oz. weight and up to and including 8-oz. weight—½-oz. weight each way.

Over 8-oz. weight and up to and including 12-oz. weight—¾-oz. weight each way.

Over 12-oz. weight and up to and including 20-oz. weight—1½-oz. weight each way.

Note.—When stem bottles are blown on block and plate, workmen only allowed stem weight allowances.

(38) SKIMMING METAL.—Workmen shall skim the metal when required to do so by the man in charge and shall be paid 2s. 6d. per hour.

(39) LOST TIME.—In the event of men being temporarily prevented from carrying on their usual work through no fault of the own, the management, after the expiration of half an hour shall inform the men concerned whether or not they will be able to resume that day. Should the men be notified that they will resume, they shall be paid at the rate of 2s. 6d. per hour for all time lost.

If a piecework journeyman reports for duty at the commencement of a shift, and his usual work is not available for him through circumstances for which he is not responsible and of which he was not notified the previous day, he shall be allowed three hours' pay at the rate of 2s. 6d. per hour for the time lost.

(40) ALLOWANCE PAYABLE TO SKILLED GLASSWORKERS.—(*a*) The piecework rates for skilled glassworkers provided in the Schedule to this Determination shall remain in force for the period of this Determination. In addition to the men's earnings on piecework list, all skilled glassworkers shall be paid a daily allowance at the rate of 11s. per week for every day worked or every specified holiday as from the date of this Determination.

(*b*) The said allowance shall remain in force for a period of twelve months, at the expiration of which either party may ask for a revision of same.

(41) FIXATION OF PRICES FOR NEW BOTTLES OR BOTTLES NOT INCLUDED IN SCHEDULE OF PRICES.—Any employer may fix and pay piecework prices for bottles not already provided for in the schedule of piecework prices set out in this Determination, and shall base such piecework prices on the earnings of an average worker working under like conditions to those for which the piecework prices are fixed. Every such employer shall, if required so to do, forward a statement to the Secretary for Labour of such piecework prices.

(42) MACHINE CONDITIONS.—(*a*) All shops shall be considered started when filling moulds.

(*b*) Employers shall furnish all necessary facilities. Auxiliary help shall be considered part of the facilities. Regular boys must not be taken from one machine and placed on another without notifying men on machines.

(*c*) Employers shall supply sufficient wind and jets to enable machines and machinists to work at their greatest efficiency. Upon all new air lines, cut-off slides to be fitted at the most convenient place.

(*d*) Employers shall supply all necessary tools. Punties must be made of wooden handles with clay heads. Clay heads to be made in various sizes, suitable for all jobs; the workman to have the privilege of making his own punty heads or using his own tools of trade.

(*e*) There shall be competent sorters to sort all work. Rejected work to be set aside for inspection on request of the men affected.

(*f*) Competent fitters shall be supplied to repair all machines.

(*g*) At no time shall the workmen be compelled to work on a furnace when the metal is unreasonably low; the factory committee to determine with the man in charge whether or not such furnace is in proper working order.

(*h*) Employers shall supply gloves free of cost to workmen, provided the old ones are handed in in return, failing which the workmen shall pay cost price for gloves supplied.

(*i*) Employers shall supply at least one complete locker for each hole.

(*j*) Workmen shall not be paid for split and crizzled rings unless the number exceeds two dozen per day. If the number exceeds that amount they shall be paid for one-half.

(*k*) Workmen shall be paid at the rate of not less than twenty shillings (20s.) for any day upon which their earnings working on piecework do not equal that amount.

(43) SHORT HOLES.—When men are ordered to leave their holes on account of their holes being short, they shall do so This shall not apply to boys being off.

(44) PAYMENT FOR CRIZZLED BOTTLES.—All hand-blown crizzled bottles shall be paid for at full rates when men are allowed to work moulds by man in charge after having reported same.

(45) NOTIFICATION OF INTENTION TO START LATE OR CEASE EARLY.—(*a*) In the event of employees being unable to present themselves for work at starting time, they shall notify the foreman in ample time, if possible, to permit timely arrangement being made to prevent loss of time in the shop.

(*b*) No employee shall cease work before the proper time without first notifying the foreman of the cause.

(*c*) In the event of any shop desiring to retain the services of the puller-off in a block and plate hole, they may make arrangements with the officials of the Australian Glassworkers Union to interview the management of the firm to have a puller-off placed in the hole, in which event the price to be paid the men must not exceed 6d. less than the price list per gross per hole, but in no case shall the price be less than the price fixed for stem work.

