



VICTORIA GOVERNMENT GAZETTE.

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TUESDAY, AUGUST 30.

[1949

Factories and Shops Acts.

DETERMINATION OF THE BAG MAKERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 18th December, 1934, has had the power to determine the lowest prices or rates which may be paid to persons employed in making or repairing jute, hessian, or cotton bags, or in making or repairing wool packs, has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

IMPROVERS—MALE.							IMPROVERS AND JUVENILE WORKERS—FEMALES.						
Wages—Per Week of 40 Hours.							Wages—Per Week of 40 Hours.						
Commencing Age.							Commencing Age.						
—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.	—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	38 0	45 0	53 6	83 6	109 9	133 0	1st 6 months ..	39 0	46 0	54 9	64 6	71 0	79 9
2nd 6 months	45 0	53 6	83 6	109 9	133 0	..	2nd 6 months ..	46 0	54 9	64 6	71 0	79 9	..
2nd year ..	53 6	83 6	109 9	133 0	..	..	2nd year ..	54 9	64 6	71 0	79 9	..	..
3rd year ..	83 6	109 9	133 0	..	..	..	3rd year ..	64 6	71 0	79 9	..	..	..
4th year ..	109 9	133 0	..	..	..	..	4th year ..	71 0	79 9	..	..	..	..
5th year ..	133 0	..	..	..	..	..	5th year ..	79 9	..	..	..	..	..
PROPORTION.							PROPORTION.						
Males.							Female Improvers.						
One male improver to every three or fraction of three male workers receiving not less than 153s. per week of 40 hours.							Two female improvers to every six or fraction of six female workers receiving not less than 99s. per week of 40 hours.						
							JUVENILE WORKERS.						
							Two juvenile workers to every six or fraction of six female workers receiving not less than 99s. per week of 40 hours.						
							NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.						

OTHER EMPLOYEES.

										Per Week of 40 Hours.
Males.										s. d.
Combination bag-making machine attendant .. .. .	..	..	..	..	..	..	..	..	..	153 0
Repairs by hand .. .. .	..	..	..	..	..	..	..	..	..	153 0
Repairs by machine .. .. .	..	..	..	..	..	..	..	..	..	153 0
Machinist on combination bag-making machine .. .. .	..	..	..	..	..	..	..	..	..	140 0
All others .. .. .	..	..	..	..	..	..	..	..	..	135 0
Females.										s. d.
Bag-making machinist .. .. .	..	..	..	..	..	..	..	..	..	103 0
Repairs by hand .. .. .	..	..	..	..	..	..	..	..	..	109 6
Repairs by machine .. .. .	..	..	..	..	..	..	..	..	..	109 6
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—										
1st 3 months .. .. .	..	..	..	..	..	..	..	..	..	80 6
2nd 3 months .. .. .	..	..	..	..	..	..	..	..	..	87 9
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—										
1st 3 months .. .. .	..	..	..	..	..	..	..	..	..	80 6
All others .. .. .	..	..	..	..	..	..	..	..	..	99 0

NOTE.—The Board determines that no person shall be employed as an apprentice.

[TIME OF BEGINNING AND ENDING WORK.]

3. Time of beginning—

7.30 a.m. 12.30 p.m. on the day on which the half-holiday is observed locally.
7.30 a.m. 6 p.m. on the other five working days of the week.

Time of ending—

OVERTIME.

4. (a) All time worked outside the usual times of beginning and ending work in the establishment concerned shall be paid for as follows:—

(1) Time Workers.—At the rate of time and a half for the first four hours and double time thereafter.

(2) Pieceworkers shall be paid the ordinary piecework prices for work done and in addition thereto shall receive the following payments:—

(i) For the first four hours of overtime work an amount equal to one half the amount that a time worker would receive for working the same hours during ordinary working hours.

(ii) Thereafter an amount equal to the amount that a time worker would receive for working the same hours during ordinary working hours.

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

(c) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

TIME WAGES.

5. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 20 hours be paid:—

(a) in any week in which two or more public holidays occur At the ordinary wages rate, with an addition of fifty per centum.

