



# VICTORIA GOVERNMENT GAZETTE.

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[1951

Factories and Shops Acts.

## DETERMINATION OF THE CARDBOARD BOX TRADE 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 appointed to "determine lowest prices or rates which may be paid to any person or classes of persons employed either inside or outside a factory or workroom in the process, trade, or business of a maker of cardboard boxes" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in December, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

NOTE.—The wages rates prescribed in clauses 2 and 4 hereof are operative as follows:—

Third Column.—From the beginning of the first pay period to commence in December, 1950, until the beginning of the first pay period to commence in February, 1951.

Fourth Column.—From the beginning of the first pay period to commence in February, 1951.

2.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.	Fourth Column. Weekly Wage.
TABLE "A"—ADULT MALES.			
(All Sections other than Corrugated Board and Fibre Board Container Section.)			
		£ s. d.	£ s. d.
1	Guillotine machine operator .. .. .	10 0 6	10 8 6
2	Carton cutting and creasing forme setter .. .. .	10 5 6	10 13 6
3	Skilled hand ("skilled hand" means an adult whose duty it is to set for other employees the machines in the cardboard box department, container department, and/or in the carton department) .. .. .	10 0 6	10 8 6
4	Combination tube and shell machinist .. .. .	10 0 6	10 8 6
5	Employee operating international tube and shell machine .. .. .	10 0 6	10 8 6
6	Laube box-making machinist .. .. .	10 0 6	10 8 6
7	Molins single shell creasing and gluing machinist .. .. .	10 0 6	10 8 6
8	Employee operating automatic carton-gluing machine .. .. .	9 13 6	10 1 6
9	Employee operating scoring and double-folding automatic tube gluing machine .. .. .	9 15 0	10 3 0
10	Twin or single die-scoring, cutting, and printing slide machinist .. .. .	9 13 6	10 1 6
11	Carton cylinder-press machinist .. .. .	10 3 6	10 11 6
12	Employee operating carton platen press, when the machine is capable of taking a sheet 30 in. x 40 in. in size .. .. .	10 0 6	10 8 6
13	Employee operating carton platen press, when the machine is not capable of taking a sheet 30 in. x 40 in. in size .. .. .	9 17 6	10 5 6
14	Two-way or double cutter and scorer machinist .. .. .	9 13 6	10 1 6
15	One-way rotary cutter and scorer machinist .. .. .	9 13 6	10 1 6
16	Gang slitting machinist .. .. .	9 13 6	10 1 6
17	Mounting machinist .. .. .	9 13 6	10 1 6
18	Cylindrical tube winding machinist .. .. .	9 13 6	10 1 6
19	Cylindrical tube cutting machinist .. .. .	9 13 6	10 1 6
20	Assistant to machinist on any machine in this section .. .. .	9 2 0	9 10 0
21	Employee working any other kind of machine .. .. .	9 10 0	9 18 0
22	Storeman .. .. .	9 10 0	9 18 0
23	Packer and/or despatcher .. .. .	9 10 0	9 18 0
24	Feeder on carton-cylinder machine .. .. .	9 2 0	9 10 0
25	Any other adult male .. .. .	8 18 0	9 6 0
26	An employee working on a night shift for a week shall be paid 16s. extra; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.		

First Column.	Second Column.	Third Column.	Fourth Column.
Number of Rate.	Description of Employment.	Weekly Wage.	Weekly Wage.
TABLE "A"—ADULT MALES—continued.			
Corrugated Board and Fibre Board Container Section.			
		£ s. d.	£ s. d.
1	Corrugated board machinist making two-faced and twin-cushioned boards .. .. .	9 17 6	10 5 6
2	Corrugated board machinist with combination duplex slitter, scorer, and duplex chopping machine .. .. .	9 17 6	10 5 6
3	Corrugated board machinist making one-faced boards .. .. .	9 10 0	9 18 0
4	Corrugated board machinist's assistant .. .. .	9 4 6	9 12 0
5	Fibre board (paster) machinist .. .. .	9 17 6	10 5 6
6	Fibre board (paster) machinist's assistant .. .. .	9 4 6	9 12 6
7	Corrugated board printing machinist .. .. .	9 13 6	10 1 6
8	Corrugated board printing machinist's assistant .. .. .	9 2 0	9 10 0
9	Fibre board printing machinist .. .. .	9 13 6	10 1 6
10	Fibre board printing machinist's assistant .. .. .	9 2 0	9 10 0
11	Corrugated board cutter and/or slotter .. .. .	9 8 6	9 16 6
12	Employee on a slitter and/or slotter and/or scorer machine with printing attachment .. .. .	9 10 6	9 18 6
13	Corrugated board slotter operating machine with printing attachment .. .. .	9 8 6	9 16 6
14	Corrugated board Sawyer .. .. .	9 10 0	9 18 6
15	Corrugated board scorer and slitter .. .. .	9 8 6	9 16 6
16	Corrugated board automatic scorer and slotter and slitter .. .. .	9 8 6	9 16 6
17	Fibre board automatic scorer and slotter and slitter .. .. .	9 8 6	9 16 6
18	Fibre board cutter and/or slotter and/or bender .. .. .	9 8 6	9 16 6
19	Employee in charge of silicate dissolving plant .. .. .	9 8 6	9 16 6
20	Employee on wire-stitching machine used in connexion with corrugated and/or fibre board work .. .. .	9 6 0	9 14 0
21	Employee on dimpler machine .. .. .	9 10 0	9 18 0
22	Employee engaged as assistant machinist or tailer-out or fier on cutter and/or slotter, saw machine, scorer, slotter and slitter, slotter and/or bender .. .. .	9 0 0	9 8 0
23	Employee folding fibre board for wire-stitching machine and/or flying or tailing-out on wire-stitching machine .. .. .	9 0 0	9 8 0
24	Corrugated board-taping machinist .. .. .	9 8 6	9 16 6
25	Employee working any other kind of machine .. .. .	9 6 0	9 14 0
26	Power bale press machinist .. .. .	9 0 0	9 8 0
27	Storeman .. .. .	9 10 0	9 18 0
28	Packer and/or despatcher .. .. .	9 10 0	9 18 0
29	Any other adult male .. .. .	8 18 0	9 6 0
30	An employee working on a night shift for a week shall be paid 16s. extra; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.		

First Column.	Second Column.	Third Column.	Fourth Column.
Number of Rate.	Description of Employment.	Weekly Wage.	Weekly Wage.
TABLE "B"—ADULT FEMALES.			
(Including non-adult females of at least five years' experience.)			
		£ s. d.	£ s. d.
1	Female head packer when employed as such .. .. .	7 6 0	7 12 0
2	Packer .. .. .	7 0 6	7 6 6
3	Female feeder employed on carton-cylinder machine .. .. .	7 3 6	7 9 6
4	Female employee on hand work making and/or covering boxes, containers, shelf stock, or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material—		
	(a) when covered with paper .. .. .	7 3 6	7 9 6
	(b) when covered with cloth (cloth includes buckram, plush, silk, or similar material) .. .. .	7 10 0	7 16 0
5	Female employee—		
	(a) controlling Stokes and Smith (or similar) covering machine .. .. .	7 6 0	7 12 0
	(b) controlling and/or setting up automatic carton-gluing machine .. .. .	7 6 0	7 12 0
	(c) employed on any other machine used in cardboard box making, container making, or carton making .. .. .	7 2 0	7 8 0
6	Female carton maker, including puller out and stripper .. .. .	7 0 6	7 6 6
7	Female employee employed in connexion with corrugated boxes or corrugated containers (including shell cases and/or sleeves) or fibre board boxes, or an employee employed on a taping machine .. .. .	7 2 0	7 8 0
8	Female employee employed in connexion with containers, including folders, and an employee taking off from taping or sheeting or slitting machines .. .. .	7 2 0	7 8 0
9	Female employee in charge of, or who supervises, directs, or is responsible for the work of—		
	(a) from three to eight employees (both inclusive) .. .. .	7 9 6	7 15 6
	(b) from nine to fifteen employees (both inclusive) .. .. .	8 1 0	8 7 0
	(c) over fifteen employees .. .. .	8 8 6	8 14 6
10	Female employee not otherwise specified .. .. .	6 14 0	7 0 0

## FEMALE TO BE PAID MALE RATE.

3. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

## RATES FOR JUNIORS.

						Thrd Column. Weekly Wage.	Fourth Column. Weekly Wage.
						£ s. d.	£ s. d.
Where the work is performed by a male junior—							
(i)	under 15 years of age	..	..	..	..	1 19 0	2 1 0
(ii)	between 15 and 16 years of age	..	..	..	..	2 8 0	2 10 0
(iii)	between 16 and 17 years of age	..	..	..	..	3 2 6	3 5 0
(iv)	between 17 and 18 years of age	..	..	..	..	4 3 6	4 7 6
(v)	between 18 and 19 years of age	..	..	..	..	5 5 0	5 9 6
(vi)	between 19 and 20 years of age	..	..	..	..	6 8 0	6 14 0
(vii)	between 20 and 21 years of age	..	..	..	..	7 11 6	7 18 0
A junior working on a night shift for a week shall be paid 9s. extra until the beginning of the second pay period to commence in July, 1949, when the extra amount shall be 12s. Provided that, until the beginning of the pay period at or about the 14th October, 1949, the rates for a night shift when working because of daytime light or power restrictions shall be 9s. for such night-shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.							
Where the work is performed by a female junior:—							
(i)	First year's experience	..	..	..	..	2 4 0	2 5 6
(ii)	Second year's experience	..	..	..	..	2 18 0	3 0 6
(iii)	Third year's experience	..	..	..	..	3 12 6	3 15 6
(iv)	Fourth year's experience	..	..	..	..	4 7 6	4 11 0
(v)	Fifth year's experience	..	..	..	..	5 9 0	5 13 6

(vi) And thereafter the minimum wage prescribed for females for the class of work she is doing.

(vii) A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra until the beginning of the second pay period to commence in July, 1949, and thereafter 10s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.

(viii) In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.

## LIMITATION OF EMPLOYMENT OF JUNIORS.

5. (a) No department shall be manned exclusively by juniors.  
 (b) Not more than two male juniors shall be employed to each male adult employed as a weekly employee in each department. For the purposes of this provision an apprentice shall be deemed to be a junior.  
 (c) An employer shall not permit or require a male under the age of 18 years unless an apprentice to be employed on a power-driven guillotine.  
 (d) Juniors shall be given reasonable opportunities to become proficient in different classes of work and shall be taught higher grade work as they progress in the knowledge of their work.

## GUILLOTINE MACHINE WORK.

6. Not more than one person operating a guillotine machine shall place work in or remove it from within a guillotine machine, and no other persons shall place work on or remove it from a guillotine machine.

## WEIGHTS.

7. No female shall be required to lift or carry by hand a greater weight than—  
 Females under 18 years of age, 25 pounds.  
 Females of 18 years and over, 30 pounds.

## HOLIDAYS.

8. (a) An employee shall be entitled to be absent from his employment without deduction of pay on any holiday. In this Determination "holiday" means the day observed as any of the following days or any day substituted therefor: New Year's Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Christmas Day, Boxing Day, Australia Day, King's Birthday, and Anzac Day.

Provided:—

- (i) That within 15 miles of the General Post Office at Melbourne, Cup Day shall be substituted for Anzac Day;  
 (ii) That where a holiday may fall on a non-working day and in the following week a certain working day may be prescribed as an additional holiday, such working day shall be a holiday within the meaning of this clause.  
 (b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.  
 (c) Where an employee is dismissed within one week before any holiday (or within one week before the first day of several holidays), his re-engagement by the same employer within one week after such holiday (or, as the case may be, within one week after the last day of such several holidays), shall be *prima facie* evidence that his employment was terminated in breach of sub-clause (b) hereof.  
 (d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.  
 (e) Where an employee is absent from his or her employment on the working day before or the working day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.

(f) When an employee is absent from his or her employment for a period exceeding three consecutive working weeks through illness, or with the consent of the employer, the employee shall not be entitled to payment for any public holidays occurring during any period of absence which exceeds three consecutive working weeks.

(g) A working week shall consist of the number of days or nights customarily worked by the employee concerned.

(h) The wage payable to a weekly piece-worker under this clause shall be that fixed for a time-worker in the same occupation. A junior male shall be paid the time wage appropriate to his age and a junior female the time wage appropriate to her years of experience, provided that a female worker of more than five years' experience shall be deemed to be an adult for the purpose of computing the amount payable to her under this clause.

(i) The provisions of this clause shall apply only to weekly employees.

#### CONSTANT SERVICE LEAVE.

9. (a) (i) In addition to the holidays provided for by clause 8 hereof, an employee, whether a time-worker or a piece-worker, who remains in the service of the same employer for at least a year, shall, if the employment has not been terminated, be entitled to two weeks' leave of absence on full pay during each year of service, or bonus as provided in sub-clause (e) hereunder where the service is being terminated.

(ii) Each employee before going on leave shall be paid two weeks' wages. For the purpose of this sub-clause the wage shall be at the rate prescribed by clauses 2, or 4, as the case may be, of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave, unless the employee was being paid a higher wage, when it shall be that higher wage. A wage shall not be so computed as to include overtime. The wage of an employee who has worked on a night shift or unusual shift for at least four consecutive weeks immediately prior to taking his leave shall include the night work allowance prescribed in clauses 2 and 4 for the period of his leave.

(iii) If the employee is a piece-worker the pay to be given for the period of leave of absence or as a bonus where leave is not given shall be at the rate fixed for a time-worker doing the same class of work as that of the employee.

(b) The employer shall have the right to fix the time when such leave will be given, but must fix a time so that the leave then accrued due will be wholly given in one continuous period within fifteen months after the beginning of the period of service in respect of which the leave is due, and if he does not so fix the time or so give the leave he shall, for each week of leave then due, forthwith give the employee two weeks' leave of absence on full pay. The period of fifteen months referred to in this sub-clause may be extended to sixteen months in any case where the employer and the employee agree to such extension.

(c) The employer may, if he thinks fit, give at any time in advance the period of continuous leave on full pay prospectively due.

(d) Where any of the holidays provided for in clause 8 hereof so falls in the week as in the ordinary course to entitle an employee to be paid in respect of that holiday although he does not work thereon, and that holiday happens to fall within that employee's period of leave of absence, the days in that period shall be reckoned in addition to that holiday.

Provided that if in consequence of compliance with this sub-clause the said period so reckoned includes three Sundays, one additional day, not being a non-working day, shall be added to and form part of the said period.

(e) (i) If an employment which has continued for a period of at least six calendar months is terminated before the employee has received constant service leave, the employee shall be paid a bonus consisting of the percentage of two weeks' wages which the time of service for which no leave has been given, bears to twelve calendar months.

Provided that where leave of absence for two weeks instead of one week should have been given in pursuance of sub-clause (b) hereof and has not been so given, such employee shall be paid a bonus of two weeks' pay in respect of each week of leave of absence that has not been so given.

(ii) If the employee is a piece-worker the pay to be given for the period of leave of absence or as a bonus where leave is not given shall be at the rate fixed for a time-worker doing the same class of work as that of the piece-worker.

(f) An employer shall not require or permit an employee to work during the period of his annual leave unless the consent of the Union has first been obtained. Where consent has been given, the employee shall be paid for eight hours at double time or double rate.

(g) Where the employer is a successor or assignee or transferee of a business, and an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee, the employee in respect of the period during which he was in the service of the predecessor shall for the purposes of this clause be deemed to have been in the service of the employer.