(46) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause (2) of the Glass Bottle Section and for adult males in clause (3) of the Flint Glass Section are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount and at the same time as such basic wage. Provided that in the Flint Glass Section only the wages of female adults, apprentices, improvers, and juvenile workers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause 47.

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	3 15 0	Melbourne

(47) ADJUSTMENT OF BASIC WAGE.—(*a*) Until the beginning of the first pay period to commence in May, 1940, the amount of the basic wage shall be as prescribed in clause 46.

(*b*) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statisticians "All Items" retail price index numbers.

For the purposes of this Determination, the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician:—

(1) The index number set to be applied is that assigned to Melbourne.

(2) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made, is to be ascertained.

(3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.

(4) The basic wage shall be of that assigned amount during such successive period.

Table.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
735–746	3 0 0	871–882	3 11 0
747–759	3 1 0	883–895	3 12 0
760–771	3 2 0	896–907	3 13 0
772–783	3 3 0	908–919	3 14 0
784–796	3 4 0	920–932	3 15 0
797–808	3 5 0	933–944	3 16 0
809–820	3 6 0	945–956	3 17 0
821–833	3 7 0	957–969	3 18 0
834–845	3 8 0	970–981	3 19 0
846–858	3 9 0	982–993	4 0 0
859–870	3 10 0		

Any extension of the table must be of the same construction as the table.

SCHEDULE OF PIECEWORK RATES.

Block and Plate Work.

Aerated Water Bottles.

	Per gross. s.	d.
22-oz., 24-oz., and 26-oz. Codds	8	1½
18-oz. Codds	7	10½
14-oz. Codds	7	7½
12-oz. Codds	7	4½
10-oz. Codds	7	1½
5-oz. and 6-oz. Codds	6	4½
10-oz. Lamonts	7	1½
5-oz. and 6-oz. Lamonts	6	4½
24-oz. to 26-oz. screw mouths	7	9
10-oz. and 12-oz. screw mouths	6	0
5-oz. and 6-oz. screw mouths	5	1½
40-oz. lithia, spa, or soda	8	1½
20-oz. lithia, spa, or soda	7	0
14-oz. lithia, spa, or soda	6	0
12-oz. lithia, spa, or soda	5	7½
10-oz. lithia, spa, or soda	5	7½
Wolstenholme ginger beer	5	3
Lane's and other beer shapes	7	1½

Squash and Punch Bottles.

	Per gross. s.	d.
Alexander and Patterson's lemon squash and all 26-oz. squash, punch, and cordials	7	1½
26-oz. Elliotts' cordials	8	6
Dyson's 20-oz. cordial	6	1½
Schweppes' 20-oz.	6	1½
Schweppes' 13½-oz. brandy	5	6
Brookes' 12-oz. lemon squash	5	0
Dixon's 10-oz. O.T.	5	0

Sauce and Pickle Bottles.

	Per gross. s.	d.
Square pickle pint	5	6
Concave pickle pint	5	6
Round pickle pint	5	3
Konig's military pickle	8	7½
Mitchell's hexagon 16-oz. pickle	6	7½
Military pickle, stoppered	6	7½
Garfield pickle, stoppered	6	7½
Madras pickle	5	0
10-oz. round pickle	4	6
10-oz. square pickle	4	9
10-oz. military pickle	5	0
10-oz. hexagon pickle	4	9
26-oz. tomato sauce	6	9
20-oz. tomato sauce	6	1½
26-oz. chutney	6	9
20-oz. chutney	6	1½
26-oz. Lackersteen's chutney	6	9
12-oz. chutney	5	3
French chutney	5	3
Indian condiment	5	0
Pint tomato sauce	5	0
20-oz. Worcestershire sauce	6	4½

Wine and Spirit Bottles—Pale Metal.