(b) in any other week At the ordinary wages rate, with an addition of thirty-three and one-third per centum,

and for each hour worked beyond the 20 hours aforesaid shall be paid at the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

SUNDAYS AND PUBLIC HOLIDAYS.

6. That double time shall be paid for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

HOLIDAYS.

7. (a) All employees shall be entitled to the following holidays without any deduction in pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Anzac Day, Christmas Day, Boxing Day, and Fuel and Fodder Picnic Day (only those employed within the Metropolitan District as defined in the Factories and Shops Act and Order in Council thereunder). Provided that Melbourne Cup Day may be substituted for King's Birthday at the election of the employers.

Provided further, that in any industry or establishment in which a Picnic Day is observed for the majority of the employee, on a working day, such day shall be regarded as the holiday in lieu of the above-mentioned Picnic Day.

(b) An employee absent from his or her employment on the working day or part of the working day before or after a holiday without reasonable cause, or without the employer's consent shall not be entitled to payment for such holiday.

(c) PIECE-WORKERS.—All piece-workers shall be entitled to the same holidays as are granted to time-workers and they shall be paid for such holidays the amount for each holiday based on time wages as set out in this Determination.

ANNUAL HOLIDAY.

8. The annual holiday shall be as prescribed by the provisions of the Factories and Shops (Annual Holidays) Act 1946, and any amendments which may be made thereto from time to time.

SICK LEAVE.

9. (a) No deduction shall be made from the wages of any employee who has had not less than six months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time in any year of service, provided he or she has submitted within 24 hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct. Provided, further, that pieceworkers shall be paid at the same rate as time workers for any such day or days that they are unavoidably absent on account of illness.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 80 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to 23rd December, 1944, shall be disregarded.

REST PERIOD FOR FEMALES.

10. A rest period of ten minutes, between 9.30 a.m. and 10.30 a.m., and between 2.30 p.m. and 3.30 p.m. each day shall be given to all female employees, without deduction of pay.

TERMINATION OF EMPLOYMENT.

11. Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employees without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases the wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

RIGHT OF ENTRY OF UNION OFFICIAL.

12. The Secretary of the Federated Fodder and Fuel Trades' Industrial Union shall have the right to enter, during the mid-day meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are done, for the purpose of interviewing employees on legitimate Union business.

PIECE-WORK.

13. The lowest piece-work rates to be paid to any person for doing work of the description referred to in the following Schedule shall be—

Machine repairing wool packs (employer to provide twine)	2d. each.	} Plus 10 per cent. }	} With 84½ per cent. added.
Machine repairing first selection washed sugar bags, by darning (employer to provide twine)	4½d. per dozen.		
Machine repairing washed sugar bags (employer to provide twine)	5½d. "		
Machine repairing ordinary bags (employer to provide twine)	4½d. "		
Machine repairing mill or coal bags (employer to provide twine)	1½d. "		
Machine repairing uncleaned lime or hide bags—i.e., bags which have not been through any cleaning process such as a mechanical cleaner or by washing (employer to provide twine)	1½d. "		
Machine repairers on piecework shall also be paid 1s. 9d. per hour for any time occupied in cleaning machines or cutting patches.			
Hand repairing ordinary bags (employee to provide twine)	10d. per dozen.		
Hand repairing mill, coal, lime, or hide bags (employee to provide twine)	1s. 6d. "		
Hand repairing wool packs (employee to provide twine)	4½d. each.		

PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.

14. The Board determines that any employer may fix and pay piece-work rates to any person employed at repairing by machine (employer to provide twine) or by hand (employee to provide twine) bags other than those for which the Board has fixed a piece-work rate, provided that such piece-worker shall be paid in any week, at least the amount payable to a time-worker performing the same class of work for the same number of hours as such piece-worker.

WAITING TIME.

15. All piece-workers kept waiting for work, or any materials, or for repair of machines shall be paid the hourly rate of the corresponding time-worker for such waiting time.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates set out in clause 2 are based upon the following basic wage rates and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 17. Provided that the wages of improvers, juveniles, and females 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.