(h) For the purposes of this clause the service shall be deemed to have continued and to continue unbroken and constant notwithstanding any interruption of termination of the employment by the employer if such interruption or termination has been or be made merely with the intention of avoiding obligation hereunder in respect of leave of absence or bonus.

(i) For the purposes of this clause, calendar months shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question, and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month, and if there be no such day in such subsequent month, shall be reckoned as ending at the end of such subsequent month.

(j) An employee who is to be given leave as provided in sub-clause (a) herein shall be given at least four weeks' notice of the commencing date on which he will be required to take his leave.

(k) The constant service leave provided for by this clause shall be allowed and shall be taken and except as provided by sub-clause (e) hereof payment shall not be made or accepted in lieu of such leave.

(l) An employee shall not be permitted, subject to sub-clause (b), to arrange with his employer any delay in the taking of leave to which he is entitled.

(m) Payment under either of the above sub-clauses (a) and (b) shall not excuse an employer whose employee has not taken the leave to which he is entitled under this clause from his obligations under this clause, notwithstanding any agreement whereby the employee purports to waive the leave to which he is entitled.

(n) The provisions of this clause shall apply only to weekly employees.

#### FEMALES NOT TO WORK AT OR WASH-UP OR FEED MACHINES, ETC.

10. (a) A female shall not be required or permitted to feed any platen machine used for carton cutting; or operate any guillotine machine or power-driven cutting machine except a small card cutting machine.

(b) The employment of females is prohibited at the following work or machinery: Calendar rolls; cylinder creasing or cutting presses, or platen machines (except as provided in sub-clause (a) hereof).

#### REST INTERVAL FOR FEMALES.

11. There shall be an interval of ten minutes at a time fixed by the employer between 10 a.m. and 11 a.m. for rest on each day, Monday to Friday inclusive, in each week for each female employee on time-work or on piece-work, such time to count as time worked. Reasonable facilities shall be provided by the employer for the employee to have refreshments during such interval if the employee so desires.

#### FIVE-SHIFT WEEK.

12. (a) The weekly hours of duty for day workers shall be worked in not more than five shifts on Monday to Friday inclusive of each week.

(b) The weekly hours of duty for night workers shall be worked in not more than five shifts on Monday to Friday inclusive. Work on a shift commencing before midnight on a Friday may continue on Saturday for the remaining hours of the shift.

## HOURS—DAY WORK.

13. (a) The day work hours of duty of employees shall not exceed 8 hours on Monday to Friday, inclusive, and shall not exceed 40 hours in any week, to be worked between 8 a.m. and 6 p.m. on Monday to Friday inclusive, provided that the time of starting work of any person employed to clean the premises, or other male person who attends to arrange the heating apparatus for machines or buildings, may be 7.30 a.m.

(b) The daily working hours of each office shall be conspicuously displayed in each workroom, and shall continue unchanged until altered by agreement between the employer and the Union.

## NIGHT WORK.

14. (a) Night-shift work is work other than overtime work done between the hours of 6 p.m. and 8 a.m.

(b) The hours of duty for night-shift workers shall not exceed 40 hours in any week, to be worked in five shifts within 8 hours a shift on Monday to Friday inclusive. Work on a shift commencing before midnight on a Friday may continue on Saturday for the remaining hours of the shift.

(c) The hours of commencing and finishing duty on each shift, of all employees on night shift or unusual shift, shall be arranged between each particular employer and the Union.

(d) A female employee or an employee under seventeen years of age shall not perform night-shift work.

(e) On any day when the hours of any night shift overlap the day-shift hours, the night-shift hours shall be observed, and the night-shift wage shall be paid for such day.

## OVERTIME.

15. (a) All overtime rates earned by an employee shall be paid in full, and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.

(b) All duty performed by time-workers in excess of or outside the hours mentioned in clauses 13 or 14 hereof, or in excess of the hours of a shift, shall be overtime, and shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(c) All duty performed by piece-workers in excess of or outside the hours mentioned in clauses 13 or 14 hereof, or in excess of the hours of a shift, shall be overtime, and shall be paid for at the rate of rate and a half for the first three hours and double rate thereafter.

(d) (i) Where a weekly time-worker works on any public holiday mentioned in clause 8 hereof when he is entitled to be away from his employment, he shall be paid therefor at not less per hour than the hourly rate of his weekly wage, in addition to the weekly wage, and shall be given not less than four hours' work, or pay equivalent thereto.

(ii) Where a weekly piece-worker works on any such public holiday, he shall be paid therefor one day's pay of the corresponding time-worker, and the usual piece-work rate or rates for work done by him. He shall also be provided with at least four hours' work, and in the event of insufficient piece-work being provided to keep him continuously employed for such four hours he shall be paid for any non-working time at the time-worker's ordinary hourly rate.

(iii) Should a weekly time-worker, or weekly piece-worker, who has worked on a holiday within the hours of his ordinary working day, work on such holiday before the ordinary hour of commencing work or after the ordinary hour of finishing work, he shall be paid double the ordinary time-work rate or double the ordinary piece-work rate as the case may be, for the hours worked before the ordinary hour of commencing work or after the ordinary hour of finishing work.

(iv) This sub-clause (d) shall, with the necessary changes, be read to apply equally to a night worker as to a day worker.

(e) (i) Double time or double rate shall be paid for all work done on Saturday afternoon, and (with a minimum of four hours' work or pay equivalent thereto) on Sunday.

(ii) Where the hours of the ordinary working week are worked within five days any work done on the sixth day shall be paid for at time and a half or rate and a half for the first four hours worked before noon and at double time or double rate thereafter.

(iii) Where the hours of the ordinary working week are worked within five night shifts, any work done on the sixth night shift shall be paid for at double time or double rate.

(f) (i) An employee, if called upon to work overtime in excess of one hour after the usual finishing time of any shift shall be paid for two hours' work at overtime rates at the least.

(ii) Where notice of overtime in excess of one hour has not been given to an employee during the previous shift, or where notice of overtime has been given but overtime has not been worked, 3s. shall be paid as an allowance for tea money. The same allowance shall be made for each meal reasonably occurring during such overtime work.

(iii) Subject to the foregoing paragraph, where any junior, apprentice or female has been given notice of overtime on the previous shift and is required to work overtime, 1s. shall be paid as an allowance for tea money. The same allowance shall be made for each meal reasonably occurring during such overtime work.

(g) (i) Any employee required to work more than five consecutive shifts without a clear interval from work of 36 hours after the fifth shift shall be paid double rates for all work performed by him after the fifth shift until he shall have had such clear interval of 36 hours between shifts. If an employee is stood off for any period during the ordinary working week in order to allow a 36-hour break, there shall be no reduction in his weekly wage.

(ii) An employee who during the course of a week's work is transferred from day shift to night shift, or from night shift to day shift, shall be allowed at least a ten-hours' break between the time of finishing his day shift and the time of commencing his night shift or from the time of finishing his night shift and the time of commencing his day shift, as the case may be. If such ten-hours' break is not allowed, the employee shall be paid overtime rates for the shift immediately following the change.

(h) No employee under 16 years of age shall be employed on overtime. No employee under 17 years of age, nor any female, shall be on duty in any event before 8 a.m. or later than 9 p.m. on any working day, subject to clause 13 hereof. No employer shall require or permit an apprentice to work overtime unless at least one skilled worker in his calling is employed at the same time as the apprentice.

(i) An employer shall not require or permit any female employee to work overtime unless at least one other female person is working in close association with her.

(j) An employer shall not require or permit an employee to work overtime or on night shift in connexion with power-driven machinery unless he works in close association with at least one other person.

(k) One hour's time at the least, in addition to the actual time worked and/or the time the employee is required to stand by for work, with a minimum of four hours, shall be paid for as a "call" to an employee brought in to do any work not in his ordinary working hours, such to be paid for at the rate of time and a half or rate and a half, except on Saturday afternoon and on Sunday, when double time or double rates shall be paid.

(l) When an employee is required to work overtime exceeding 30 minutes but less than one hour, he shall be paid as though he had worked one hour's overtime.

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

(n) An employer shall not insist upon an employee working overtime where the employee declares he is not free to work and discloses a good reason to the employer to support his declaration. No employee shall be dismissed or in any way whatsoever prejudiced in his employment by reason of his refusal to work overtime where he has satisfactorily disclosed he is not free to work.

(o) An employee who has worked overtime shall be granted at least a break of ten hours between the time of finishing work and the time of commencing work on the next shift, and no deductions shall be made from his pay because of any time lost by reason of such break.

(p) In calculating the overtime rate of a piece-worker the rate shall include any amount added to or any amount deducted from the prescribed rate, in accordance with the provisions of the preamble to Schedule "A" hereto.

## EMPLOYEE MISSING USUAL CONVEYANCE.

16. Whenever the finishing time of any employee working overtime or working on any temporary night shift is such as to cause him to miss the usual means of conveyance home, he shall be conveyed home in a suitable manner, without delay, at the expense of the employer.

## MEAL PERIOD.

17. (a) The minimum time allowance for meals shall be three-quarters of an hour, and the maximum allowance one hour. Provided that by agreement with the Union the period may be reduced to not less than half an hour.

(b) No employee shall be compelled to break shift except for meals, and no shift shall exceed five hours without a break for meals.

(c) Where an employee is required to work during his usual meal period he shall be paid one-half extra on the hourly rate of his weekly wage for the time so worked, and he shall be allowed his usual meal period as soon as it can be arranged.

(d) The lunch period of any employee shall be between the hours of noon and 2 p.m.

## TERMS OF EMPLOYMENT.

18. (a) No person shall be employed except as

- (i) a weekly time-worker; or
- (ii) a weekly piece-worker; or
- (iii) a casual time-worker; or
- (iv) a casual piece-worker.

(b) A weekly time-worker, to become entitled to payment of a weekly wage shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by such employee.

(c) A weekly piece-worker is a piece-worker engaged as a weekly employee. The following conditions apply to the employment of a weekly piece-worker:—

- (i) On each working day or night of the week he shall present himself for employment at the usual time for beginning work at the place of business of the employer unless informed before leaving work by the employer that his attendance on any day or any night is not required.
- (ii) If he has not been informed as provided in paragraph (i) hereof, and actually presents himself on any such day or any such night he shall receive not less than four hours' continuous employment or be paid for such four hours (or any part of such four hours as would be non-working time) at the appropriate rate of a time-worker. Provided that a weekly piece-worker on day work working on a Saturday shall receive not less than three hours' work or be paid for such three hours (or any part of such three hours as would be non-working time) at the rate aforesaid, and his shift shall finish not later than noon.
- (iii) (1) The provisions of this paragraph (iii) shall have full force and effect notwithstanding anything contained in this Determination or in any Schedule thereto.

(2) In this paragraph the words "the corresponding time-worker" mean:—

- (a) As to an adult male, as defined by clause 37 (d) hereof—an adult male weekly time-worker employed in the same calling as the weekly piece-worker who is concerned;
- (b) As to an adult female, as defined by clause 37 (d) hereof—an adult female weekly time-worker employed in the same calling as the weekly piece-worker who is concerned; and
- (c) As to a male junior—a male junior weekly time-worker of the same age employed in the same calling as the weekly piece-worker who is concerned; and
- (d) As to a female junior or any female of less than five years' experience—a female junior weekly time-worker of corresponding experience employed in the same calling as the weekly piece-worker concerned.

(3) For any week in which he has worked the full hours of duty, the weekly piece-worker shall be paid at least the corresponding time-worker's wage.

(4) For any week in which, though he has complied with the provisions of paragraph (i) of this sub-clause he is not required to work the full hours of duty, he shall be paid for that week the corresponding time-worker's wage.

(5) If in any week there occurs a public holiday, as provided in clause 8 hereof upon which the weekly piece-worker is not required to work, he shall be paid, in addition to his aggregate piece-work earnings for that week, a sum equivalent to that paid to the corresponding time-worker for such public holiday.

(iv) Notwithstanding anything in this Determination contained, lateness shall not, except as in this condition provided, affect the right of a piece-worker to the benefits of this sub-clause (c). A piece-worker's earnings shall not be subjected to deduction for lateness or lost time unless such lateness or lost time would cause an employer to make a payment which he otherwise would not be required to make. Subject to this condition, where a piece-worker is late or loses time on any day he shall be subject only to such a deduction from any moneys due to him as is proportionate to the time actually lost by him.

(d) (i) The employment of a weekly time-worker or piece-worker may be terminated by a week's notice on either side or by the employer at his option by payment of a week's wages in lieu of notice and such notice may be given on any day of the week to take effect one week after the day on which it is given. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such case wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot usefully be employed, because of any strike or through any breakdown of machinery or any stoppage of work for any cause for which the employer cannot be held responsible.

Provided always that the notice referred to in paragraph (i) of this sub-clause shall not be given so as to take effect concurrently with any constant service leave to which the employee may be entitled and such notice or payment in lieu of notice shall be additional to any bonus payable to the employee under clause 9 of this Determination.

(ii) In the event of work being temporarily stopped by a breakdown of machinery, or by any cause for which the employer cannot be held responsible, and the employee has lost at least two days' pay, the employee, whether a weekly time-worker or weekly piece-worker, may inform the employer of his intention to terminate his employment, whereupon the employment shall be terminated without the employee being required to give the week's notice mentioned in paragraph (i) hereof, and he shall be paid such moneys as are due to him under this Determination.

(e) Where a weekly piece-worker gives or receives a week's notice of the termination of his employment, he shall during the week that such notice runs be given the same amount of piece-work as it has been customary for him to perform during the period of his engagement.

(f) If an employee's services be terminated during the course of the week, he shall be paid all money due to him at the termination of his service, or all money due to such employee shall be forwarded to him by post within twenty-four hours thereafter. Without prejudice to his liability to legal proceedings in respect of such non-observance, an employer not observing this provision shall pay such employee an extra full day's pay for each day after the employer's usual pay day upon which he applies at the employer's place of business for payment of the amount due to him, and does not receive it.

## SICK LEAVE.

19. The following provisions shall apply to sick leave and sick pay:

(a) A weekly time-worker not attending for duty shall lose his pay for the actual time lost unless he produces or forwards within twenty-eight hours of the commencement of such absence evidence or a message satisfactory to the employer that his non-attendance was due to personal ill-health necessitating such absence.

(b) An employer who deems the evidence or message referred to in paragraph (a) hereof to be unsatisfactory may (within 48 hours from the receipt thereof) forward to the employee by registered post or by telegram or deliver to him a request for further evidence of the personal ill-health necessitating his absence. The employee shall reply within 48 hours from the receipt of the request. He may deliver his reply to the employer or send it by registered post or by telegram.

(c) If an employer within 48 hours after the receipt by him of the reply referred to in paragraph (b) hereof fails to dispatch, in the manner provided in paragraph (b) hereof, a written notice to the employee that he does not accept the reply as satisfactory evidence of the facts alleged by it, it shall be deemed to be *prima facie* evidence that the absence of the employee was due to personal ill-health.

(d) If an employer within 48 hours after receipt by him of the written reply referred to in paragraph (b) hereof does not accept such as satisfactory evidence of personal ill-health, he may require further evidence and the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of personal ill-health, he shall pay or refund any fee and incidental expenses necessarily paid or incurred by the employee. The employee shall submit to medical examination at the employer's expense if so required, and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(e) In any case where the period of 48 hours referred to in paragraph (c) and (d) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day, and in any case where illness commences after the finish of such last working day the said period of 48 hours shall be deemed to commence at the starting hour of the next ordinary working day.