	Per gross. s.	d.
Reputed quarts (Burke's)	7	1½
Reputed quarts (Sutherland's)	6	7½
Reputed pints, round or oval	5	3
Imperial oval quarts	8	1½
Imperial oval pints	5	9
Imperial round quarts	8	1½
Walker's square whisky	7	1½
Haig and Haig whisky	7	7½
Watson's No. 10 whisky (and similar shapes)	7	1½
Reputed quart schnapps	7	1½
Reputed quart, Ainslie's whisky	8	6
Reputed quart, brandy	7	1½
Reputed quart, hock	7	1½
Reputed quart, barrel	8	1½
Half-gallon, barrel	15	3
Reputed quart, sarsaparilla	7	1½
Reputed quart, Creme-de-Menthe	8	7½
Reputed quart, Dom whisky	8	6
Reputed quart, Watch whisky	8	6
Reputed quart, McLatchie and Frog's whisky	8	6
Reputed quart, Brown's dump whisky	8	6
Reputed quart, Fesq and Easson's whisky	8	6
Reputed quart, hip flask	8	6
Reputed quart, Munroe's whisky	8	0
Reputed quart, King's liqueur	8	0
Reputed quart, Lounde's dump whisky	7	1½
Reputed quart, Woods's dump whisky	8	0
Reputed quart, Resch dump whisky	8	0
Reputed quart, White and Makie's dump whisky	8	0
Reputed quart, Radstock bitters	8	0
Reputed pint, dump shape whisky	5	6

Wine and Spirit Bottles—Pale Metal—continued.

	Per gross. s.	d.
Reputed pint, dump shape whisky (Sanderson's)	5	9
Reputed pint, brandy	5	3
Reputed pint, schnapps	6	0
Reputed pint, hock	5	6
Reputed pint, Walker's square whisky	5	6
10-oz. gin	5	0
20-oz. J.D.K.Z. gin	6	1½
32-oz. J.D.K.Z. gin	8	1½
40-oz. J.D.K.Z. gin	9	3
52-oz. J.D.K.Z. gin	12	6
24-oz. Boll's gin	7	1½
20-oz. hop bitters	6	1½
13-oz. Cooper and Nathan's whisky	5	6
20-oz. panel sarsaparilla	7	6

1st. All reputed quarts in black metal to be paid 7s. 9d. per gross.

2nd. Reputed pints in black metal, 6s. per gross.

3rd. Reputed pints when made on stem, 3d. per gross less than the list.

Rock Jars.

	Per gross. s.	d.
8-lb. wide mouths	42	3
6-lb. wide mouths	35	3
4-lb. wide mouths	25	3
4-lb. narrow mouths	13	1½

Winchesters.

	Per gross. s.	d.
20-oz. Winchesters	6	6
25-oz. Winchesters	7	0
32-oz. Winchesters	7	7½
40-oz. Winchesters	8	1½
50-oz. Winchesters	10	1½
60-oz. Winchesters	11	1½
66-oz. Winchesters	12	1½
80-oz. Winchesters	19	7½
90-oz. Winchesters	20	1½
100-oz. Winchesters	21	4½
120-oz. Winchesters	25	4½
160-oz. round O.T.	42	3
180-oz. round F.G. and Co. and gallon rounds	42	3

Wide-Mouth Jars.

	Per gross. s.	d.
3-lb. salt jar (P.S.)	7	1½
2-lb. salt jar (P.S.)	6	7½
2-lb. fluted jar	6	7½
2-lb. finished jar	5	10½
2-lb. tie-over lip jar	6	1½
1½-lb. fluted jar	5	4½
1½-lb. finished jar	5	4½
1-lb. finished jar	4	9
1-lb. tie-over lip jar	5	6

Miscellaneous Bottles.

	Per gross. s.	d.
Milk quarts	8	7½
Milk pints	7	1½
Milk, ½-pints	5	6
New South Wales milk quart	8	7½
New South Wales milk pint	7	1½
Caulfield milk	6	7½
1½-pint milk	7	10½
Microbe killer	7	3
Strathman's drops	7	1½
Carbolacene	5	0
Carbolacene (new shape) C.C. finish	5	3
Parry's reputed quart vinegar	7	1½
Long reputed quart vinegar	7	1½
20-oz. vinegar	6	7½
Brunswick Black finished	5	6
Battery jar, No. 1	4	0
Battery jar, No. 2	6	1½
Battery jar, leclanche cells	5	7½
Long reputed quart olive oil	7	1½
20-oz. Tremain's olive oil	6	9
20-oz. pepsin	6	4½
16-oz. carlsbad salt	6	0
16-oz. Tremain's carlsbad salt	6	0
32-oz. kresolvo	8	7½
40-oz. lotol	8	1½
Conical quarts	7	1½
18-oz. oval essence	6	7½
22-oz. ammonia	8	6
24-oz. Kodak	9	3
32-oz. Kodak	10	3
24-oz. Parke Davis (W. M.)	9	6

SCHEDULE OF PIECEWORK RATES—*continued.*

Miscellaneous Bottles—continued.