Provided further that the piece-work prices shall be subject to adjustment according to the fluctuations in the basic wage on the following basis:—The percentage difference between 83s. (such amount being the rate provided for a Repairer by Machine—Male—in the Determination which came into force on the 2nd September, 1938), and the amount payable to a Repairer by Machine—Male—after adjustment as hereinbefore provided.

Basic Wage.

Place.	Needs Basic Wage (adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	6 2 0	6 0	6 8 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

17. (a) For the purposes of this Determination the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the basic wage shall be as prescribed in clause 16.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 5th August, 1949.



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No. 765]

TUESDAY, AUGUST 30.

[1949

Factories and Shops Acts.

DETERMINATION OF THE CIGAR TRADE BOARD.

This Determination applies to the whole of the State of Victoria.

[N accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of Cigar Making," has made the following Determination, viz. :—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.

Number (in any place).

Making cigars or sorting and packing cigars :—

APPRENTICES.

Experience—

1st year—

1st six months

2nd six months

2nd year

3rd year

4th year

s. d.

*Percentage.

21 8

14

25 2

16½

36 0

23½

53 10

34½

68 2

44

or in lieu of weekly wages the work may be paid at the following piece-work prices :—

Making Cigars.

2nd year

One-third of the piece-work prices.

3rd year

Two-thirds of the piece-work prices.

4th year

Three-quarters of the piece-work prices.

See also

clause 13

sub-clause (m)

Sorting and Packing Cigars.

In Boxes of—

500 cigars. 250 cigars. 100 cigars. 50 cigars. 25 cigars. 10 cigars.

per 1,000.

per 1,000.

per 1,000.

per 1,000.

per 1,000.

per 1,000.

per 1,000.

s. d.

s. d.

s. d.

s. d.

s. d.

s. d.

s. d.

1st year

1 1·2

1 1·2

1 1·2

1 4·5

1 7·8

2 2·4

3 3·6

2nd year

1 4·5

1 4·5

1 4·5

1 7·8

2 5·7

2 9

3 10·2

3rd year

1 7·8

1 7·8

1 11·1

2 2·4

3 0·3

3 3·6

4th year

2 2·4

2 2·4

2 5·7

2 9

3 6·9

3 10·2

3 10·2

See also clause 13 sub-clause (m).

IMPROVERS.

18 years

..

..

..

s. d.

*Percentage.

53 10

34½

19 years

..

..

..

75 2

48½

20 years

..

..

..

93 5

60½

APPRENTICES.

One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.

One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.

(An amended indenture of apprenticeship prescribed was approved on 5.2.12.)

IMPROVERS.

One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage.

One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.

3. JUVENILE WORKERS, i.e., persons under 21 years of age (other than apprentices or improvers)--
(a) *Males.*

Employed in—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	25 2	16½	25 2	16½	28 8	18½	28 8	18½
Turning bunches	25 2	16½	25 2	16½	28 8	18½	28 8	18½
Stripping fillers	25 2	16½	25 2	16½	28 8	18½	32 2	20½

Employed in—	Wages per Week of 40 Hours.							
	2nd Year's Experience.				Third Year's Experience.		Fourth Year's Experience.	
	1st Six Months.		2nd Six Months.					
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	43 0	27½	46 6	30	63 11	41½	82 6	53½
Turning bunches	43 0	27½	46 6	30	63 11	41½	82 6	53½
Stripping fillers	Piece-work prices		Piece-work prices		Piece-work prices		Piece-work prices	

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

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Any other class of work for which the rate of wages fixed does not exceed 155s. per week of 40 hours ..	31 9	20½	35 3	22½	43 0	27½	54 3	35	67 10	43½	88 4	57	112- 0	72½

* The percentages shown in these columns are the percentages of the minimum wage from time to time payable to "All others (males)".

(b)

Females.