(f) A weekly piece-worker shall be excused from presenting himself for employment at the proper time and place each day because of personal ill-health and shall be paid at the corresponding time-worker's wage for the period of ill-health in all respects as if during such period he had been a weekly time-worker employed on such days and during such hours as are usually worked by time-workers upon any day shift, and he shall comply with and be subject to the conditions for time-workers prescribed in paragraph (a) hereof.

(g) A weekly employee shall not be entitled to the sick pay benefits of this clause until he has worked in the employment of his employer for a period of three working weeks.

(h) Notwithstanding that he may be employed by different employers he shall not be entitled to payment for non-attendance on the ground of personal ill-health for more than 40 hours in each year. Such year shall begin on the first day of January of each year.

(i) Wherever in this clause the words corresponding time-worker's rate of wages occur, they shall have the meaning assigned to them by sub-clause (c) (iii) of clause 18; any requirement in "writing" shall be deemed to be complied with where a telegram is received or dispatched. The words "pay for the actual time lost" shall not include the night shift allowance as provided in clauses 2 and 4, nor any allowance in respect of bronzing or dusting off.

#### CUMULATIVE SICK LEAVE.

20. (a) Sick leave shall accumulate from year to year so that the period of 40 hours in each year (or any balance of the period) specified in clause 19 hereof which has in any year not been allowed to an employee by an employer as paid sick leave, may be claimed by the employee and subject to the conditions prescribed in clause 19, shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant hereto shall be available to the employee for a period of two years but for no longer from the end of the year in which it accrues.

(b) An employee's rights under this clause shall begin to accrue from the first day of January, 1949.

#### CASUAL EMPLOYEES.

21. (a) An employer when engaging a person for casual employment shall inform him then and there that he is to be employed as a casual. Except where this is done the employee shall be a weekly time-worker or weekly piece-worker. A casual employee, after two weeks of continuous employment as a casual employee, shall become a weekly time-worker or weekly piece-worker.

(b) A casual employee has been continuously employed when he or she has worked the same days and hours as a weekly time-worker.

(c) If a casual employee commences duty on any day, or is directed to attend for duty and actually attends on any day, such employee, if a time-worker, shall in respect of such day be paid at the rate herein provided and for six hours (either day or night) at the least, and if a piece-worker, shall, in respect of such day, be given four hours' work at the least, or paid for four hours (or any part of such four hours as would be non-working time) at the appropriate rate for a time-worker.

(d) A casual employee, whether working at piece-work or time-work and whether working on day or night shift, shall be paid for such work the piece-work rate or the hourly rate prescribed for such work, with the addition of 15 per cent.

(e) A casual employee, when working on a holiday or on overtime or at a time for which a weekly employee is paid above his ordinary rate of pay shall have his rate of pay as a casual employee increased by the same proportion (e.g., one half or double, as the case may be) as the weekly worker's rate applicable to the class of work done by the casual employee is directed to be increased under this Determination for work done on such holiday, overtime, or other time, with the addition of 15 per cent.

#### OVERALLS, UNIFORMS, ETC.

22. (a) An employer who requires any employee to wear at his or her work a uniform or overall shall provide same and keep it clean and in repair without expense to the employee.

(b) Where a change of dress of employees is rendered necessary by the work to be done, the employer shall provide suitable dressing rooms, and allow each employee dressing time each day.

#### MIXED FUNCTIONS.

23. Where during any day a time-worker or piece-worker is employed on work requiring the performance of functions involving different rates of wages prescribed by this Determination, the minimum rate of wage to be paid to the employee for that day shall be calculated as if the employee performed such only of the said functions as involved the highest rate of wage.

#### PIECE-WORK.

24. (a) The minimum piece-work rates payable to an employee by an employer shall be the rates prescribed in the Schedule to this Determination.

The Schedule hereinbefore mentioned is hereby incorporated in this Determination.

(b) The piece-work rates payable to adults and juniors shall be uniform and not differential, and in this Determination are so calculated as to enable an average adult worker to earn (when employed at such piece-work rates), at each class of work at least—

(i) If employed during the hours fixed for time-workers a sum equal to such time-worker's wage with the addition of 12½ per cent.; and

(ii) If employed during any hour or hours or any part of any hour so that he shall earn such proportion of the weekly time-worker's wage as accords with the time the piece-worker is actually employed upon each class of work, with, in addition, the further sum of 12½ per cent. of such proportion.

(c) When an employee is employed upon piece-work to perform any of the functions or duties for which a time wage is fixed by this Determination and for which a piece-work rate is not fixed, then the minimum piece-work rates for such work shall be so calculated by the employer that an average adult worker may earn at the least at such piece-work rate, if employed during the hours fixed for work for time-workers, a sum equal to such time-worker's wage, with the addition of 12½ per cent., and such piece-work rates shall be notified to the employee before the work is commenced by him. All such piece-work rates so fixed shall be posted and kept posted in a conspicuous and easily accessible place in the workroom. Any such rate which provides a wage not less than that stipulated herein for an average adult worker, and which has been in operation for one month, shall remain unchanged unless a change is agreed to by the Printing Industry Employees Union of Australia.

(d) No undue advantage shall be given to one piece-worker over another. This provision applies to the quantity and to the classes or quality of work to be supplied to the employee.

(e) Piece-workers required to clean bench, glue board or table, or floor, or any machine, shall be paid for the time he or she is occupied on such work at the rate provided herein for time-work for the class of work on which the employee is usually employed.

(f) Piece-workers shall have their work counted out for them and so arranged in a convenient place that no time will be lost. Glue, paste, and all other essentials shall be provided by the employer in proper condition to permit of the work being facilitated, and such materials shall be of good average quality.

(g) (i) The piece-worker shall be provided with a book in which the piece-worker is to enter the work performed by such piece-worker in such a manner as to clearly set out each and every operation performed by such piece-worker.

(ii) To the entries made as set out in the foregoing paragraph the employer shall affix the correct price of the work in ink, and shall return the book to the employee at the end of each day's work or within four hours of commencing work on the following day.

(iii) The piece-worker shall be entitled to take away such book at the end of each day's work, but shall bring such book back to the factory when arriving at the factory to commence work each day. Such book shall be and remain the property of the piece-worker.

(iv) All waiting time shall be entered in such book by the piece-worker.

(v) Nothing in this sub-clause (g) shall operate to prevent an employer from having his own book or other form of record for his own purposes kept in any manner he may desire, and in such book or other form of record he may require the piece-worker to make such entries as he deems to be necessary.

(h) When piece-workers are kept waiting for work or any materials, all waiting time shall be totalled up when the day's work is finished, and paid for at not less than the corresponding time-worker's rate. A piece-worker shall be deemed to be waiting for work unless directed not to remain on the employer's premises for work.

(j) A weekly piece-worker of more than five years' experience in the branch of the industry in which he is employed shall not for any other reason than inefficiency be changed to time-work (1) unless paid the corresponding time-worker's hourly rate with 12½ per cent. in addition; or (2) unless given one week's notice by the employer of his intention to require him to work as a time-worker.

(k) No system of payment by results other than that authorized by this Determination shall be permitted unless agreed to by the Printing Industry Employees Union of Australia.

(l) Any system of payment by results in operation at the commencement date of this Determination may continue to operate, provided that its terms shall be posted in a conspicuous place in each work-room in which the work is being done, and kept posted. The terms of any such system may be changed from time to time with the consent in writing of the said Union. Any such system when discontinued shall not be revived, except as provided in sub-clause (k) herein.

#### WAGES AND PAY DAY.

25. (a) Subject to clause 18 (d) hereof, an employee shall be paid his wages on Wednesday, Thursday or Friday in each week, and not more than two days' pay shall be kept in hand by the employer.

(b) Notwithstanding anything to the contrary contained herein, an employer shall not be required to pay to an employee any amount which is in dispute as sick pay (should the employee become entitled to the sick pay claimed) until the pay day of the pay week following the pay week in which the claim for sick pay was made to the employer.

#### RESTRICTIONS ON TAKING WORK OFF AN EMPLOYER'S PREMISES.

26. (a) No work covered by this Determination shall be taken off an employer's premises to be executed by any employee of that employer.

(b) No such work shall be taken off an employer's premises to be executed by any other person, except the employer himself; provided that this sub-clause shall not affect the right of an employer to have work done in a trade supply house.

#### TIME BOOK.

27. (a) Each employer shall keep a time and wages book, correctly and fully written in ink, showing the name of each employee, and his occupation, the hours worked (including overtime) each day or night, and in respect of waiting time paid for under clause 24 (h) hereof the time of the commencement and the ending of each period of waiting time, and the wages, overtime and allowance paid each week, provided that the employer may at his option use a mechanical clock in lieu of a time book for the purpose of recording the time of each employee. The book, or, when a clock is installed, the time cards, shall be open for inspection by a duly accredited official of the Union, during the usual office hours at the office or other convenient place. The inspecting official shall be entitled to take and carry away a copy of any entry in such book or time card. Every book or time card kept or made under this clause shall for at least twelve months after the making of any record thereon be kept by the employer at his place of business and shall be there open for inspection under this clause.

(b) The employer shall also keep for inspection a record of the age of each male junior and the age and experience of each female junior.

(c) Twenty-four hours' notice of the intention to inspect the time book shall be given to the employer whose book is to be inspected.

(d) An employer, in showing the hours worked on each day shift or night shift, shall set out the commencing and finishing time of each such shift, together with the commencing and finishing time of the meal period in each such shift. When the hours of overtime are shown the commencing and finishing time of such overtime shall be set out.

#### AUTHORIZED PERSONS MAY ENTER FACTORY.

28. (a) (i) The secretary-treasurer or assistant secretary of the Union.

(ii) The secretary of the appropriate branch or sub-branch thereof of the Union, or

(iii) An officer of the appropriate branch or sub-branch thereof of the Union accredited in writing by the secretary of the branch, shall have power to enter and inspect during working hours any part of a factory or workshop where work covered by this Determination is done and to interview the employees in regard to their wages, rates and conditions of employment.

(b) At least three hours' notice shall be given to the employer or his representative by any such person or persons prior to his or their actual going on the premises, and the employer shall be notified of his or their arrival, and he or his representative shall be entitled to accompany any such person or persons, and shall provide access to the wages book and time sheet and records of any employee. Upon request of the said person or persons the employer or his representative shall produce or shall permit to be seen any work or part of any work done or in the course of being done by a piece-work or time-work employee. The work and duties of the employee shall be interfered with as little as possible by any such person or persons.

#### UNION OFFICIAL VISITING FACTORY.

29. (a) An employer shall permit any authorized person referred to in clause 28 sub-clause (a) hereof, to enter his factory for the purpose of:

(i) Collecting members' contributions;

(ii) Posting Union notices and/or interviewing employees on matters relating to this industry and/or this Determination.

(b) Such authorized person shall inform the person in charge of his arrival before entering the factory. Such person shall have reasonable ingress into the factory and access to employees. The employer or his representative shall be entitled to accompany such person or persons while they are in the factory.



(c) Not more than two authorized persons shall at any one time visit or be in any one working establishment, and not more than two visits shall be made in any week to any employer's factory by authorized persons.

(d) If any employer alleges that an authorized person is unduly interfering with his working establishment, or is creating disaffection amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

#### UNION DELEGATE.

30. Not more than two delegates, chosen by and from the employees of an employer, shall be allowed the necessary time in working hours to interview the employer or his representative for the purpose of submitting grievances. If the delegate or delegates so chosen be piece-workers they shall be paid for such time the time-worker's wage in their branch of the industry.

#### SEATING PROVISION.

31. (a) Any male employee whose work requires him to be seated shall be provided with a reasonably comfortable seat.

(b) Any female employee whose work permits of her being seated or requires her to be seated shall be provided with a reasonably comfortable seat.

(c) The use of metal seating accommodation shall not be permitted unless effectively covered with felt or similar material.

#### DETERMINATION, ETC., TO BE POSTED.

32. A copy of this Determination shall be kept posted in a prominent place in each workroom where it may be read by employees. The Printing Industry Employees Union of Australia shall be permitted to post notices as to Union meetings on a board at each establishment in a reasonable manner.

#### HEALTH NOTICES.

33. Notices containing advice for the preservation of the health and protection of workmen, if provided by the Union, shall be kept prominently posted and displayed in all workrooms by the employer.

#### HEALTH PROVISIONS.

34. (a) Dry sweeping shall not be permitted or carried out in any printing factory, workshop or place. All establishments and workshops shall be efficiently ventilated.

(b) The employer shall provide a suitable place for male employees and a separate suitable place for female employees to wash their hands, and a sufficient number of wash basins for their use. As early as possible, but within a period of two years from the operative date of this Determination, each employer shall provide an adequate supply of hot water for the use of his employees.

(c) Proper facilities shall be provided by the employer so that the clothing of employees taken off during working hours may be protected from the dust of the workroom.

(d) Each workroom, lavatory and convenience of any factory or workshop shall be thoroughly swept and cleaned at least once each day, and at least once each week each lavatory or convenience shall be thoroughly scrubbed out with phenyle or other disinfectant.

(e) In each factory or workshop where the floors are composed of materials known as granolithic, or concrete, or combinations of cement, stone or asphalt, employers shall provide some suitable covering material, to eliminate cold and damp, upon which the worker may stand whilst at work.

(f) An employee whose work entails the use of solutions or acids which injure his hands or any part of his body shall be provided with gloves in good condition by his employer.

#### LIGHTING OF WORKROOMS.

35. (a) Each employer shall make provision in his factory or workshop for adequate light for employees to perform their work, and as far as possible artificial light shall be avoided.

(b) Where artificial light is in use, effective shades shall be provided by the employer to prevent eye strain. Artificial light shall be so situated as to enable the employee to work without unnecessary strain to the eyes.

(c) Light shades shall be kept clean.

(d) All external windows of each workroom shall be kept clean on both the inner and outer surfaces.

#### FIRST-AID CHEST.

36. The employer shall provide a first-aid chest, which shall be a suitable dustproof receptacle, made of either metal or wood, for the use of the employees, in some accessible place in the factory. Such chest shall be equipped and supplied with the following articles, namely:—

Article.	Quantities to be Kept in Ambulance Chest In—	
	Factories and Work-shops in which not more than 30 Persons are Employed.	Factories or Work-shops in which more than 30 Persons are Employed.
Olive Oil .. .. .	2 oz.	4 oz.
Proflavine or Dettol .. .. .	2 oz.	4 oz.
Sal Volatile .. .. .	4 oz.	8 oz.
Cotton Wool .. .. .	4 oz.	8 oz.
Burn Dressings .. .. .	1 packet	2 packets
Gauze .. .. .	1 packet	1 packet
Lint .. .. .	1 packet	1 packet
Sterilized Dressings .. .. .	1 packet	2 packets
Bandages, including four Triangular Bandages .. .. .	Assorted sizes	Assorted sizes
Adhesive Plaster .. .. .	Assorted sizes	Assorted sizes
Safety Pins .. .. .	Assorted sizes	Assorted sizes
Scissors .. .. .	1 pair	1 pair
Forceps, Removing .. .. .	1 pair	1 pair
Eye Dropper .. .. .	1	1
Eye Bath .. .. .	1	1
Kidney Bowl .. .. .	1	1
Magnifying Glass .. .. .	1	1
Basin .. .. .	1	1
Medicine Measure, graduated to 2 tablespoons .. .. .	1	1
Torniquet .. .. .	1	1
First-aid Manual .. .. .	1	1

An employer shall endeavour to have at least one employee on day staff or night shift trained to render first-aid.