	Per gross. s. d.
18-oz. Denham's round and oval S.W.M.	6 7½
13½-oz. vase-shape bath salts	6 6
8-oz. Denham cream	4 9
16-oz. varnish	5 0
16-oz. Stearn's diamond shape	7 9
19-oz. essence Lawrence	7 6
14-oz. Eau-de-cologne	5 3

STEM WORK.

Dispensing Bottles.

	Per gross. s. d.	When made. Block and Plate. Per gross. s. d.
Up to 2-oz. contents inclusive	3 0	
3-oz. contents	3 3	
4-oz. contents	3 6	
5-oz. contents	3 7½	
6-oz. to 8-oz. contents	4 0	
8-oz. Medical Oval, 12-oz. weight	4 9	
8-oz. Stearn's diamond shape	4 3	
10-oz. contents	4 9	5 6
12-oz. contents	5 0	5 6
14-oz. contents	5 6	5 9
16-oz. contents	5 9	6 6
18-oz. contents	5 7½	7 6
20-oz. contents	7 6	8 6
24-oz. contents	9 3	9 6
32-oz. contents	10 3	10 6
4-oz. Chelts. (to hold 3½ oz.)	3 7½	
2-dram serum	3 3	
4-dram serum	3 3	
1-oz. French squares (1½-oz. to 2-oz. weight)	3 3	

NOTE.—Mexican flats, French rounds and squares, Manhattans, Philadelphia, and Baltimore ovals, poisons, Chelts., F. G. and Co. tinctures, peroxides, Faulding's rounds, Winchesters up to 18-oz., and all pills to come under this list.

Panelled Bottles.

	Per gross. s. d.	When made. Block and Plate. Per gross. s. d.
Up to 1-oz. contents not exceeding 2½-oz. weight	3 0	
Over 1-oz. contents up to 2-oz. contents not exceeding 5½-oz. weight	3 0	
Over 2-oz. contents up to 3-oz. contents not exceeding 5½ oz. weight	3 3	
Over 3-oz. contents up to 4-oz. contents not exceeding 6½-oz. weight	3 6	
Over 4-oz. contents up to 5-oz. contents not exceeding 8-oz. weight	3 7½	
Over 5-oz. contents up to 6-oz. contents not exceeding 8½-oz. weight	4 0	
Over 6-oz. contents up to 8-oz. contents not exceeding 10½-oz. weight	4 9	
Over 8-oz. contents up to 10-oz. contents not exceeding 12-oz. contents	5 6	6 0
Over 10-oz. contents up to 12-oz. contents not exceeding 14-oz. weight	6 6	7 3
Over 12-oz. contents up to 14-oz. contents not exceeding 16-oz. weight	7 0	7 9
Over 14-oz. contents up to 16-oz. contents not exceeding 18-oz. weight	7 6	8 6
Over 16-oz. contents up to 20-oz. contents not exceeding 22-oz. weight	9 0	9 9
1-oz. Bonnington (3½-oz. weight)	3 3	
Balfe, 4-oz., 3 panel	3 9	
Taylor and Coll's, 3-oz., 3 panel	3 7½	
Marshall's, 6-oz., 4 panel olive oil	4 9	
Wright's, 3½-oz., 4 panel	4 3	
Taylor and Coll's, 4-oz.	4 0	
Chestease, 2½-oz.	3 6	
Hypol	5 6	5 9
Docker's hat	3 9	
Kugleman's, 32-oz., panel	12 0	12 3
3½-oz. Wright's rheumatic cure, 8½-oz. to 9½-oz. weight	4 6	

NOTE.—1st. All panelled bottles to come under this list unless otherwise specified.

2nd. The weights specified are top weights.

3rd. When made heavier than ordinary weights the next highest rate to be paid.

Pioneer Bottles.

	Per gross. s. d.
Up to 2-oz., Harper's	3 0
5-oz., Harper's	3 6
10-oz., Harper's	4 9

Ink Bottles.

	Per gross. s. d.	When made. Block and Plate. Per gross. s. d.
Up to 2-oz., finished	3 6	
Over 2-oz. to 4-oz. finished	3 9	
5-oz. to 8-oz.	4 0	
5-oz. Last Drop ink	4 10½	
10-oz., finished	4 3	4 6
12-oz.	4 6	4 9
16-oz., finished	5 0	5 3
20-oz., finished	5 9	6 0
24-oz., finished	6 9	7 0
32-oz., finished	7 9	8 6
32-oz. clag	7 9	8 6

1st. All other finished inks to come under this list.