Employed in—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Trimming cigar boxes ..	25 2	26	29 4	30½	33 8	34½	37 9	39
Stripping and booking cigar bunch wrapper leaf ..	54 6	56½	54 6	56½	54 6	56½	54 6	56½
Ringed cigars	25 2	26	29 4	30½	33 8	34½	37 9	39
Stripping fillers	25 2	26	29 4	30½	33 8	34½	37 9	39
Packing cigars, viz.:—								
Havanette	25 2	26	29 4	30½	33 8	34½	37 9	39
Royal Bengals	25 2	26	29 4	30½	33 8	34½	37 9	39
Bonanzas	25 2	26	29 4	30½	33 8	34½	37 9	39
Gem of East Cigarillos ..	25 2	26	29 4	30½	33 8	34½	37 9	39
Swiss	25 2	26	29 4	30½	33 8	34½	37 9	39
Cartons or parcels	25 2	26	29 4	30½	33 8	34½	37 9	39
Machine work, viz.:—								
Making bunches	25 2	26	29 4	30½	33 8	34½	37 9	39
Covering cigars	25 2	26	29 4	30½	33 8	34½	37 9	39
Swiss	25 2	26	29 4	30½	33 8	34½	37 9	39
Lucky Hit	25 2	26	29 4	30½	33 8	34½	37 9	39
Havanettes	25 2	26	29 4	30½	33 8	34½	37 9	39
Senoritas	25 2	26	29 4	30½	33 8	34½	37 9	39

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

Females—continued.

Employed in—	Wages per Week of 40 Hours.					
	2nd Year's Experience.				Third Year's Experience.	Fourth Year's Experience.
	1st Six Months.		2nd Six Months.			
	Wages.	*Per-centage.	Wages.	*Per-centage.		
	s. d.	%	s. d.	%		
Trimming cigar boxes	41 11	43½	50 4	52	Piece-work prices	Piece-work prices
Stripping and booking cigar bunch wrapper leaf	71 2	73½	75 6	78	Minimum wage	Minimum wage
Ringing cigars	Piece-work prices		Piece-work prices		Piece-work prices	Piece-work prices
Stripping fillers	"		"		"	"
Packing cigars, viz.:—					"	"
Havanette	"		"		"	"
Royal Bengals	"		"		"	"
Bonanzas	"		"		"	"
Gem of East Cigarillos	"		"		"	"
Swiss	"		"		"	"
Cartons or parcels	"		"		"	"
Machine work, viz.:—					"	"
Making bunches	"		"		"	"
Covering cigars	"		"		"	"
Swiss	"		"		"	"
Lucky Hit	"		"		"	"
Havanettes	"		"		"	"
Senoritas	"		"		"	"

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

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Any other class of work for which the rate of wages fixed for adults does not exceed 96s. 10d. per week of 40 hours ..	31 9	32½	39 8	41	47 8	49½	53 3	55	61 0	63	70 0	72½	79 5	82

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (Females)".

4.

OTHER EMPLOYEES.

	Wages per Week of 40 Hours. £ s. d.
Strippers and bookers of cigar covering leaf (males)	7 19 5
Strippers and bookers of cigar covering leaf (females)	5 14 10
Strippers and bookers of cigar bunch wrapper leaf (females)	5 4 4
Cigar box makers (males)	8 2 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	5 0 4
Stripping fillers (males)	7 15 0
All others (males)	7 15 0
(females) 62½ per cent. of the above rate for "All Others (Males.)"	4 16 10

OVERTIME.

5. (i) Any time wage employee who in any week works for any time in excess of 40 hours shall be paid for such extra time at the rate of time and a half.

(ii) Any female piece-work employee who in any week works for any time in excess of 40 hours shall be paid for such extra time at the ordinary piece-work rate plus 50 per centum.

(iii) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

TEA MONEY.

6. All employees required to work overtime later than 6 p.m. shall be paid 2s. tea money in addition to overtime rates prescribed in this Determination.

HOLIDAYS.

7. All weekly wage employees shall be granted the following holidays without deduction of pay, viz.:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day when such holidays are observed on Monday, Tuesday, Wednesday, Thursday, or Friday.

Piece-workers shall be granted the same holidays as are granted to weekly wage employees, and shall be paid for such holidays at their average rate of earnings over the preceding six months on a daily basis.

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

SICK LEAVE.