## INTERPRETATION OF THE DETERMINATION.

37. (a) A time-worker's hourly rate for any work for which a weekly rate is prescribed by this Determination shall be ascertained by dividing the weekly rate by the number of hours which constitute the employee's ordinary working week.

(b) The word "factory" or the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out by employees.

(c) A day's work shall mean work done between the usual hours of commencing and finishing work on any day or night shift, or any mixed day and night shift.

(d) "Adult male" shall mean (1) any male employee over 21 years of age other than an apprentice who has not concluded his period of apprenticeship, or (2) any employee who has completed his period of apprenticeship but is under 21 years of age; and "adult female" shall mean (1) any female employee over 21 years of age, or (2) any female employee of any age who has had five years' experience in any of the branches of the industry described in Table "B" of clause 2 hereof.

(e) A duly accredited or authorized official or person, member of the Union shall mean any officer or member of such a union or of the appropriate branch or sub-branch thereof who may be accredited in writing by its secretary-treasurer, assistant secretary, or appropriate branch secretary, and shall include its secretary-treasurer, assistant secretary, and branch secretary.

## PERIODICAL ADJUSTMENT OF WAGES.

38. 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*, this Board hereby determines that the rates for male adults and female adults shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 39.

## Basic Wage.

Place.	Basic Wage for Adult Males (Adjustable).	Basic Rate for Adult Females (i.e., 75 per cent. of Total Basic Wage for Males to Nearest 6d.).	Index Number Set Assigned.
	£ s. d.	£ s. d.	
Throughout the State .. .. .	8 10 0	6 7 6	Melbourne

## ADJUSTMENT OF BASIC WAGE.

39. (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 May, 1951, the amounts of the basic wage shall be as prescribed in clause 38.

(c) 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, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number for the period next preceding the quarter for which the adjustment is made by the factor .103 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.

(d) The wages for male juniors and for female juniors shall be the under-mentioned percentages of the total wage of an employee working at the following classes of work:—

(a) Male Junior not being an apprentice.—Percentage of rate prescribed for "any other adult male".

(b) Female Junior.—Percentage of an adult female rate of £7 11s. 6d. per week (subject to adjustment).

	Percentage.
<i>Male Junior.</i>	
Under 15 years of age .. .. .	22
Between 15 and 16 years of age .. .. .	27
Between 16 and 17 years of age .. .. .	35
Between 17 and 18 years of age .. .. .	47
Between 18 and 19 years of age .. .. .	59
Between 19 and 20 years of age .. .. .	72
Between 20 and 21 years of age .. .. .	85
<i>Female Junior.</i>	
First year's experience .. .. .	30
Second year's experience .. .. .	40
Third year's experience .. .. .	50
Fourth year's experience .. .. .	60
Fifth year's experience .. .. .	75

The rates prescribed for male juniors and for female juniors shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(e) The weekly earnings of a piece-worker shall be increased or decreased in the following manner:—

At the end of each working week, the aggregate earnings of the piece-worker for such week shall be ascertained according to the piece-work provisions of this Determination, and where the piece-worker has worked on each and every day ordinarily worked in such week such aggregate earnings shall be increased or decreased by the sum of 1s. 1½d. for each shilling by which the basic wage has been increased or decreased in accordance with the foregoing provisions of this clause, but where the piece-worker has not worked on each and every day ordinarily worked in such week, then the aggregate earnings shall be increased or decreased by a part of such sum proportionate to the number of days worked calculated to the nearest penny.

(f) For the purpose of ascertaining the amount of any increase or decrease in the earnings of a piece-worker in accordance with the provisions of sub-clause (e) of this clause, the total basic wage prescribed shall be taken to have been £4 9s. per week.

## SCHEDULE "A".

## PIECE-WORK RATES AND CONDITIONS FOR CARDBOARD BOX-MAKING.

The minimum rates to be paid for the classes of work hereinafter referred to in Parts 1, 2, and 3 of this Schedule when performed by piece-work employees and the conditions which shall govern and apply to all such piece-workers shall, subject to clauses 18, 19 and 24 of this Determination, be the rates of pay and the conditions prescribed for the classes of work hereinafter set out.

In addition to the piecework rates set out in this Schedule a pieceworker shall be paid £6 0s. 7d. until the beginning of the first pay period to commence in February, 1951, and thereafter £6 7s. 4d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week be worked.

## PART 1.—CLAUSES APPLYING TO BOTH HAND AND MACHINE WORK.

1. Measurements: The following shall be observed:—
    - (a) To get any combined measurement of a rectangular shape, measure only one length and one width, and add together; add one depth where depth is mentioned. Where the shape is triangular, measure the triangle over its longest and shortest sides, or over two sides where all the sides are equal in length, and add together; add one depth where the depth is mentioned.
    - (b) To get the measurement of a box or lid, or anything connected with a box or lid when of a shape not rectangular, nor triangular, nor round, nor oval, the measurements shall (except where otherwise directed) be taken at the longest measurements in length and width, and then add one depth where depth is mentioned. When of a shape round or oval, the measurement shall be taken round the circumference and the resulting measurement halved, then add one depth where depth is mentioned.
    - (c) An extension top or bottom shall be measured to include the extension, as later shown under the heading "Tops or Bottoms, (3)."
    - (d) Subject to anything expressly stated in this Schedule to the contrary, "running inches" shall be ascertained over the longest measurements of the paper or material, and "width" shall be ascertained at the widest points of the paper or material.
  2. Measurements on a box or lid shall be inside measurements.
  3. When any measurement is described as "to" or "up to" it shall include the number to which it refers, and when any prescribed number of inches is exceeded the rate to be paid shall be the next highest rate prescribed.
  4. The rates fixed in this Schedule are for boxes or lids, or parts in or in connexion therewith, made with any kind of material other than wood, and with any kind of adhesive. Where made wholly or partly of wood the rates herein shall be doubled except in respect to lathing and mousing.
  5. Piece-work rates for the making of a box or lid do not include lidding, nesting, tying or parcelling, for which operations separate rates are prescribed.
  6. When a piece-worker is required to use different coloured papers as covering, in prescribed quantities, she shall, unless such coloured papers and quantities are counted for her and so arranged as not to impede her work, be paid one-tenth above the rate fixed for the appropriate operations performed by her.
  7. The rates of this Schedule shall be increased by one-half for each operation performed on a box or lid, or on any part of a box or lid, or on anything to be used in connexion with a box or lid, which is star-shaped, heart-shaped, half-moon or horseshoe-shaped, or similarly shaped; and by one-quarter when of any other shape, but not including any rectangular or triangular shape, and not including any round or oval shape having a circumference 22 inches or over and of a depth  $3\frac{1}{4}$  inches or over.
- The foregoing extra charges shall not apply to (a) full top papers or bottom papers for rectangular or triangular boxes or lids, with the corners cut out, for which see the section headed "Tops or Bottoms," i (b), in Part 2 of this Schedule; or to (b) snipping, nesting, tying, parcelling, or taping; or to (c) affixing labels or seals.
8. Where for any reason any piece-worker has to perform any operation on work which has been given to her in any quantity less than three dozen she shall be paid for each and every operation performed on such work at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause 24 (b) of this Determination agreed upon between the employer and the Union; provided that this clause shall not apply where an employee is occupied upon any such quantity for a period longer than one hour. In addition to any other work to which this clause applies it shall apply to nesting, tying, parcelling and taping.
  9. When a rate is fixed for an operation and associated with it there is a minimum payment per gross (as distinct from the lowest prescribed piece-work rate) such minimum payment shall be made in all cases where the piece-worker is unable to earn such minimum payment if paid such lowest prescribed rate only.
- Extra charges contained in this Schedule shall not be included to make up the minimum.
- Where the quantity of work done by any piece-worker is less than one gross, the payment for such quantity shall be in proportion to the minimum payment per gross.
10. Where strawboard or leatherboard is referred to herein, the term shall be taken to include similar materials in each class.
  11. The equivalent thickness of each one ounce in the weight of any board shall be 3/1000ths of an inch, that is to say, a 10-oz. board, or a board of a caliper of .030, equals 30/1000ths of an inch.
  12. Each extra charge under the Schedule shall be computed independently of any other extra charge which any class of work may carry; that is to say, the charge for any work (before adding any extra charges), shall be ascertained, and where such charge has to be increased by one-fourth and one-half, it shall, if of 1s., become 1s. 3d. and then 1s. 9d.
  13. In this Schedule, wherever appearing, the contraction "l" shall mean length, "w" width, and "d" depth.
  14. In this Schedule any reference to the Union shall mean the Victorian Branch of the Printing Industry Employees' Union of Australia.
  15. Waiting Time: See Determination clause 24 (h): also Part 3, Machine Work, of this Schedule.

## PART 2.—HAND WORK ONLY.

(Classes of work arranged alphabetically.)

## Backs (length and width of back).

- (a) Backs (when back paper is a separate piece from the box band)—
 

Up to 10	15	20	25
Rate 8d.	10d.	1s.	1s. 3d. per gross of backs.
- (b) Backs (when back paper is a separate piece from the box band, and when the back acts as a hinge or extends over a hinge)—
 

Up to 10	15	20	25
Rate 10d.	1s.	1s. 3d.	1s. 6d. per gross of backs.

## Banding, Ordinary Topping and Bottoming, and Inside Lining.

Column 1 defined:—Where the shape is rectangular, or triangular, the figure below is the combined measurement of one longest side and one shortest side, or the combined measurement of two sides where all sides are equal; where the shape is round or oval, the figure below is the circumference divided by two; where the shape is other than as aforementioned, the figure below is the length measured at the longest point plus the width measured at the widest point.

Column 1.	Column 2. Box or Lid or Tray Banding.	Column 3. Ordinary Topping or Bottoming.	Column 4. Inside Lining.
	£ s. d.	£ s. d.	£ s. d.
Up to 10 in. x up to 1 in. deep	0 1 8	0 0 7	0 3 4
Up to 10 in. x up to 2 in. deep	0 1 10	0 0 7	0 3 8
Up to 10 in. x up to 3 in. deep	0 2 0	0 0 7	0 4 0
Up to 10 in. x up to 4 in. deep	0 2 4	0 0 7	0 4 8
Up to 10 in. x up to 6 in. deep	0 2 8	0 0 7	0 5 4
Up to 10 in. x up to 7 in. deep	0 3 1	0 0 7	0 6 2
Up to 10 in. x up to 9 in. deep	0 3 6	0 0 7	0 7 0
Up to 15 in. x up to 1 in. deep	0 1 11	0 1 0	0 3 10
Up to 15 in. x up to 2 in. deep	0 2 2	0 1 0	0 4 4
Up to 15 in. x up to 3 in. deep	0 2 5	0 1 0	0 4 10
Up to 15 in. x up to 4 in. deep	0 2 9	0 1 0	0 5 6
Up to 15 in. x up to 6 in. deep	0 3 1	0 1 0	0 6 2
Up to 15 in. x up to 7 in. deep	0 3 5	0 1 0	0 6 10
Up to 15 in. x up to 9 in. deep	0 3 10	0 1 0	0 7 8
Up to 15 in. x up to 10 in. deep	0 4 3	0 1 0	0 8 6
Up to 15 in. x up to 12 in. deep	0 4 9	0 1 0	0 9 6
Up to 15 in. x up to 14 in. deep	0 5 4	0 1 0	0 10 8
Up to 15 in. x up to 16 in. deep	0 5 9	0 1 0	0 11 6
Up to 20 in. x up to 1 in. deep	0 2 3	0 1 1	0 4 6
Up to 20 in. x up to 2 in. deep	0 2 6	0 1 1	0 5 0
Up to 20 in. x up to 3 in. deep	0 2 9	0 1 1	0 5 6
Up to 20 in. x up to 4 in. deep	0 3 5	0 1 1	0 6 10
Up to 20 in. x up to 6 in. deep	0 3 10	0 1 1	0 7 8
Up to 20 in. x up to 7 in. deep	0 4 3	0 1 1	0 8 6
Up to 20 in. x up to 9 in. deep	0 4 8	0 1 1	0 9 4
Up to 20 in. x up to 10 in. deep	0 5 3	0 1 1	0 10 6
Up to 20 in. x up to 12 in. deep	0 5 10	0 1 1	0 11 8
Up to 20 in. x up to 14 in. deep	0 6 4	0 1 1	0 12 8
Up to 20 in. x up to 16 in. deep	0 7 0	0 1 1	0 14 0
Up to 25 in. x up to 1 in. deep	0 2 11	0 1 3	0 5 10
Up to 25 in. x up to 2 in. deep	0 3 2	0 1 3	0 6 4
Up to 25 in. x up to 3 in. deep	0 3 9	0 1 3	0 7 6
Up to 25 in. x up to 4 in. deep	0 4 4	0 1 3	0 8 8
Up to 25 in. x up to 6 in. deep	0 4 8	0 1 3	0 9 4
Up to 25 in. x up to 7 in. deep	0 5 6	0 1 3	0 11 0
Up to 25 in. x up to 9 in. deep	0 5 11	0 1 3	0 11 10
Up to 25 in. x up to 10 in. deep	0 6 5	0 1 3	0 12 10
Up to 25 in. x up to 12 in. deep	0 6 9	0 1 3	0 13 6
Up to 25 in. x up to 14 in. deep	0 7 2	0 1 3	0 14 4
Up to 25 in. x up to 16 in. deep	0 8 1	0 1 3	0 16 2
Up to 30 in. x up to 1 in. deep	0 3 8	0 1 7	0 7 4
Up to 30 in. x up to 2 in. deep	0 3 11	0 1 7	0 7 10
Up to 30 in. x up to 3 in. deep	0 4 5	0 1 7	0 8 10
Up to 30 in. x up to 4 in. deep	0 5 1	0 1 7	0 10 2
Up to 30 in. x up to 6 in. deep	0 5 7	0 1 7	0 11 2
Up to 30 in. x up to 7 in. deep	0 6 1	0 1 7	0 12 2
Up to 30 in. x up to 9 in. deep	0 6 8	0 1 7	0 13 4
Up to 30 in. x up to 10 in. deep	0 7 2	0 1 7	0 14 4
Up to 30 in. x up to 12 in. deep	0 7 7	0 1 7	0 15 2
Up to 30 in. x up to 14 in. deep	0 8 0	0 1 7	0 16 0
Up to 30 in. x up to 16 in. deep	0 8 9	0 1 7	0 17 6
Up to 35 in. x up to 1 in. deep	0 4 0	0 1 10	0 8 0
Up to 35 in. x up to 2 in. deep	0 4 6	0 1 10	0 9 0
Up to 35 in. x up to 3 in. deep	0 5 0	0 1 10	0 10 0
Up to 35 in. x up to 4 in. deep	0 5 9	0 1 10	0 11 6
Up to 35 in. x up to 6 in. deep	0 6 3	0 1 10	0 12 6
Up to 35 in. x up to 7 in. deep	0 6 9	0 1 10	0 13 6
Up to 35 in. x up to 9 in. deep	0 7 2	0 1 10	0 14 4
Up to 35 in. x up to 10 in. deep	0 7 9	0 1 10	0 15 6
Up to 35 in. x up to 12 in. deep	0 8 2	0 1 10	0 16 4
Up to 35 in. x up to 14 in. deep	0 9 2	0 1 10	0 18 4
Up to 35 in. x up to 16 in. deep	0 10 2	0 1 10	1 0 4
Up to 40 in. x up to 1 in. deep	0 4 7	0 2 1	0 9 2
Up to 40 in. x up to 2 in. deep	0 5 1	0 2 1	0 10 2
Up to 40 in. x up to 3 in. deep	0 5 10	0 2 1	0 11 8
Up to 40 in. x up to 4 in. deep	0 6 9	0 2 1	0 13 6
Up to 40 in. x up to 6 in. deep	0 7 2	0 2 1	0 14 4
Up to 40 in. x up to 7 in. deep	0 7 9	0 2 1	0 15 6
Up to 40 in. x up to 9 in. deep	0 8 3	0 2 1	0 16 6
Up to 40 in. x up to 10 in. deep	0 8 10	0 2 1	0 17 8
Up to 40 in. x up to 12 in. deep	0 9 9	0 2 1	0 19 6
Up to 40 in. x up to 14 in. deep	0 10 9	0 2 1	1 1 6
Up to 40 in. x up to 16 in. deep	0 11 9	0 2 1	1 3 6
Up to 45 in. x up to 1 in. deep	0 5 0	0 2 6	0 10 0
Up to 45 in. x up to 2 in. deep	0 5 7	0 2 6	0 11 2
Up to 45 in. x up to 3 in. deep	0 6 5	0 2 6	0 12 10
Up to 45 in. x up to 4 in. deep	0 7 2	0 2 6	0 14 4
Up to 45 in. x up to 6 in. deep	0 7 8	0 2 6	0 15 4
Up to 45 in. x up to 7 in. deep	0 8 2	0 2 6	0 16 4
Up to 45 in. x up to 9 in. deep	0 8 9	0 2 6	0 17 6
Up to 45 in. x up to 10 in. deep	0 9 3	0 2 6	0 18 6
Up to 45 in. x up to 12 in. deep	0 10 0	0 2 6	1 0 0
Up to 45 in. x up to 14 in. deep	0 10 9	0 2 6	1 1 6
Up to 45 in. x up to 16 in. deep	0 12 0	0 2 6	1 4 0
Up to 50 in. x up to 1 in. deep	0 5 7	0 3 3	0 11 2
Up to 50 in. x up to 2 in. deep	0 6 4	0 3 3	0 12 8
Up to 50 in. x up to 3 in. deep	0 7 1	0 3 3	0 14 2
Up to 50 in. x up to 4 in. deep	0 7 10	0 3 3	0 15 8