2nd. All lipped inks 3d. per gross extra.

Olive Salad and Castor Oils.

	Per gross. s. d.	When made. Block and Plate. Per gross. s. d.
Up to 2½-oz. castor oil	3 6	
Over 2½-oz. to 6-oz. castor oil	3 10½	
Over 6-oz. to 10-oz. castor oil	4 9	5 0
2-oz. olive oil, A. B. Rundle	3 6	
3-oz. olive oil, A. B. Rundle	3 9	
5-oz. olive oil	4 0	
10-oz. olive oil	4 9	5 0
5-oz. fluted olive oil	3 10½	
10-oz. fluted olive oil	5 0	5 3
5-oz. Couch and Caulder's olive oil	4 6	
10-oz. Couch and Caulder's olive oil	5 0	5 3
Lewis and Whitty's ¾-oz. olive oil	3 9	
Lewis and Whitty's 7-oz. olive oil	4 0	4 3
Up to 2½-oz. Tremain's olive oil	3 6	
Over 2½-oz. up to 4-oz. olive oil	4 0	
5-oz. olive oil	4 3	
8-oz. olive oil	4 6	
10-oz. olive oil	4 9	5 0
13-oz. olive oil	—	5 3

Patent lip, 3d. per gross extra.

Inks, Cements, Gums, and Gloys Burst-off.

	Per gross. s. d.
1-oz. B.O.	2 0
1½-oz. B.O.	2 1½
2-oz. B.O.	2 3
Over 2-oz. to 4-oz.	2 6

Gloy Shape.

	Per gross. s. d.
2½-oz. round gum	3 9
5-oz. gloy finished	4 0
10-oz. gloy finished	4 6
5-oz. golden gum	4 6
10-oz. round paste	4 3

Flasks.

	Per gross. s. d.	When made. Block and Plate. Per gross. s. d.
2½-oz. flasks	3 9	
3-oz. Weller and Bostock's	4 0	
2½-oz. Haig and Haig's flasks	4 0	
5-oz. to 6½-oz. flasks	4 3	
8-oz. flasks	5 0	
10-oz. to 13½-oz. flasks	5 3	5 6
5-oz. and 6-oz. Walker's square	4 6	4 9
5-oz. and 6-oz. Walker's squat	4 3	4 6
13-oz. Haig and Haig's	5 9	6 0
2½-oz. Ainslie's	4 0	
5-oz. Ainslie's	4 9	
10-oz. Ainslie's	5 9	6 0
2½-oz. Orme Kegwin miniature whisky	3 9	
2½-oz. and 3-oz. Toohey's min., hex. shape	4 3	

(Watch shape flasks 6d. per gross above the ordinary flask price.)

SCHEDULE OF PIECEWORK RATES—*continued.*

Lavender and Brilliantine Bottles.

	Per gross. s. d.
1-oz. Faulding's or Queen Lavender	3 0
2-oz. Faulding's or Queen Lavender	3 0
2½-oz. Faulding's or Queen Lavender	3 3
3-oz. Faulding's or Queen Lavender	3 3
1-oz., Pearce or Lubine	3 0
2-oz., Pearce or Lubine	3 0
2½-oz. B. B.	3 3
4-oz. Australian	3 6
4½-oz. Australian	4 0
5-oz. Rodger Freres	4 0
4½-oz. Turnley's	4 3
4½-oz. dump brilliantine	4 3
4-oz. Simpson's, 6-oz. to 6½-oz. weight	4 3
5-oz. Warton's	4 6
6-oz. Apos	4 6
6-oz. Rimmell's stoppered	4 9
8-oz. Florida Water	4 3
1-oz. brilliantine	3 3
2-oz. brilliantine	3 3
3-oz. brilliantine	3 6
3½-oz. brilliantine	3 9
4-oz. brilliantine	3 9
3-oz. Downer's shape	3 10½
1½-oz. Downer's shape	3 3

Phenyle Bottles.

	Per gross. s. d.	When made. Block and Plate. Per gross. s. d.
5-oz. phenyle	4 0	
10-oz. phenyle	4 3	4 6
16-oz. phenyle	5 10½	6 1½
20-oz. phenyle	6 9	7 0

Coloured List.