8. (a) Any employee who has had not less than three months' service with the same employer, and who is absent from his or her work by reason of personal ill-health or accident necessitating such absence, shall be entitled to sick leave without deduction of pay subject to the following conditions and limitations:—

- (i) He or she shall not be entitled to paid sick leave for any period in respect of which he is entitled to Workers' Compensation.
- (ii) He or she shall, within twenty-four hours of the commencement of such absence, inform the employer of his or her inability to attend for duty and as far as practicable, state the nature of the illness or injury and the estimated duration of the absence.
- (iii) He or she shall prove to the satisfaction of his or her employer that he or she was unable on account of personal ill-health or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He or she shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.
- (v) Pieceworkers shall be paid at their average rate of earnings over the preceding six months on an hourly basis.

For the purpose of administering paragraph (iv) of this clause an employer may, within one month of this Determination coming into operation, or within two weeks of an employee entering his employment, require the employee to make a sworn declaration or other written statement as to what paid leave of absence he or she has had from any employer during the then current year, and, upon such statement, the employer shall be entitled to rely and act.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

For the purposes of this sub-clause, service prior to 1st January, 1949, shall be disregarded.

(c) For the purposes of this clause, "year" means the period between the 1st January and the 31st December.

ANNUAL HOLIDAYS.

9. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

FEMALE STRIPPERS AND BOOKERS.

10. (i) Female employees initially engaged as strippers and bookers of cigar covering leaf and female employees not so engaged but who have had in the aggregate four months' experience with the one employer as strippers and bookers of cigar covering leaf, shall for the purposes of the said Determination be grouped as and be deemed to be strippers and bookers of cigar covering leaf (female).

(ii) Female employees initially engaged as strippers and bookers of cigar bunch wrapper leaf shall for such time up to an aggregate of four months as they may be required to work as strippers and bookers of cigar covering leaf be paid the rate applicable to the latter classification, but after that aggregate has been reached, shall come within sub-clause (i) hereof.

PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECE WORKERS' EARNINGS.

11. The wages rates for adult males set out in Clause 4 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by Clause 12. Provided that the wages rates of juveniles and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 1d., half or less than half of 1d. to be disregarded.

Piece-workers: The weekly earnings of adult piece-workers, who work on piece-work the full working hours for which the rates of time wages prescribed by this Determination are payable, shall be automatically increased or decreased by the same amount and at the same time as the said basic wage.

The weekly earnings of adult piece-workers who work on piece-work less than the full working hours for which the rates of time wages prescribed by this Determination are payable, shall be automatically increased or decreased by a proportionate part of the amount of and at the same time as the said basic wage.

The amounts by which the weekly earnings of adult piece-workers who work on piece-work the full working hours as aforesaid, shall be increased until further varied as hereinbefore provided, are as follow:—

	s. d.							
Adult Males	36 0
Adult Females	22 6

The weekly earnings of juvenile piece-workers who work on piece-work the full working hours as aforesaid shall be automatically increased or decreased by the same amount and at the same time as the increase or decrease in the wages rates prescribed in clause 3 hereof for juvenile workers of the same age.

The weekly earnings of juvenile piece-workers who work on piece-work less than the full working hours for which the rates of wages prescribed by this Determination are payable shall be automatically increased or decreased by a proportionate part of and at the same time as the increase or decrease in the wages rates prescribed in clause 3 hereof for juvenile workers of the same age.

The amounts by which the weekly earnings of juvenile piece-workers who work on piece-work the full working hours as aforesaid shall be increased until varied as hereinbefore provided are as follow:—

Age.	Males.								Females.							
	s. d.								s. d.							
14	7 6	..	..	..	..	7 2	..	..	..
15	8 1	..	..	..	..	8 9	..	..	..
16	9 11	..	..	..	..	10 9	..	..	..
17	12 7	..	..	..	..	11 11	..	..	..
18	15 8	..	..	..	..	13 6	..	..	..
19	20 6	..	..	..	..	15 8	..	..	..
20	26 1	..	..	..	..	17 9	..	..	..

Basic Wage.