Column 1.	Column 2. Box or Lid or Tray Banding.	Column 3. Ordinary Topping or Bottoming.	Column 4. Inside Lining.
	£ s. d.	£ s. d.	£ s. d.
Up to 50 in. x up to 6 in. deep .. .. .	0 8 3	0 3 3	0 16 6
Up to 50 in. x up to 7½ in. deep .. .. .	0 8 9	0 3 3	0 17 6
Up to 50 in. x up to 9 in. deep .. .. .	0 9 5	0 3 3	0 18 10
Up to 50 in. x up to 10½ in. deep .. .. .	0 9 11	0 3 3	0 19 10
Up to 50 in. x up to 12 in. deep .. .. .	0 10 9	0 3 3	1 1 6
Up to 50 in. x up to 14 in. deep .. .. .	0 11 9	0 3 3	1 3 6
Up to 50 in. x up to 16 in. deep .. .. .	0 12 9	0 3 3	1 5 6
Up to 55 in. x up to 1 in. deep .. .. .	0 6 0	0 3 9	0 12 0
Up to 55 in. x up to 2 in. deep .. .. .	0 7 2	0 3 9	0 14 4
Up to 55 in. x up to 3 in. deep .. .. .	0 8 8	0 3 9	0 17 4
Up to 55 in. x up to 4½ in. deep .. .. .	0 9 2	0 3 9	0 18 4
Up to 55 in. x up to 6 in. deep .. .. .	0 9 9	0 3 9	0 19 6
Up to 55 in. x up to 7½ in. deep .. .. .	0 10 3	0 3 9	1 0 6
Up to 55 in. x up to 9 in. deep .. .. .	0 10 9	0 3 9	1 1 6
Up to 55 in. x up to 10½ in. deep .. .. .	0 11 3	0 3 9	1 2 6
Up to 55 in. x up to 12 in. deep .. .. .	0 11 10	0 3 9	1 3 8
Up to 55 in. x up to 14 in. deep .. .. .	0 12 11	0 3 9	1 5 10
Up to 55 in. x up to 16 in. deep .. .. .	0 13 9	0 3 9	1 7 6
Up to 60 in. x up to 1 in. deep .. .. .	0 6 7	0 4 8	0 13 2
Up to 60 in. x up to 2 in. deep .. .. .	0 7 11	0 4 8	0 15 10
Up to 60 in. x up to 3 in. deep .. .. .	0 9 3	0 4 8	0 18 6
Up to 60 in. x up to 4½ in. deep .. .. .	0 10 3	0 4 8	1 0 6
Up to 60 in. x up to 6 in. deep .. .. .	0 10 9	0 4 8	1 1 6
Up to 60 in. x up to 7½ in. deep .. .. .	0 11 3	0 4 8	1 2 6
Up to 60 in. x up to 9 in. deep .. .. .	0 11 10	0 4 8	1 3 8
Up to 60 in. x up to 10½ in. deep .. .. .	0 12 4	0 4 8	1 4 8
Up to 60 in. x up to 12 in. deep .. .. .	0 12 10	0 4 8	1 5 8
Up to 60 in. x up to 14 in. deep .. .. .	0 13 10	0 4 8	1 7 8
Up to 60 in. x up to 16 in. deep .. .. .	0 15 0	0 4 8	1 10 0

The foregoing prices are for one gross of boxes, lids, trays, or slides. (Subject, as to slides, to the charges contained under the heading "Slide".)

For other kinds of Tops or Bottoms see Section headed "Tops or Bottoms" (including Sub-section 8, Loose Wrapping Lids) and for other kinds of Linings, see Section headed "Lining on Set-up Work" in this Part of the Schedule.

#### Banding Extras.

The following matters relate to the foregoing banding, &c., tables:—

- Box or lid band, where full depth inside as well as outside—the banding rate shall be paid, increased by one-half.
- Box or lid band, where full depth inside as well as outside, and small portion turns on inside top or inside bottom—the banding rate shall be paid increased by three-fourths.
- Where banding extends over the mouth of the box and covers a lath made of material other than wood, the banding rate shall be paid, increased by one-eighth, and where wood is used, the rate shall be increased by one-fifth.
- Where banding is required to show one or two edges on lid or box or tray or slide it shall be paid for at the banding rate.
- Where a box band or lid band covers three sides, the banding rate shall be paid as though the box or lid were covered on all sides.
- Where banding is used to block "blocked in" tops or bottoms, the banding rate shall be paid, increased by one-third.
- Where banding or full topping or full bottoming has to be performed on a box or lid or tray, measuring in combined length and width more than 4 inches, which has not been stayed, and such banding gives to the box or lid or tray the shape as though it were stayed, the appropriate rate shall be paid, increased by one-fourth.

#### Binding.

- Binding (after box or lid is set up), ½d. per gross of running inches of binding material.
- Minimum per gross of pieces of binding material used, 9d. No payment shall be made for joins.

Binding, as distinguished from edging, or staying, is re-inforcing material used to bind a box or lid, to give it extra strength.

#### Blocking.

- Blocking lid or box, using paper strips—1½d. per gross of running inches.  
Minimum per gross of boxes or lids, 1s. 3d.
- Blocking lid or box, using adhesive only, without the aid of paper strips, shall be charged as though the operation was performed with paper strips, less one-quarter.

#### Blocks, &c., giving in to or on to Boxes.

- Blocks, tray ledges, or supports, measuring—  
Up to 6 inches, per gross of blocks—9d.  
Over 6 and up to 10 inches, per gross of blocks—10½d.  
Over 10 and up to 20 inches, per gross of blocks—1s. 2d.  
Over 20 and up to 30 inches, per gross of blocks—1s. 6d.  
Over 30 inches, per gross of blocks—2s.

(b) A block tray ledge, or support, when made up, shall be measured length plus width plus depth, where it has a measurable depth.

(c) Where blocks, tray ledges, or supports have to be stayed and/or covered they shall be paid for at the appropriate staying and/or banding and/or topping rate.

Bottoms (see Banding, &c., Table; also Section headed "Tops or Bottoms").

#### Calico, Cloth, &c.

Where in any class of work materials such as calico (except where used on hinging or the reinforcing of tabs), cloth, croydon, holland, bookcloth, flax sheeting, or varnished or metallic paper, or such like papers are used, the rate fixed for the operation involving the use of any such material shall be increased by one-fifth.

*Collars.*

For the operation of covering and gluing in of collars, the pieceworker shall be paid the appropriate rate, for the work performed, in the Section headed "Shoulders" in this Part of the Schedule.

*Containers for Powder Boxes and Like Boxes.*

- (a) Baking paper containers, with folded tops, and putting into powder boxes, per gross of containers—3s. 9d.  
 (b) Making paper containers with folded tops, outside or inside, which are affixed to mouth of box, per gross of containers—1s. 8d.  
 (c) The rates set out in (a) and (b) herein shall apply to boxes not exceeding 5 inches square at the mouth. In any case where the piece-worker is employed on work exceeding this size, she shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause 24 (b) of this Determination agreed upon between the employer and the Union.

*Corner Tipping.*

(Corner tipping shall mean the fixing diagonally of material across the corners of a box or lid, or the reinforcing at the corner of the staying on a box or lid.)

- (a) Charge the appropriate hand-staying rate, when reinforcing the staying on a box or lid.  
 (b) Charge 8d. per gross of corners when fixing diagonally material across the corners of a box or lid.

*Covered Boards.*

- (a) Covered and faced boards shall be paid for at treble the ordinary topping rate; if covered but not faced, the ordinary topping rate shall be doubled.  
 (b) Fall fronts, covered and faced, or covered but not faced, shall be paid for as provided in paragraph (a) for the respective class of work.  
 (c) "Covered" means lined on one side with a small turn over the edges to the other side.  
 (d) "Faced" means a lining on one side, after the other side has been covered and turned over the edges.  
 (e) For boards covered on one or two sides, and covering not turned over on edges, see Section headed "Lining on Flat," in this Part of the Schedule.  
 (f) Where covered boards have a loose wrap cover, see 8 (g) in the Section headed "Tops or Bottoms" of this Part of the Schedule.

*Edging (see Mouthing).**Fall Fronts (see Covered Board Section for rates).**Flanged Cards and Loose Ends (l. and w. of cards, or ends, or sides).*

- (a) Affixing loose ends or sides not flanged or one flange to box or lid—  

Up to 10	15	20	25	30	35	40	inches.
Rate 7d.	7½d.	9d.	10d.	1s.	1s. 3d.	1s. 4½d.	per gross ends or sides.

 (b) Flanged cards, other than ends or sides, affixed to a box or lid—  

Up to 10	15	20	25	30	35	40	inches.
Rate 9d.	10d.	1s. 1d.	1s. 3d.	1s. 5d.	1s. 7d.	1s. 9d.	per gross of cards.

 (c) Affixing loose ends or sides to box or lid where box, lid, sides or ends are flanged on three edges—  

Up to 10	15	20	25	30	35	40	inches.
Rate 2s. 1d.	2s. 3d.	2s. 6d.	2s. 11d.	3s. 4d.	3s. 9d.	4s. 2d.	per gross ends or sides.

 When measuring any of the foregoing length and width of cards, or ends or sides, include flange.

*Flying of Boxes.*

- (a) Per gross of running inches of flying material, ½d.  
 (b) Minimum per gross of flies, 8d.  
 (c) Where the box contains only one fly, the above rates shall be increased by one-eighth. This extra rate shall not be paid where a box does not exceed 12 inches in length or 4 inches in width.  
 (d) Where tissue paper is used the rates in paragraphs (a), (b), or (c) shall be increased by one-tenth.  
 (e) Where a hinged box is fitted with a fly after being made up, where the combined length and width of box does not exceed 20 inches, it shall be paid 6d. per gross of boxes extra; and 9d. per gross of boxes extra where this measurement is exceeded.  
 (f) A fly in two or more pieces on any one side, shall be subject to payment for joins, as set out in the section headed "Joins", later shown in this Schedule.  
 (g) Where the combined length, width, and depth measurement of box is up to 35 in., the rate shall be that prescribed in (a) or (b) herein.  
 (h) Where the combined length, width, and depth measurement of box exceeds 35 in., the rate shall be ¾d., and the minimum per gross of flies, 11d.

*Gluing.*

- (a) Where the paper used for banding, lining, ordinary topping, full topping, ordinary bottoming, full bottoming, labelling, edging, or mouthing, or for any similar purpose—  
 (1) is supplied to a piece-worker continuously and without causing her any delay from a gluing machine which is fed and looked after by some other person, the appropriate rate for the operation performed shall be reduced by one-fourth.  
 (2) is glued by a piece-worker on a power-driven gluing machine (other than a banding machine) which she only uses and feeds, the appropriate rate for the operation performed shall be reduced by one-third.  
 (3) is glued by a piece-worker herself by the use of a Jagenberg roto-gluer, or a machine of like make, the appropriate rate for the work shall be reduced by one-sixth.  
 (b) An employer who by the use of a machine or other device, eliminates hand-gluing by a piece-worker, and thereby provides the piece-worker with her material glued by some other person, other than by a process mentioned above may arrange with the Union an appropriate reduction in the prescribed piece-work rate.

*Extras.*—Where (1) paper curls when glued, or (2) tissue paper or like thin paper is used, and a piece-worker is materially delayed as a consequence, the appropriate rate for her work shall be increased by one-fourth, or alternately the piece-worker shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause 24 (b) of this Determination agreed upon between the employer and the Union.

*Hinges.*

- |   |    |    |
|---|----|----|
|   | s. | d. |
| (a) Using paper or calico, per gross of running inches of hinging material—inside or outside  | 0  | 1½ |
| (b) Minimum per gross of hinges—inside or outside   | 0  | 10 |
| (c) Using other material than paper or calico, including cloth, croydon, holland, bookcloth, flax sheeting or varnished or metallic paper, or such like papers, per gross of running inches of hinging material—inside or outside | 0  | 1½ |
| (d) Minimum per gross of hinges—inside or outside   | 1  | 1  |
| (e) Where an inside hinge is covered by a strip of covering paper, the width of which strip approximates the width of the hinge, the rate for affixing such strip shall be 1d. per gross of running inches of material used.      |    |    |
| (f) Minimum per gross of strips   | 0  | 8  |

*Joins.*

(a) On banding, topping, bottoming, edging, and like operations (except lacing which is provided for in (e) of clause headed "Lacing"), where any box, or lid, or tray is less than 18 inches, measured over one length and one width, if more than one piece of material is used, shall be charged 3d. per gross of joins, except where any charge is expressly excluded in this Schedule.

(b) Two pieces of material shall mean one join; three pieces, two joins; four pieces, three joins; additional pieces, shall be calculated in the same way.

(c) Flies in two or more pieces on any one side shall be counted as set out in paragraph (b) herein and charged 3d. per gross of joins.