	Per gross. s. d.	When made. Block and Plate. Per gross. s. d.
1-oz. manilla	3 0	
1-oz. smelling salts	3 3	
2-oz. smelling salts	3 3	
1-oz. bonox, beefine, or cupex	3 6	
2-oz. bonox, beefine, or cupex	3 6	
4-oz. bonox, beefine, or cupex	4 0	
8-oz. bonox, beefine, or cupex	4 3	
16-oz bonox, beefine or cupex	5 9	
1-oz. coconut oil or vaseline	3 6	
2-oz. coconut oil or vaseline	3 6	
3-oz. coconut oil or vaseline	3 6	
4-oz. coconut oil or vaseline	3 9	
2-oz. nasal balm	3 3	
2½-oz. miniature brandy	3 3	
2½-oz. miniature whisky	3 3	
2½-oz. Eau-de-cologne (C.S.)	3 3	
1-oz. Eau-de-cologne (L.T.)	4 0	
2½-oz. Eau-de-cologne (L.T.)	4 3	
4-oz. Eau-de-cologne (L.T.)	4 6	
4-oz. herb bitters	3 6	
8-oz. herb bitters	4 3	
5-oz. and 6-oz. pioneer	3 9	
4-oz. Warner's safe cure	3 9	
8-oz. Warner's safe cure	4 0	4 3
16-oz. Warner's safe cure	6 0	6 3
8-oz. Clement's tonic	4 0	4 6
16-oz. Clement's tonic	5 9	6 0
8-oz. peptonoid	5 3	5 6
14-oz. hexagon P.O.P.	5 3	5 6
Cuming Smith's formalin	5 0	5 6
5-oz. magnesia, R.T. and Co.	4 0	4 6
16-oz. Stearn's	5 9	6 0
20-oz. bath salts	6 0	6 3
16-oz. Stearn's tonic wine	5 9	5 9
Half-pint claret	4 0	4 6

Miscellaneous.

	Per gross s. d.
1-oz. light essence	3 0
2-oz. light essence	3 0
1-oz. sauce finished	3 0
1-oz. Lundberg	3 0
2-oz. Lundberg	3 0
2-oz. Lichtener's heavy round	3 6
3-oz. and 4-oz. Lichtener's heavy round	4 0
Up to 3-oz. rat poison	3 6
2½-oz. Bollington	3 6
2½-oz. Dixon's O.T.	3 6
1½-oz. Creme-de-Menthe	3 6
2½-oz. Creme-de-Menthe	3 9

Miscellaneous—continued.

	Per gross. s. d.	When made. Block and Plate. Per gross. s. d.
5-oz. Creme-de-Menthe	4 6	
2½-oz. King's liqueur	3 6	
4-oz. Brooke's squash	3 9	
4-oz. gloss or negroline	3 6	
4-oz. lacquer	3 9	
4-oz. curry	3 6	
4-oz. whisky square	4 0	
4-oz. whisky round	3 6	
4-oz. Stearn's (1001)	4 0	
5-oz. schnapps or tapered gin	4 3	
4-oz. square gin	4 0	
6-oz. fish sauce	4 0	
Eucalyptus oil, Bosisto's shape not over 3¾-oz. weight	3 0	
2-oz. eucalyptus oil, Bosisto's shape not over 3¾-oz. weight (heavy)	3 6	
5-oz. caper sauce	3 9	
Chateau Tanunda miniature brandy	3 0	
Power's miniature brandy	3 3	
Possums miniature brandy	3 3	
6½-oz. Watson's or similar shape whisky	4 6	
6½-oz. port wine	4 6	
4-oz. effer. fruit salts	3 9	
8-oz. effer. fruit salts	4 6	4 9
4-oz. saline cream	3 6	
8-oz. saline cream	4 3	4 6
4-oz. bay rum	3 6	
6-oz. bay rum	4 0	
8-oz. bay rum	4 3	4 6
6-oz. blacking	3 9	
6-oz. oyster	3 9	
5-oz. and 6-oz. lithias, spa or soda	4 9	5 1½
5-oz. Worcestershire sauce	4 0	
10-oz. Worcestershire sauce	4 6	4 9
6-oz. chutney	4 0	
Half-pint chutney	4 9	5 0
6-oz. glycerine stoppered	5 3	
6-oz. one panel curry	3 9	
6-oz. graded milk	3 9	
6-oz. bell-shape milks	4 3	
5-oz. certified cream	4 3	
10-oz. certified cream	4 9	5 0
6-oz. fountain soda, decanter shape	5 3	
10-oz. fountain soda, decanter shape	7 0	7 3
6-oz. curry	3 9	
8-oz. balth sale (W.M.) F.H.F.	5 0	5 3
6-oz. serscol	4 0	
6-oz. citrate magnesia	3 9	
12-oz. citrate magnesia	4 9	5 0
14-oz. citrate magnesia	5 0	5 3
13-oz. maize products	4 9	5 0
6-oz. carlsbad salts	3 9	
12-oz. carlsbad salts	4 9	5 0
4-oz. coffee or rum	3 9	
8-oz. coffee or rum	4 6	5 0
8-oz. benzine	4 3	
7-oz. soda sulphur	4 3	
7-oz. olive	4 6	
4-oz. kresolve or lysol	3 9	
8-oz. kresolve or lysol	4 6	
17-oz. kresolve or lysol	5 9	6 3
4-oz. Eau-de-cologne, Yardley's shape	4 0	
6½-oz. Eau-de-cologne, concave shape	4 9	
13-oz. Eau-de-cologne, concave shape	5 9	
9-oz. Eau-de-cologne, concave shape	4 9	
7-oz. Konig pickle	4 0	
7-oz. Johnston's pickle	4 0	
8-oz. Moller C.L.O.	4 3	
16-oz. Moller C.L.O.	4 9	5 0
10-oz. magnesia	4 6	
20-oz. magnesia	5 9	6 6
16-oz. ammonia	5 9	6 6
12-oz. maltine	4 9	5 1½
16-oz. malt	5 3	5 6
10-oz. Rowe's embrocation	5 0	
4-oz. Parisian essence	3 6	
3½-oz. fancy hair oil	3 9	
Fowler's Parisian essence, L.R.	3 6	
Fowler's Parisian essence, H.R.	3 9	
Hall's balsam	3 6	
Baby claret	3 9	
Pain conquerer	3 9	
Miniature schnapps	3 6	
Satinettes	4 6	
Mitchell's long olive	5 0	
½-lb. drops, W.M.P.L.	4 9	
1-lb. drops, W.M.P.L.	5 9	
Greathead's mixture	5 0	
Gmet essence	4 6	