Place.	Needs Basic Wage. (Adjustable.)	Loading. (Constant.)	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	£ s. d. 6 2 0	s. d. 6 0	£ s. d. 6 8 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

12. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the Basic Wage shall be as prescribed in clause 11.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but, should the decimal number reach .5 or more, the basic wage shall be taken to the next higher shilling.

PIECE-WORK PRICES.

13. That the lowest piece-work prices payable to any person or persons engaged in the following kinds of work shall be:—

(a)

MAKING CIGARS.

HAND WORK.

	Length of Cigars up to and including—	Per 100 Cigars.
	inches.	s. d.
Extra Magnum	5 1/4	13 8.725
Extra Magnum	5 1/2	14 11.025
Consuelo shape	4 1/2	12 6.7
Flor de Naves shape	4 1/2	11 10.175
Bueno shape	4 1/2	10 9.25
Long Bueno	4 1/2	11 4.95
Ordinary taper shape	4 1/2	10 9.25
Panetelas shape, with point	5	10 0.175
Panetelas shape, with flat tops	5	10 6.775
Southern Cross (no point)	5 1/2	6 11.325
Meritas Bueno	4 1/2	10 9.8
Meritas Bueno	4 1/2	11 4.95
Corona shape	5 1/2	14 5.8
Three-quarter Corona shape	5	12 3.675
Half Corona shape	3 1/2	9 7.5
Italian shape (no binder)	6 1/2	4 3.975
Italian shape, bunch making and rolling	6 1/2	5 4.075

(b)

MAKING CIGARS.

HAND WORK—CLEAR HAVANA.

Bouquet Super Finos	4 1/2	11 6.050
Castelares	4 1/2	11 6.050
Bueno	4 1/2	11 2.75
Full Corona	5 1/2	15 0.675
Three-quarter Corona	5	12 11.65
Half Corona	3 1/2	10 2.375
Petit Duca	3 1/2	8 9.325
Maquillas	5 1/2	15 0.675
Perlas	3 1/2	9 1.175

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

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

(c)

MOULD WORK.

Shape.	Length of Cigars up to and including—	Dry Work.	Where 10 to 12 Moulds or over are used.	Where 5 to 9 Moulds, inclusive, are used.	Where up to 4 Moulds, inclusive, are used.
	inches.	s. d.	s. d.	s. d.	s. d.
Flor-de-Naves	4 1/2	6 11.325	7 3.725	8 3.55	8 7.125
Half Corona shape	3 1/2	8 0.25	8 3.55	8 7.125	9 3.65
Bueno, straight	4 1/2	6 7.75	6 11.325	8 0.25	8 3.55
Bueno, long	4 1/2	8 0.25	8 3.55	8 7.125	9 3.65
Bueno, long	5 1/2	10 0.175	10 3.475	10 6.775	11 2.75
Bueno, long	6	11 2.75	11 6.05	11 10.175	12 7.25
Monopole Rothschilds	4 1/2	6 7.75	6 11.325	7 9.5	8 3.55
Castella Special Tuck	4 1/2	8 3.65	8 7.125	8 10.4 5	9 6.95
Gloria	4 1/2	..	..	9 6.7 5	11 2.75
Sirdar	4 1/2	..	..	3 10.975	9 6.95
Monopole Bouquet	4 1/2	..	..	8 0.8	8 7.675
Casino C.W.	4 1/2	..	..	8 10.975	9 7.5
Ordinary common straight	3 1/2	6 1.15	6 4.45	6 7.75	7 3.725
Ordinary taper	4 1/2	6 1.7	6 5	6 8.3	7 3.725
Rheingold	4 1/2	6 3.35	6 6.65	6 10.225	7 5.925
Extra taper similar to Hansa	4 1/2	6 1.15	6 4.45	6 7.75	7 3.725
Monopole Minors	3 1/2	5 11.225	6 2.8	6 6.1	7 1.525
A 9	4 1/2	..	7 7.85	8 0.25	8 7.125
5 DP	5 1/2	..	..	10 10.9	11 6.05
5 H	4 1/2	..	..	7 2.075	..
7 F and 11 N	4 1/2	6 5	6 8.85	7 0.425	7 10.05
14 RT	4 1/2	..	..	..	11 2.35
15 FJ	4 1/2	..	7 2.075	7 5.925	8 1.0
48 F	4 1/2	..	7 7.75	..	..