*Labels, Seals, &c.*

## l. and w. of label or seal.

(a)	Up to 6	10	15	20	25	30	35	40	inches.
	Rate 5d.	6d.	10d.	1s. 1d.	1s. 6d.	1s. 9d.	2s.	2s. 3d.	per gross of labels or seals.

(b) Where the depth of a box or lid exceeds 10 inches the foregoing rates shall be increased by one-fourth.

(c) Where any box or lid exceeds 25 inches in its combined length and width, the appropriate rate shall be paid, increased by one-third.

(d) When a label takes the place of a band, top, bottom, or lining it shall be paid for at the rate for the operation it supersedes, in addition to the extra for printed matter contained in the clause headed "Printed Coverings, &c.," in this Part of the Schedule.

(e) Where a hinged box is labelled after being made up, and the lid has to be lifted to place the label in position, and where the combined length and width of box does not exceed 20 inches, it shall be paid 6d. per gross of boxes extra; and 9d. per gross of boxes extra where this measurement is exceeded.

(f) Where labels are affixed to the end of a box, and turned over on to bottom of the box, the appropriate rates shall be increased by one-fourth.

(g) Where seals, &c., are affixed to boxes, lids, or trays; and turned-in on inside, the appropriate rate shall be increased by one-quarter.

(h) The foregoing rates are for labels, seals, &c., on the outside of a box or lid. If such work is done on the inside, after the box or lid is made up, the appropriate rate shall be increased by one-fifth, where the depth of the box or lid does not exceed 2 inches, and by one-fourth, where it exceeds this measurement.

For labelling on hinged lids, see (e) under the heading "Lining on Set-up Work," in this Part.

(i) *Boot Box Labels.*—Where labels for the ends of boot boxes or lids are glued by a pieceworker on a power-driven machine which she only uses and feeds, and the duties of the pieceworker in each week are solely confined to the labelling of boot boxes, the appropriate rate for such labelling shall be 3d. per gross of labels.

Panels are subject to the charges for labels herein (see section headed "Panels").

*Lacing.*

(a) If put on inside or outside box, lid, or tray, per gross of running inches of lacing material— $\frac{3}{4}$ d.

(b) The minimum per gross of pieces of lace, when the lace is inside, shall be 5d., and the minimum per gross of boxes when the lace is outside, shall be 1s. 6d.

(c) Where a hinged box is laced after being made up, and where the combined length and width of box does not exceed 20 inches, it shall be paid 6d. per gross of boxes extra, and 1d. per gross of boxes extra if this measurement is exceeded.

(d) Where lacing has to be performed on a box, lid, or tray, which has not been stayed, and such lacing gives to the box or lid or tray the shape as though it were stayed, the appropriate rate shall be increased by one-fourth.

(e) Lacing on any side or end of a box in two or more pieces shall be charged 3d. per gross of joins.

*Laps, &c.*

Laps (where a piece of strawboard or similar material overlaps and is fixed by adhesive) in the making of a rim or shoulder of a box or lid, or any part thereof, shall be charged—

Up to 10	15	20	25	inches in length of gluing edge.
Rate 6d.	7 $\frac{1}{2}$ d.	9d.	10 $\frac{1}{2}$ d.	per gross of laps.

When strawboard or similar material is joined without an overlap, and is fixed with a piece of staying material, see section headed "Strips" in this Part of the Schedule.

*Lathing Boxes.*

	s. d.
(a) Gluing wood laths round mouth of box or lid, per gross of running inches of lathing material .. .. .	0 0 $\frac{1}{2}$
(b) Gluing laths (i.e., flanges or rims), of strawboard, &c., round mouth of box or lid, per gross of running inches of lathing material .. .. .	0 0 $\frac{1}{2}$
(c) Turning down overlap round mouth of box and gluing down overlap on to sides and ends of boxes, per gross of running inches .. .. .	0 0 $\frac{1}{2}$
(d) The minimum per gross of boxes or lids shall be .. .. .	1 10 $\frac{1}{2}$

(e) A piece-worker, if tacking wood laths around mouth of box shall be paid at the corresponding time-worker's rate, with 12 $\frac{1}{2}$  per cent. in addition, or at a piece-work rate complying with the terms of clause 24 (b) of this Determination agreed upon between the employer and the Union.

*Lidding, Tying, and Nesting.*

	Lidding.	Tying.	Nesting.	
	d.	d.	d.	
Up to and including 15 inches .. .. .	3	1	1 $\frac{1}{2}$	Measure length, plus width, plus depth (per gross boxes)
Over 15 and up to 30 inches .. .. .	3	2	1 $\frac{1}{2}$	
Over 30 and up to 45 inches .. .. .	5	3	2 $\frac{1}{2}$	
Over 45 inches .. .. .	7	4	3 $\frac{1}{2}$	

Nest of 2—pay for nesting 1 gross  
Nest of 3—pay for nesting 2 gross  
Nest of 4—pay for nesting 3 gross

Pay by largest size.

For each additional nest, pay for an additional gross in each case.

For the operation of turning over flange, round the mouth of a box (as on a millinery box), the piece-worker shall be paid the appropriate lidding rate herein.

Bands of paper placed round bundles covering four sides and caught under string, 1 $\frac{1}{2}$ d. per gross of boxes extra.

*Lidding and Tying of Boot Boxes.*

A piece-worker whose duties in each week are solely confined to the lidding and tying of boot boxes, shall be paid for such work 4d. per gross of boxes.

*Lining on Set-up Work.*

(a) The price fixed in column 4 of the Banding, &c., Table, in this Part of the Schedule, is for the complete inside lining of a gross of boxes, lids, trays, or slides, and shall be paid whether the lining material covering the sides and ends is turned on to the top or bottom of any box, lid, tray, or slide, or is done in some other way.

(b) Where any work has to be completely lined inside, the piece-worker shall have the right to complete the lining of the sides, ends, and the top or bottom of her work; in any case where she is not required to do all these several operations, she shall be paid as though she had done them all.

(c) Where a hinged box or lid is lined after being made up, and where the combined length and width of box does not exceed 20 inches, it shall be paid 6d. per gross of boxes extra, and 9d. per gross where this measurement is exceeded.

(d) When a set-up lid is lined on the inside top, or a set-up box is lined on the inside bottom, and such lining does not turn on to the sides or ends of the lid or box, the appropriate "ordinary topping" or "ordinary bottoming" rate provided in column 3 of Banding, &c., Table, in this Part of the Schedule, shall be paid, increased by one-fifth where the depth does not exceed 1 inch, and by one-fourth where this depth is exceeded.

(e) Where a plain or printed lining or label covers the whole or inside of a set-up hinged lid, without extending to the sides or ends, and such lining or label does not cover a hinge, nor extend into the box, the appropriate labelling rate shall be paid; where such lining or label covers a hinge, or extends into the box, the appropriate labelling rate shall be paid and one-fourth in addition. Where the lining or label extends to the sides or ends, it shall be paid for as provided in (a) herein.

*Lining on Flat (i.e., before the work is set up).*

Where one piece of material is used to line one piece of board the appropriate "ordinary topping" or "ordinary bottoming" rate provided in column 3 of Banding, &c., Table, in this Part of the Schedule, shall be paid. Where more than one piece of material is used, the payment shall be for each piece of material.

*Loose Ends, &c. (See Flanged Cards and Loose Ends, &c.)**Loose Pieces, &c. (See also (f) of Partitions, &c.)*

(a) Putting loose lining, division pieces, loose cards, or loose shelves into boxes, without gluing or placing such into position, whether of corrugated or plain material, per gross of boxes—

	s.	d.
One piece in each box .. .. .	0	1½
Two pieces in each box .. .. .	0	2½
Three pieces in each box .. .. .	0	3
Four pieces in each box .. .. .	0	3½
Six pieces in each box .. .. .	0	5
Eight pieces in each box .. .. .	0	7
Ten pieces in each box .. .. .	0	9
Twelve pieces in each box .. .. .	0	10

(b) Where corrugated or plain material has to be placed in position, without glue, the rate shall be increased by one-half; if with glue, the rate shall be quadrupled. If lining goes round sides and ends of box, count one piece for each side or end.

*Mouthing or Edging, or Trimming.*

(a) Boxes or lids or trays or slides per gross of running inches of edging or mouthing material .. .. . 0 0½

(b) Minimum per gross of mouthings or edgings .. .. . 1 0

Where the edging or mouthing material is in pieces the minimum charge herein shall apply to each piece of material used. No charge shall be made for joins.

(c) Partitions, divisions, &c., per gross of running inches of edging or mouthing material .. .. . 0 0½

(d) Minimum per gross of pieces of edging or mouthing material. No charge shall be made for joins .. .. . 0 9

(e) Cards, boards, &c., per gross of running inches of edging or mouthing material .. .. . 0 0½

(f) Minimum per gross of edgings or mouthings .. .. . 1 0

Where the edging or mouthing material is in pieces the minimum charge herein shall apply to each piece of material used. No charge shall be made for joins.

(g) Mouthing on boxes where lath is wood or other material, per gross of running inches of mouthing material 0 1

(h) Minimum per gross of boxes .. .. . 2 0

(i) Where edging is used to block "blocked in" tops or bottoms, the appropriate rate in paragraph (a) in the section in this Schedule headed "Blocking" shall be paid, increased by one-eighth.

(j) Where edging or mouthing has to be performed on a box or lid which has not been stayed, and such edging or mouthing gives to the box or lid the shape as though it were stayed, the appropriate rate shall be increased by one-fourth.

(k) For rates for Edging Extension Tops or Bottoms, see Tops or Bottoms (3) (f), (g), and (k).

(l) For rates for the mouthing, edging, trimming, banding, or otherwise covering of a shoulder, see the section of this Part of the Schedule headed "Shoulders".

*Nesting. (See Lidding, Tying, and Nesting.)**Panels.*

Panels shall be paid for as labels, and the rates and conditions contained in paragraphs (a) to (h) under the heading "Labels, Seals, &c.", of this Part of the Schedule shall apply.

*Parcelling and Labelling or Marking Parcels.*

	Gr. boxes
	s. d.
Packing in parcels of ¼ doz. (36 parcels to gross) .. .. .	1 5
Packing in parcels of ½ doz. (24 parcels to gross) .. .. .	1 1
Packing in parcels of ¾ doz. (18 parcels to gross) .. .. .	0 9½
Packing in parcels of 1 doz. (12 parcels to gross) .. .. .	0 6½
Packing in parcels of 1½ doz. (8 parcels to gross) .. .. .	0 4½
Packing in parcels of 2 doz. (6 parcels to gross) .. .. .	0 3½
Packing in parcels of 3 doz. (4 parcels to gross) .. .. .	0 2½
Packing in parcels of 4 doz. (3 parcels to gross) .. .. .	0 2½
Packing in parcels of 6 doz. or over (2 parcels or less to gross) .. .. .	0 2

*Partitions.*

(a) Fixing in boxes with adhesive, single flanged partition (not slotted), per gross of partitions (include end and bottom flanges when measuring)—

angles when measuring)—		l. and w. of partition.								
Up to 10	15	20	25	30	35	40	45	50	inches.	
Rate 9d.	1s. 1d.	1s. 2d.	1s. 3d.	1s. 4d.	1s. 5d.	1s. 6d.	1s. 7d	1s. 8d.	per gross.	



(b) Fixing in boxes, with adhesive, partitions made of one piece of material, scored or creased to form a number of compartments, and fixed at bottoms or at sides, per gross of boxes—

Up to and including 5 compartments in each box—

Up to 10	15	20	25	30	35	40 inches.
Rate 2s. 3d.	2s. 8d.	3s.	3s. 4d.	3s. 9d.	4s. 2d.	4s. 6d. per gross.
Over 5 and up to 10 compartments in each box—						
Rate 3s. 5d.	3s. 9d.	4s. 1d.	4s. 6d.	4s. 10d.	5s. 3d.	5s. 7d. per gross.
Over 10 and up to 15 compartments in each box—						
Rate 4s. 6d.	4s. 11d.	5s. 3d.	5s. 7d.	6s.	6s. 5d.	6s. 9d. per gross.
Over 15 and up to 20 compartments in each box—						
Rate 6s. 9d.	7s. 2d.	7s. 6d.	7s. 10d.	8s. 3d.	8s. 8d.	9s. per gross.
Over 20 compartments in each box—						
Rate 10s. 2d.	10s. 6d.	10s. 10d.	11s. 3d.	11s. 8d.	12s.	12s. 4d. per gross.

Where fixed at the bottom and sides the foregoing rates shall be increased by one-fourth.

(c) Partitions shall be charged by length and width of material, measured flat.

(d) *Compartments Made by Boxes.*—Where boxes are inserted into other boxes so as to make compartments (as distinct from nests), such inserting work shall be paid—

(1) Where the number of boxes inserted, and not fixed with adhesive, is—

Up to 6	For each additional 6 or part thereof	s. d.
.. .. .	.. .. .	0 8
.. .. .	.. .. .	0 7

(2) Where the number of boxes inserted, and fixed by adhesive, is—

Up to 6	For each additional 6 or part thereof	s. d.
.. .. .	.. .. .	1 9
.. .. .	.. .. .	1 2

(3) The prices are per gross of outer boxes. Inserted boxes shall not be counted.

(e) *Locking Slotted Partitions.*—

Up to and including 4 compartments, per gross sets of any size	Over 4 and up to 6 compartments, per gross sets of any size	Over 6 and up to 12 compartments, per gross sets of any size	Over 12 and up to 18 compartments, per gross sets of any size	Over 18 and up to 24 compartments, per gross sets of any size	Over 24 and up to 30 compartments, per gross sets of any size	For each additional six compartments, charge per gross sets of any size	s. d.
.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	0 4
.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	0 5
.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	0 9
.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	1 6
.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	2 0
.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	3 0
.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	0 9

Where slotted partitions of more than 48 compartments have to be locked together the piece-worker shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause 24 (b) of this Determination agreed upon between the employer and the Union.

Opening and putting locked partition sets into boxes per gross of boxes of any size—

Up to and including 12 compartments, per gross sets	Over 12 and up to 28 compartments, per gross sets	Over 28 and up to 48 compartments, per gross sets	Over 48 compartments, per gross set	s. d.
.. .. .	.. .. .	.. .. .	.. .. .	0 5
.. .. .	.. .. .	.. .. .	.. .. .	0 6
.. .. .	.. .. .	.. .. .	.. .. .	0 8
.. .. .	.. .. .	.. .. .	.. .. .	0 11

(Locked partitions placed into boxes, unopened, shall be charged under the Loose Pieces, &c., clause.)

(g) If partition sets have buffer spaces all round, add one-half to rates provided in paragraph (f).

But if buffers have to be fixed with adhesive, the rates in paragraph (f) shall be quadrupled.

*Plush, Silk, &c.* (See also *Calico, Cloth, &c.*)

Boxes or lids or pads for inside of box, when in any case made of or lined with silk, plush, or like material, shall be done by a time-worker, provided that should a piece-worker be required to do such work she shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause 24 (b) of this Determination agreed upon between the employer and the Union.

*Powder Boxes.* (See *Containers for Powder Boxes.*)

*Printed Coverings, &c.*

(a) When any top, bottom, band, or lining has matter printed thereon which printing has to be placed in a specific position, aligned, or sighted, the price to be paid for the appropriate operation shall be one-eighth extra, with a minimum of 6d. per gross of boxes or lids, except where any band or lining is in two pieces, each printed, when the minimum shall be 9d. per gross of boxes or lids, and where three or more pieces, each printed, 1s. per gross of boxes or lids; where full fast top or bottom covers have had the corners cut out the charges of this clause shall apply to such covers.