SCHEDULE OF PIECEWORK RATES—*continued.*

Miscellaneous—continued.

	Per gross. s.	d.
18-oz. essence	5	9
Health feeders (one neck)	5	3
1-oz. oval scent	3	0
1½-oz. oval scent	3	3
4-oz. Blogg perfume	4	3
4-oz. fire extinguishers	3	9
6-oz. Saunders' polish	4	6
2-oz. Astings osol	3	3
2-oz. vermol	3	6
10-oz. Mitchell's square olive oil	5	0
4-oz. tapered bath salts, 8-oz. weight	4	0
2-oz. tap. lavender	3	3
4-oz. tap. lavender	3	9
6-oz. tap. lavender	4	3
2-oz. international laboratories, flat	3	3
2½-oz. O.T. squash	3	9
1¾-oz. Dearborne perfume	3	6
3½-oz. Dearborne perfume	4	0
Up to 2-oz. Eau-de-cologne, two flat sides	3	0
Over 2-oz. to 4-oz. Eau-de-cologne, two flat sides	3	6
5-oz. Winchesters	3	9
4-oz. and 5-oz. Zarona lotion	4	0
8-oz. oval magnesia, 9-oz. weight	4	6
3½-oz. benzoin, Blogg	4	3
3¾-oz. benzoin, Blogg	4	3
3½-oz. blacking	3	6
4-oz. wombat	3	9
5-oz. peroxide	3	7½
9-oz. peroxide	4	9
17-oz. peroxide	6	7½
6-oz. anchovy sauce	4	0

MACHINE LIST.

Wide and Semi-Wide Mouth Ware

	Per gross. per man. Two man Machine. s.	d.	Per gross. per man. One man Machine. s.	d.
Up to 6-oz. weight (R. and S.)	1	1	0	10
Over 6-oz. up to 14-oz. weight (R. and S.)	1	2	1	0
1-lb. jar not exceeding 14-oz. in weight (R. and S.)	1	2	1	0
1½-lb. jar not exceeding 16-oz. in weight (R. and S.)	1	3	1	1½
1½-lb. Gowing's jam jar	1	5	1	3
2-lb. jar not exceeding 20-oz. in weight (R. and S.)	1	5	1	3
1-lb. pie fruit	1	4	1	3
1½-lb. pie fruit	1	6	1	4
2-lb. pie fruit	2	0	1	9
Mason pints	1	2	0	11
Mason quarts	1	3	1	1
Mason ½ gallons	2	2	1	10
Signal Spotswood and Zetland quarts	1	7	1	4
Signal Spotswood and Zetland ½ gallons	2	9	1	10
16-oz. and 18-oz. round pickle	1	5	1	3½
15-oz. concave pickle	1	5	1	3½
18-oz. Lancashire pickle	1	6	1	5
Square pickles	1	5½	1	4
8-oz. kepplers	1	6	1	4
16-oz. kepplers	1	11	1	8
12-oz. condiment or chutney	1	5	1	3
Pint chutney	1	5	1	3
10-oz. gloy	1	4	1	2
16-oz. Mellin's food	1	5	1	3½
4-lb. rock jars	—		4	0
6-lb. rock jars	—		6	0
8-lb. rock jars	—		8	0
1-lb. prune jar	1	2	1	0
Fowler's No. 20 1½ lb.	—		1	7