(d)

MANILA WORK.

	Length of Cigars, up to and including—	Per 100 Cigars.
	inches.	s. d.
Cheroots, Cortado Fino—Where not less than four moulds are used	3 $\frac{1}{2}$	4 0·675
Cheroots, Cortado de la Reina—Where not less than four moulds are used	4 $\frac{1}{4}$	4 4·525
Cheroots, Cortado Delicioso—Where not less than four moulds are used	4 $\frac{1}{2}$	5 5·175

MANILA WORK—continued.

	Length of Cigars, up to and including—	Prices per 100 Cigars where the number or Moulds used is—			
		2, 3, or 4.	5 or 6.	7 or 8.	More than 8.
	inches.	s. d.	s. d.	s. d.	s. d.
Perlas	3 $\frac{1}{2}$	8 0·25	7 3·725	6 11·325	6 7·75
Reina Victoria	4 $\frac{1}{2}$	10 0·175	9 3·65	8 10·425	8 7·125
Perfectos (old)	4 $\frac{1}{2}$	10 10·9	10 3·475	10 0·175	9 6·95
Perfectos (new)	4 $\frac{1}{2}$	..	8 10·425	..	..
High Life in the East	4 $\frac{1}{2}$	8 0·25	7 3·725	6 11·325	6 7·75
Londres	4 $\frac{1}{2}$	7 3·725	6 7·75	6 4·45	6 1·15
1A Habano	4 $\frac{1}{2}$	7 9·5	7 2·075	6 10·225	6 5
2A Habano	4 $\frac{1}{2}$	..	..	..	6 2·25
3A Habano	4 $\frac{1}{2}$	..	..	..	5 10·125
4A Habano	4 $\frac{1}{2}$	..	..	..	5 7·375
5P	4 $\frac{1}{2}$	..	6 7·75	..	..

Penal work 11s. 2·2d. per 100 cigars.

To the rates mentioned in sub-clauses (a), (b), (c), and (d) hereof, an additional amount of 1·65d. per 100 cigars shall be added.

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

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

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

NOTE.—For the purpose of this Determination, "Dry-Work" means bunches made one day and covered the next, irrespective of the number of moulds used.

No cigar shall be made more than $\frac{1}{8}$ " shorter than the mould.

(e)

SORTING AND PACKING CIGARS.

Description of Cigars.	In Boxes of—					
	500 Cigars.	250 Cigars.	100 Cigars.	50 Cigars.	25 Cigars.	10 Cigars.
	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Hand work	6 2·25	6 9·4	8 6·85	9 2·55
Monopole shape	5 10·4	6 5·55	7 11·7	
Panetolas, block work	5 6·55	6 1·7	7 8·4	
Manila cheroots, hand or paper	5 10·4	6 5·55	..	
Manila cheroots, small block work	5 0·5	5 7·65	..	
Cigars, bundles with two ribbons	6 1·7	6 5·55	..	
Matador block work	5 2·7	5 10·4	..	
Buena shape, covered with Mexican tobacco	5 4·9	6 0·05	7 6·75	
Other Buena shape	5 0·5	5 7·65	7 5·1	
Ordinary taper shape	5 0·5	5 7·65	7 5·1	
Extra taper shape, similar to Dona Sol	5 10·4	5 10·4	7 5·1	9 2·55
Ordinary common straight shape	4 1·5	4 8·65	6 9·4	
"Queen's" tied with one ribbon	5 0·5	..	..
"Queen's" tied with two ribbons	5 4·35	..	..
Manila, tied in bundles of ten	4 7	4 7	..	..	..
Manila, flat, tied in bundles of ten	5 4·35	..	..
Manila, long, tied in bundles of ten	5 2·7	..	..
Manila, loose	5 0·5	5 7·65	7 5·1	
Extra, Magnum	7 11·7	8 6·85	10 0·45	
Sirdar	5 10·4	6 5·55	7 11·7	
Monopole Bouquet	5 2·7	5 10·4	..	9 2·55
Casino C.W.	5 10·4	6 5·55	7 11·7	
Rheingold	5 0·5	5 7·65	7 5·1	
92AA	4 1·5	..	..
14RT	6 6·1	7 1·25	9 2·55	
5DP	6 6·1	7 1·25	9 2·55	9 2·55
Full Corona hand work	7 1·25	7 8·4	9 2·55	

SORTING AND PACKING CIGARS—continued.