(b) When any top, bottom, band or lining has printing thereon in bronze or like powder used in printing, or in bronze or like inks, which printing has to be placed in a specific position, aligned, or sighted, the foregoing charges in paragraph (a) shall be doubled; where the printing has not to be placed in a specific position, aligned, or sighted, the charges shall be those contained in such paragraph (a).

*Ribbons.—Attaching Ribbon and Lying Bows.*

(a) Ribbon up to 1 inch wide and up to 24 inches long, per gross of bows	(b) Ditto, over 24 inches long, per gross of bows	(c) Ribbon over 1 inch wide and up to 24 inches long, per gross of bows	(d) Ditto, over 24 inches long, per gross of bows	(e) The placing of ribbon and tying and attaching of bows are included in each of the foregoing rates, which are based upon the length of ribbon used, including that used in making the bow.	(f) Where a ribbon is attached without a bow being tied, the above rates shall be reduced by one-half.	s. d.
.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	3 6
.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	4 0
.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	5 0
.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	6 6

*Seals, &c.* (See *Labels, Seals, &c.*)

*Shoulders.* (See also *Laps or Strips.*)

l., w., and d. of shoulder.

(a) Covering shoulders, where covering also acts as an inside lining—

Up to 10	15	20	25	30	35	40	45	50 inches.
Rate 2s. 3d.	2s. 11d.	3s. 6d.	4s. 6d.	5s. 1d.	6s. 9d.	8s. 10d.	9s. 10d.	10s. 9d. per gross.

(b) Covering shoulders, when covering also acts as an inside lining, and such covering is turned over both edges of the shoulder, the appropriate rate in (a) shall be increased by one-sixth.

- (c) Covering shoulders, where covering does not act as an inside lining, and the covering material is—

Up to 2 inches wide—		l. and w. of shoulder.							
Up to 10	15	20	25	30	35	40	45	50	inches.
Rate 1s.	1s. 2d.	1s. 4d.	1s. 6d.	1s. 8d.	1s. 10d.	2s.	2s. 2d.	2s. 4d.	per gross.
Over 2 inches and up to 4 inches wide—									
Rate 1s. 3d.	1s. 5d.	1s. 7d.	1s. 9d.	1s. 11d.	2s. 1d.	2s. 3d.	2s. 5d.	2s. 7d.	per gross.
Over 4 inches wide—									
Rate 1s. 4d.	1s. 6d.	1s. 8d.	1s. 10d.	2s.	2s. 4d.	2s. 6d.	2s. 8d.	2s. 10d.	per gross.

Where the shoulder is in two pieces, before covering, and the corners are not stayed, the appropriate rate thereon shall be paid, increased by one-fifth.

- (d)
- Sticking-in of Shoulders*
- 

Up to 10		15	20	25	30	35	40	45	50	inches.
Rate 1s. 2d.	1s. 4d.	1s. 6d.	1s. 8d.	1s. 10d.	2s.	2s. 2d.	2s. 4d.	2s. 6d.	2s. 8d.	per gross.

- (e)
- Sticking-in of shoulders in more than one piece*
- 

Up to 10		15	20	25	30	35	40	45	50	inches.
Rate 1s. 4d.	1s. 6d.	1s. 8d.	2s.	2s. 3d.	2s. 6d.	2s. 8d.	2s. 10d.	3s.	per gross.	

The rates in (d) and (e) are per gross of shoulders.

(f) Where staying is done it shall be paid for at the appropriate staying rate (see the Section headed "Staying" in this Part of the Schedule).

*Slide.*

The price to be paid for banding a slide shall be 10 per cent. above that paid for banding the box which is to be inserted into it, or 15 per cent. where the slide has not been joined up, but where the slide has to be placed on a rod to keep it in shape after being made, 12½ per cent. or 17½ per cent. respectively shall be paid.

*Snipping.*

(a) Snipping, where not more than four corner snips are done on a box, lid, tray, or slide, shall not carry any extra charge.

(b) Snipping, where more than four corner snips are done on a box, lid, tray, or slide shall be paid for at 1d. per gross of snips. Only the number in excess of four shall be included in the calculation.

(c) A corner snip is that made at any of the usual corners of a box, lid, tray, or slide.

(d) Snipping, except as in paragraphs (a) and (b) herein, shall be paid for at 1d. per gross of snips.

*Staying. (See also Strips.)*

(a) Boxes, lids, trays or shoulders, per gross of running inches of staying material—1½d.

(b) The minimum per gross of boxes, lids, or trays shall be 1s., and per gross of shoulders—6d.

(c) Where staying is turned-in, the rates shall be increased by one-fourth.

(d) Where staying is done on boxes, lids, or trays made of boards (of any material) thinner than caliper .018—18/1000ths of an inch—or done where the boards (of any material) are thicker than caliper .060—60/1000ths of an inch—the rate shall be increased by one-eighth.

(e) Where box or lid or shoulder is over 15 inches long the rate shall be increased one-fourth.

(f) Corner Tipping (see the Section headed "Corner Tipping" in this Part of the Schedule).

(g) Attaching loose ends or sides to box or lid (see the Section headed "Flanged Cards, &c.", in this Part of the Schedule.)

*Strips.*

When it is necessary to join strips (i.e., work on strawboard, or like material, which is scored and folded over on the flat to permit of two edges meeting and being joined with staying material) the piece-worker shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause 24 (b) of this Determination agreed upon between the employer and the Union.

*Struts.*

The fixing of struts by the use of adhesive, per gross of struts—

Up to 5	10	16	20	inches long on any one side of strut.
1s.	1s. 3d.	1s. 6d.	1s. 9d.	

*Tapes, Tabs, Tassels.*

(a) Tape fastening, glued in a box, per gross of fastenings .. .. . 0 7

(b) Where tapes or tassels are threaded through holes, not glued, and holes are made—

By the piece-worker, per gross of holes .. .. . 0 6

For the piece-worker, per gross of holes .. .. . 0 5

(c) Where tapes or tassels are threaded through holes, glued, and holes are made—

By the piece-worker, per gross of holes .. .. . 0 7

For the piece-worker, per gross of holes .. .. . 0 6

(d) Tape stays to hinged lids, &c., glued, where threaded through holes and such holes are made—

By the piece-worker, per gross of holes .. .. . 0 10

For the piece-worker, per gross of holes .. .. . 0 9

(e) Where the piece-worker has to make the holes referred to in paragraphs (b), (c), or (d), by the aid of a guide the appropriate rate shall be increased by one-fifth.

(f) Tape stays to hinged lids, &c., glued, per gross of fastenings .. .. . 0 7

(g) Attaching lids with tape to boxes, rectangular, round, or oval, including tying, per gross of tapes .. .. . 1 0

(h) Where a tape is tied, an additional 8d. per gross of ties shall be paid on any of the foregoing rate. A tape placed round the outside of a box, if tied, without being glued, shall carry this rate. This paragraph (h) does not apply to paragraph (g).

(i) Tabs, gluing, per gross of tabs .. .. . 0 6

(j) Tabs, making and gluing, per gross of tabs .. .. . 1 6

(k) Reinforcements: Where the piece-worker has to reinforce any of the work described in any of the foregoing paragraphs the appropriate rate for the work performed shall be increased by 3d. per gross of reinforcements.

(l) Where reinforcing material has to be cut to varying widths to coincide with the width of the portion of the covering material which has been "turned-in" by the piece-worker in any of the foregoing items, the appropriate rate shall be increased by 4½d. per gross of reinforcements.

(m) Tape glued at one end shall be counted as one fastening; if glued at two ends, two fastenings; additional gluings shall be counted accordingly.

*Thumbholing.*

	s. d.
(a) Thumbholes, by hand, lid, or box, per gross of thumbholes	0 6
(b) Thumbholes, by hand, lid, or box, where box has hinged lid affixed, per gross of thumbholes	0 9

*Tops or Bottoms. (See also Banding, &c.)*

(For Ordinary Tops, see "Banding, &amp;c.", table in this Part of the Schedule.)

*1. Full Tops, &c.—*

- (a) When a lid has a full top the rate to be paid shall be the appropriate rates for an ordinary top and a lid band, added together. When a box has a full bottom, the rate to be paid shall be the appropriate rates for an ordinary bottom and a box band added together.
- (b) When full covers (other than printed covers—for which see paragraph (a) under the heading "Printed Coverings, &c.", in this Part) are supplied to the piece-worker with the corners cut out, the rate shall be reduced by one-eighth.
- (c) Where full covers are loose wrapped, see paragraph "8. Loose Wrapping Lids," of this section of the Schedule.
- (d) Where extension top or bottom covers have the corners cut out, see (i) and (j) of paragraph "3. Extension Tops and Bottoms".

*2. Cap Tops—*

- length and width of box or lid
- (a) Where tops or bottoms are partly turned up on four sides of box or lid (known as "cap" tops or bottoms)—
- |              |         |         |     |         |                             |
|--------------|---------|---------|-----|---------|-----------------------------|
| Up to 10     | 15      | 20      | 25  | 30      | inches.                     |
| Rate 1s. 3d. | 1s. 9d. | 2s. 3d. | 3s. | 3s. 9d. | per gross of boxes or lids. |
- (b) Where cap topping has to be performed on a box or lid which has not been stayed, and such cap topping gives to the box or lid the shape as though it were stayed, the appropriate rate in (a) shall be increased by one-fourth.
- (c) Where cap tops or bottoms are used to block a "blocked-in" box or lid the appropriate rate in paragraph (a) shall be increased by one-third.

*3. Extension Tops or Bottoms—*

- l. and w. of boards.
- (a) Covering boards, which are to act as extension tops or bottoms—
- |              |     |         |         |         |                      |                      |
|--------------|-----|---------|---------|---------|----------------------|----------------------|
| Up to 10     | 15  | 20      | 25      | 30      | 35                   | inches.              |
| Rate 1s. 2d. | 2s. | 2s. 2d. | 2s. 6d. | 3s. 2d. | 3s. 8d.              | per gross of boards. |
| Up to 40     | 45  | 50      | 55      | 60      | inches.              |                      |
| Rate 4s. 2d. | 5s. | 6s. 6d. | 7s. 6d. | 9s. 4d. | per gross of boards. |                      |
- (b) Covering and fixing picture or like boards to the top of extension tops shall be paid for as in (a) and (h) hereof.
- (c) Covering boards which are to act as extension tops or bottoms, two boards in thickness, one being smaller than the other, causing a margin around the lower board—
- |              |         |         |         |         |                             |
|--------------|---------|---------|---------|---------|-----------------------------|
| Up to 10     | 15      | 20      | 25      | 30      | inches.                     |
| Rate 2s. 6d. | 3s. 6d. | 4s. 6d. | 5s. 6d. | 6s. 6d. | per gross of double boards. |
- (d) Mounting the smaller boards referred to (c) hereof on to a larger board—
- |          |     |         |         |         |                              |
|----------|-----|---------|---------|---------|------------------------------|
| Up to 10 | 15  | 20      | 25      | 30      | inches.                      |
| Rate 9d. | 1s. | 1s. 3d. | 1s. 6d. | 1s. 9d. | per gross of mounted boards. |
- (e) Gluing uncovered extensions to flat blanks, using a self-registering frame—
- |          |     |     |                          |
|----------|-----|-----|--------------------------|
| Up to 10 | 15  | 20  | inches.                  |
| Rate 5d. | 6d. | 7d. | per gross of extensions. |
- (f) Where boards are edged before being affixed to a box or lid the edging rate of  $\frac{1}{4}$ d. per gross of running inches of edging material shall be paid.
- Minimum per gross of boards, 1s.
- (g) Where edged boards are topped or bottomed, the topping or bottoming rate for edged work shall apply. (See sub-clause 4 below.)
- (h) Gluing extensions or cards on boxes or lids—
- |          |     |         |         |         |     |         |                             |
|----------|-----|---------|---------|---------|-----|---------|-----------------------------|
| Up to 10 | 15  | 20      | 25      | 30      | 35  | 40      | inches.                     |
| Rate 9d. | 1s. | 1s. 3d. | 1s. 6d. | 1s. 9d. | 2s. | 2s. 3d. | per gross of boxes or lids. |

- (i) Covering an extension after being affixed, where covering extends partly to sides and ends of box or lid, the rate shall be where such extension—
- Extends up to  $\frac{1}{4}$  inch each of its four edges—
- |              |         |         |         |         |         |         |            |
|--------------|---------|---------|---------|---------|---------|---------|------------|
| Up to 10     | 15      | 20      | 25      | 30      | 35      | 40      | inches.    |
| Rate 2s. 3d. | 2s. 9d. | 3s. 6d. | 4s. 3d. | 5s. 3d. | 6s. 3d. | 7s. 3d. | per gross. |
- Extends over  $\frac{1}{4}$  inch—
- |              |         |         |     |         |         |         |            |
|--------------|---------|---------|-----|---------|---------|---------|------------|
| Rate 2s. 7d. | 3s. 3d. | 4s. 1d. | 5s. | 6s. 2d. | 7s. 3d. | 8s. 6d. | per gross. |
|--------------|---------|---------|-----|---------|---------|---------|------------|
- The rate is per gross of boxes or lids.

Where the four corners of the covering material are cut out for the piece-worker, the appropriate rate shall be reduced by 10 per cent. This reduction shall not be made if the corners, as cut, do not provide a perfect guide to the piece-worker in placing the covering material, or do not eliminate further cutting by the piece-worker, or where the charges provided under the heading "Printed Coverings, &c.," apply.

Where banding is done it shall be paid for in addition to the foregoing rates.

- (j) Covering extensions after being affixed, where covering extends in one piece over whole of sides and ends of box or lid and small portion turns inside, the rate shall be where such extension—

Extends up to $\frac{1}{4}$ inch on each of its four edges—							
l. and w. of extension top or bottom.							
Up to 10	15	20	25	30	35	40	inches.
Rate 3s. 6d.	4s. 2d.	5s. 2d.	6s. 4d.	7s. 10d.	9s. 3d.	10s. 7d.	12s. 13s. 6d. per gross.
Extends over $\frac{1}{4}$ inch—							
Rate 3s. 11d.	4s. 8d.	5s. 10d.	7s. 1d.	8s. 10d.	10s. 5d.	12s.	13s. 5d. 15s. 2d. per gross.

The rate is per gross of boxes or lids.

Where the four corners of the covering material are cut out for the piece-worker, the appropriate rate shall be reduced by 30 per cent. This reduction shall not be made if the corners, as cut, do not provide a perfect guide to the piece-worker in placing the covering material, or do not eliminate further cutting by the piece-worker or where the charges provided under the heading "Printed Coverings, &c.," apply.

(k) Edging extension tops and bottoms, after being affixed, shall be paid for where such extension—

Extends up to $\frac{1}{4}$ inch.	Per gross of running inches of edging material	..	..	..	s. d.
Minimum per gross of tops or bottoms, 2s.					0 1
Extends over $\frac{1}{4}$ inch.	Per gross of running inches of edging material	..	..	..	0 1 $\frac{1}{2}$
Minimum per gross of tops or bottoms, 3s.					

4. *Tops or Bottoms on Edged Work* (except Padded Tops) shall be paid one-fifth above the appropriate Topping rate or Bottoming rate in column 3 of the "Banding, &c.," table, in this Part of the Schedule.