Wide and Semi-Wide Mouth Ware—continued.

	Per gross. per man. Two man Machine. s.	d.	Per gross per man. One man Machine s.	d.
Fowler's No. 27, 2½ lb.	—		1	10½
Fowler's No. 31, 31 oz.	—		2	3
Fowler's No. 36, 42 oz.	—		3	0
Fowler's No. 40, 3 lb.	—		3	0
Battery jar	—		1	7

Narrow Mouth Ware.

	Per gross. per man. Two man Machine. s.	d.	Per gross. per man. One man Machine. s.	d.
10-oz. oval magnesia	1	4½	1	3
9-oz. coffee essence	1	6	1	4
6-oz. Worcestershire sauce	1	3	1	2
10-oz. Worcestershire sauce	1	4	1	3
20-oz. Worcestershire sauce	2	0	1	7
Pint round sauce C.S. not exceeding 15 oz. in weight	1	3½	1	3
20-oz. tomato sauce	1	9	1	5
26-oz. tomato sauce	2	0	1	7
Up to ½-pint screw sauce	1	2	1	1
6-oz. lithia, spa or soda, not exceeding 12 oz. in weight	1	4	1	1
10-oz. lithia, spa or soda	1	5½	1	3
12-oz. lithia, spa or soda	1	7	1	4
Brooke's lemon squash	2	0	1	7
24-oz. Marchant's Crown Seal	2	0	1	7
Imperial oval quarts	2	0	1	9
Imperial oval pints	1	9	1	5
Half-pint milk	—		1	3
Pint milk	—		1	6
Quart milks (40 oz.)	—		3	0
Quart beer, brandy, and whisky	2	0	2	0
Pint beer, brandy, and whisky	1	9	1	9
Quart hock and long vinegar	2	0	1	8
Pint hock and long vinegar	1	9	1	6
Pint schnapps	1	9	1	5
Quart schnapps	2	0	1	8
Johnny Walker's quarts	2	0	1	7
Johnny Walker's pints	1	9	1	5
Ainslie's quart whisky	2	3	1	9
Ainslie's pint whisky	1	10	1	5
20-oz. Crown cork	1	9	1	6
Greathead's mixture	1	7	1	5
10-oz. phenyles	1	7	1	4
5-oz. phenyles	1	4½	1	2½
10-oz. sarto dump	1	4½	1	3
10-oz. ginger beer, stone shape	1	7½	1	4
Square quart sarsaparilla	2	0	1	8
Schweppes', 20 oz.	1	9	1	6
Schweppes', 13½-oz. raspberry	1	7	1	4
5-oz. coffee essence	1	3½	1	2½
5-oz. olive, salads, and castor oils	1	4½	1	3
Up to 1-oz. dispensing panels and rounds	1	0	0	10
Over 1-oz. and up to 2-oz. panels and rounds	1	1	0	11
Over 2-oz. and up to 4-oz. panels and rounds	1	2	1	0
6-oz. and 8-oz. panels and rounds	1	4	1	3
10-oz. and 12-oz. panels and rounds	1	6½	1	5
16-oz. panels and rounds	1	9	1	7
20-oz. panels and rounds	1	11	1	8
Eucal. oils	1	1	0	11
Scott's 6-oz. emulsion	—		1	3
Scott's 16-oz. emulsion	—		1	7
Lane's 7-oz. emulsion	—		1	3
Lane's 14-oz. emulsion	—		1	7
6-oz. flasks	—		1	3
10-oz. to 13½-oz. flasks	—		1	6
80-oz. Winchester	—		3	6
100-oz. Winchester	—		4	6

A. C. TINGATE, P.M., Chairman.

J. MORGAN, Acting Secretary.

Melbourne, 9th February, 1940.

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