								Per 1,000 Cigars.
								<i>s.</i> <i>d.</i>
<i>Extras—</i>								
For sorting and packing all cigars with rings .. .. .							..	0 6 extra
For sorting and packing all cigars faced rights and lefts .. .. .							..	0 6 "
For sorting and packing all cigars covered with Havana tobacco .. .. .							..	0 6 "

(f) PACKING CIGARS (FEMALES).

[illegible]

(g) MACHINE WORK (FEMALES).

[illegible]

(h) *Making throughout.*

[illegible]

(i) *Covering Cigars.*

[illegible]

(j) **BOX TRIMMING (FEMALES).**

	Per 100 Boxes.
<i>A. d.</i>	<i>d. d.</i>
Hinging (not 5aa)	0 7·15
Hinging and lidding 5aa	0 6·05
Lining	1 8·9
Edging, ordinary	5 2·975
Edging, narrow embossed paper	8 8·775
Edging, narrow paper	8 1·9
Edging, Magnum embossed paper	7 3·725
Edging, Varnished boxes	6 11·875
Edging, lid	1 2·3
Inside labels, lid	1 2·3
Inside labels, flap gummed	0 4·4
Extra flap label on flap	0 4·4
Outside labels, ends	0 4·4
Outside labels, locks	0 4·4
Outside labels, extra locks	0 4·4
Outside labels, lid, brand, cut	0 10·725
Outside labels, lid, brand	0 6·6
Full wrapping, Glascine	1 5·6
Full wrapping, Cellophane	1 5·6
Half wrapping, Cellophane	0 10·725
Half wrapping, Glascine	0 10·725
Brown paper wrapping packets, W/2 labels	6 5
Stencilling	0 6·6

Samples—

[illegible]

(k) RINGING CIGARS (FEMALES).

					100's and 50's.	25's.	10's.	4's and 0's.		
DRY WORK.					<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
Monopole Magnum	..	..	..	..	2 10-65	2 10-65	2 10-65	3 1-95	Slips under rings, 6d. per 1,000 extra	
Monopole Maxim	..	..	..	..	2 10-85	2 10-65	2 10-65	3 1-95		
Monopole Bueno	..	..	..	..	2 2-675	2 2-675	2 2-675	2 7-625		
Matador	..	..	..	..	2 2-675	2 2-675	2 2-675	2 7-625		
Gem of the East, Perfecto	..	..	..	..	2 2-675	2 2-675	2 2-675	2 7-625		
Gem of the East, Perlas	..	..	..	..	2 2-675	2 2-675	2 2-675	2 7-625		
Gem of the East, Cheroots	..	..	..	..	2 7-625	2 7-625	2 7-625	3 0-3		
All others	..	..	..	..	2 2-675	2 2-675	2 2-675	2 7-625		
Fresh work in bundles	..	..	..	..	1 8-9	1 8-9	..	..

(1) STRIPPING FILLERS.

ADULT FEMALES AND ALL JUVENILE WORKERS.

Wet Weight on Strips Returned.

[illegible]

STRIPPING FILERS--*continued*.

(m) The weekly earnings of piece-workers who work on piece-work the full working hours for which the time rates of wages prescribed by this Determination are payable shall be increased by the following amounts:—

Age.					Males.		Females	
					s.	d.	s.	d.
Adults					36	0 per week	22	6 per week
14 years of age					7	6 " "	7	2 " "
15 " "					8	1 " "	8	9 " "
16 " "					9	11 " "	10	9 " "
17 " "					12	7 " "	11	11 " "
18 " "					15	8 " "	13	6 " "
19 " "					20	6 " "	15	8 " "
20 " "					26	1 " "	17	9 " "

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 27th July, 1949.