5. *One Piece Top, &c.*—Where the top, back, and bottom are in one piece the rate fixed for each operation, as the "Banding, &c.," table, and in the Section headed "Backs," in this Part of the Schedule, shall be combined, and such combined rate shall be paid, less one-fourth.

6. *One Piece Top and Back, &c.*—Where the top and back, or the bottom and back, are in one piece, the rate fixed for each operation, as contained in the "Banding, &c.," table, and in the Section headed "Backs" in this Part of the Schedule, shall be combined, and such combined rate shall be paid, less one-eighth.

7. *Topping Flat Hinged Lid.*—

Up to 10	15	20	25	30	35	l. and w. of lid.
Rate 1s. 2d.	2s.	2s. 2d.	2s. 6d.	3s. 2d.	3s. 8d.	per gross.

8. *Loose Wrapping Lids or Card Tops.*

(a) Loose wrapping lids shall be paid for at the rate for full tops, as contained in the Banding, &c., table in this Part of the Schedule, increasing by one-half. This shall include folding to any style necessary.

(b) Loose wrapping card tops, as referred to in sub-clause (f) of 9 hereunder, shall be paid for as set out in the Section headed "Covered Boards" in this Part of the Schedule, with one-half in addition.

9. *Padded Tops or a Card Top.*—

(a) Padding and covering flush padded lids—

(1) Where covering extends partly to sides and ends of lids—

Up to	10	15	20	25	30	inches.
Using Wadding	4s.	5s.	6s. 3d.	8s. 6d.	11s. 3d.	per gross of lids.
Other Material	3s. 3d.	4s.	5s.	7s.	9s. 9d.	per gross of lids.

Measure one length and one width of lid.

(2) Where a flush padded lid has to be glued and inserted into a special rim, i.e., a rim other than the ordinary rim, the rate for such gluing and inserting—

Up to 10	15	20	25	30	inches.
Rate 1s. 6d.	2s.	2s. 6d.	3s.	3s. 6d.	per gross of lids.

(3) Where covering extends in one piece over the sides and ends of the lid and small portion turns inside

Up to	10	15	20	25	30	inches.
Using Wadding	5s. 6d.	6s. 9d.	8s. 3d.	10s. 9d.	14s.	per gross of lids.
Other Material	4s. 6d.	5s. 9d.	7s.	9s. 3d.	12s.	per gross of lids.

Measure one length and one width of lid.

(b) Padding and covering extension padded tops—

(1) Where covering extends partly to sides and ends of lid:

Up to	10	15	20	25	30	inches.
Using Wadding	5s. 6d.	6s. 9d.	8s. 3d.	10s. 9d.	14s.	per gross of lids.
Other Material	4s. 6d.	5s. 9d.	7s.	9s. 3d.	12s.	per gross of lids.

Measure one length and one width of lid.

(2) Where covering extends in one piece over the sides and ends of the lid, and small portions turn inside:

Up to	10	15	20	25	30	inches.
Using Wadding	6s. 9d.	8s. 3d.	10s.	13s. 6d.	17s. 6d.	per gross of lids.
Other Material	5s. 9d.	7s.	8s. 6d.	11s. 3d.	15s. 6d.	per gross of lids.

Measure one length, width, and depth of lid.

(3) The rates in paragraphs (1) and (2) herein do not provide for the affixing of the extension, which affixing shall be paid for as set out in 3 (h) of the Section headed "Tops or Bottoms" in this Part of the Schedule.

(c) Making and covering pads when same are made separate from the lid—

Up to	10	15	20	25	30	inches.
Using Wadding	3s.	3s. 9d.	4s. 9d.	6s. 3d.	8s. 3d.	per gross of pads.
Other Material	2s. 3d.	2s. 9d.	3s. 6d.	4s. 9d.	6s. 6d.	per gross of pads.

Measure one length and one width of pad.

(d) Affixing pads to top of lid—

Up to	10	15	20	25	30	inches.
Using Wadding	1s. 3d.	1s. 9d.	2s. 3d.	3s.	4s.	per gross of pads.
Other Material	1s.	1s. 4 $\frac{1}{2}$ d.	1s. 9d.	2s. 3d.	3s.	per gross of pads.

Measure one length and one width of pad.

(e) Where edging and/or banding is performed in any of the foregoing connexions the appropriate edging and/or banding rate shall be paid for such operations in addition.

(f) Where a card top is made from board of any material (other than corrugated board), without the addition of wadding, payment shall be made for such work under the "Covered Board" Section in this Part of the Schedule, with the extra payment for loose wrapping (see 8 above) where such is done.

(g) Affixing pads (as in (f) herein) to top of lid—

Up to 10	15	20	25	30	inches.
Rate 1s.	1s. 4 $\frac{1}{2}$ d.	1s. 9d.	2s. 3d.	3s.	per gross of pads.

Measure one length and one width of pad.

10. *Domed Tops.*—For the doming of tops, or where a domed top is covered after the doming has been done, the piece-worker shall be paid at the corresponding time-worker's rate, with 12 $\frac{1}{2}$  per cent. in addition, or at a piece-work rate complying with the terms of clause 24 (b) of this Determination agreed upon between the employer and the Union, or failing agreement by them.

*Trimming.* (See *Mouthing, &c.*)

*Tying.* (See *Lidding and Nesting.*)

PART 3.—MACHINE WORK ONLY.  
(Classes of work arranged alphabetically.)

*Power and Treadle Machines.*

The rates herein are for power-driven machines. Where machines are not power-driven (except banding machines and topping or bottoming machines, and the metal edging machines), the rate appropriate for the class of work done shall (unless otherwise specified) be increased by one-third.

*Speeds for Machines.*

Where a piece-worker complains about the speed of any machine at which she is working, and where the speed of any machine is slower or faster than the speed which permits of an average adult piece-worker earning, whilst employed for one hour at the rate fixed for piece-work on the machine, at least  $12\frac{1}{2}$  per cent. in excess of the corresponding adult time-worker's rate per hour, and the speed of the machine cannot be so adjusted as to enable her to earn accordingly, the piece-work rate for any work to be done on such machine shall be that agreed upon by the Union and the employer.

*Waiting Time.*

(a) Where a piece-worker is setting her machine, or is assisting while her machine is being set or attended to, she shall be paid in any such event at the corresponding time-worker's rate, with the addition of  $12\frac{1}{2}$  per cent.

(b) Where the piece-worker is waiting while her machine is being set or attended to, or is waiting for her work to be approved by a person in authority, or where her machine is not available to her for any reason, she shall be paid in any such event at the corresponding time-worker's rate.

(See Section headed "Setting Machine," later referred to in this Part.)

*Curling Paper or Thin Paper.*

Where (1) paper curls when glued, or (2) tissue paper or like thin paper is used; or (3) printing has to be "sighted"—and a piece-worker is materially delayed as a consequence, the appropriate rate for her work shall be increased by one-fourth or alternately, the piece-worker shall be paid at the corresponding time-worker's rate, with  $12\frac{1}{2}$  per cent. in addition, or at a piece-work rate complying with the terms of clause 24 (b) of this Determination agreed upon between the employer and the Union.

*Classes of Work.*

*Backs.* l. and w. of back.

(a) Backs (when back paper is a separate piece from the box band)—

Up to 10	15	20	25	inches.
Rate $6\frac{1}{2}$ d.	8d.	9d.	10d.	per gross.

(b) Backs (when back paper is a separate piece from the box band, and when the back acts as a hinge or extends over a hinge)—

Up to 10	15	20	25	inches.
Rate $8\frac{1}{2}$ d.	10d.	$11\frac{1}{2}$ d.	1s. 1d.	per gross.

*Banding—Ordinary and Full Topping and Bottoming.*

Column 1 defined:—Where the shape is rectangular, or triangular, the figure below is the combined measurement of one longest side and one shortest side, or the combined measurement of two sides where all sides are equal; where the shape is round or oval, the figure below is the circumference divided by two; where the shape is other than as aforementioned, the figure below is the length measured at the longest point plus the width measured at the widest point.

Column 1.	Column 2. Box or Lid or Tray Banding.	Column 3. Ordinary Topping or Bottoming.	Column 4. Full Top or Full Bottom.
	s. d.	s. d.	s. d.
Up to 6 in. x up to 1 in. deep..	0 9	0 4	1 0
Up to 6 in. x up to 2 in. deep..	0 9 $\frac{1}{2}$	0 4 $\frac{1}{2}$	1 1
Up to 6 in. x up to 3 in. deep..	0 9 $\frac{1}{2}$	0 4 $\frac{1}{2}$	1 2
Up to 10 in. x up to 1 in. deep..	0 10	0 4 $\frac{1}{2}$	1 0
Up to 10 in. x up to 2 in. deep..	0 10 $\frac{1}{2}$	0 5	1 1
Up to 10 in. x up to 3 in. deep..	0 11	0 5 $\frac{1}{2}$	1 2
Up to 10 in. x up to 4 $\frac{1}{2}$ in. deep..	0 11 $\frac{1}{2}$	0 6	..
Up to 10 in. x up to 6 in. deep..	1 0 $\frac{1}{2}$	0 6 $\frac{1}{2}$	..
Up to 15 in. x up to 1 in. deep..	0 10 $\frac{1}{2}$	0 5	1 1
Up to 15 in. x up to 2 in. deep..	0 11	0 5 $\frac{1}{2}$	1 2
Up to 15 in. x up to 3 in. deep..	0 11 $\frac{1}{2}$	0 6	1 3
Up to 15 in. x up to 4 $\frac{1}{2}$ in. deep..	1 0	0 6 $\frac{1}{2}$	..
Up to 15 in. x up to 6 in. deep..	1 2	0 7	..
Up to 15 in. x up to 7 $\frac{1}{2}$ in. deep..	1 6	0 9	..
Up to 20 in. x up to 1 in. deep..	0 11	0 5 $\frac{1}{2}$	1 1 $\frac{1}{2}$
Up to 20 in. x up to 2 in. deep..	0 11 $\frac{1}{2}$	0 6 $\frac{1}{2}$	1 3
Up to 20 in. x up to 3 in. deep..	1 0	0 7	1 4
Up to 20 in. x up to 4 $\frac{1}{2}$ in. deep..	1 0 $\frac{1}{2}$	0 7 $\frac{1}{2}$	..
Up to 20 in. x up to 6 in. deep..	1 3	0 8	..
Up to 20 in. x up to 7 $\frac{1}{2}$ in. deep..	1 8	0 10	..
Up to 20 in. x up to 9 in. deep..	2 1	1 0	..
Up to 20 in. x up to 10 $\frac{1}{2}$ in. deep..	2 7	1 2	..
Up to 25 in. x up to 1 in. deep..	1 3	0 6	1 5
Up to 25 in. x up to 2 in. deep..	1 4	0 6 $\frac{1}{2}$	1 6
Up to 25 in. x up to 3 in. deep..	1 5	0 7	1 8
Up to 25 in. x up to 4 $\frac{1}{2}$ in. deep..	1 6	0 8	..
Up to 25 in. x up to 6 in. deep..	1 8	0 10	..
Up to 25 in. x up to 7 $\frac{1}{2}$ in. deep..	1 11	1 0	..
Up to 25 in. x up to 9 in. deep..	2 4	1 1	..
Up to 25 in. x up to 10 $\frac{1}{2}$ in. deep..	2 9	1 3	..
Up to 25 in. x up to 12 in. deep..	3 4	1 6	..
Up to 30 in. x up to 1 in. deep..	1 6	0 7	1 8
Up to 30 in. x up to 2 in. deep..	1 7	0 8	1 10
Up to 30 in. x up to 3 in. deep..	1 8	0 9	2 0
Up to 30 in. x up to 4 $\frac{1}{2}$ in. deep..	1 9	0 10	..
Up to 30 in. x up to 6 in. deep..	1 11	0 11	..
Up to 30 in. x up to 7 $\frac{1}{2}$ in. deep..	2 1	1 1	..
Up to 30 in. x up to 9 in. deep..	2 6	1 2	..
Up to 30 in. x up to 10 $\frac{1}{2}$ in. deep..	2 11	1 5	..
Up to 30 in. x up to 12 in. deep..	3 4	1 7	..

*Banding—Ordinary and Full Topping and Bottoming—continued.*

Column 1.	Column 2. Box or Lid or Tray Banding.	Column 3. Ordinary Topping or Bottoming.	Column 4. Full Top or Full Bottom.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Up to 30 in. x up to 14 in. deep..	3 10	1 10	..
Up to 35 in. x up to 1 in. deep..	1 8	0 8	2 1
Up to 35 in. x up to 2 in. deep..	1 9	0 9	2 4
Up to 35 in. x up to 3 in. deep..	1 10	0 10	2 7
Up to 35 in. x up to 4½ in. deep..	1 11	0 11	..
Up to 35 in. x up to 6 in. deep..	2 1	1 0	..
Up to 35 in. x up to 7½ in. deep..	2 3	1 2	..
Up to 35 in. x up to 9 in. deep..	2 8	1 4	..
Up to 35 in. x up to 10½ in. deep..	3 1	1 6	..
Up to 35 in. x up to 12 in. deep..	3 6	1 8	..
Up to 35 in. x up to 14 in. deep..	4 0	1 10	..
Up to 40 in. x up to 1 in. deep..	2 0	0 10	2 6
Up to 40 in. x up to 2 in. deep..	2 2	0 11	2 9
Up to 40 in. x up to 3 in. deep..	2 4	1 0	3 0
Up to 40 in. x up to 4½ in. deep..	2 6	1 1	..
Up to 40 in. x up to 6 in. deep..	2 8	1 3	..
Up to 40 in. x up to 7½ in. deep..	3 0	1 5	..
Up to 40 in. x up to 9 in. deep..	3 6	1 7	..
Up to 40 in. x up to 10½ in. deep..	4 0	1 9	..
Up to 40 in. x up to 12 in. deep..	4 6	1 11	..
Up to 40 in. x up to 14 in. deep..	5 0	2 1	..
Up to 45 in. x up to 1 in. deep..	2 6	1 0	3 3
Up to 45 in. x up to 2 in. deep..	2 8	1 1	3 6
Up to 45 in. x up to 3 in. deep..	2 10	1 2	3 9
Up to 45 in. x up to 4½ in. deep..	3 0	1 4	..
Up to 45 in. x up to 6 in. deep..	3 2	1 6	..
Up to 45 in. x up to 7½ in. deep..	3 6	1 8	..
Up to 45 in. x up to 9 in. deep..	4 0	1 10	..
Up to 45 in. x up to 10½ in. deep..	4 6	2 0	..
Up to 45 in. x up to 12 in. deep..	5 0	2 3	..
Up to 45 in. x up to 14 in. deep..	5 6	2 6	..

Where any work of one size upon which a piece-worker will be employed continuously is issued to a piece-worker in quantities of five gross or over, the foregoing rates for Banding or Tops or Bottoms in Columns 2, 3, and 4 shall be reduced by 7½ per cent.

*Banding Extras, etc.*

(a) The foregoing prices are for one gross of boxes, lids, trays, or slides. (Subject as to slides, to the charges contained under the heading "Slide".)

(b) Box or lid band, where full depth inside as well as outside—the banding rate shall be increased by three-fourths.

(c) Box or lid band, where full depth inside as well as outside and small portion turns on inside top or inside of bottom—the banding rate shall be doubled.

(d) Where banding extends over the mouth of the box and covers a lath made of material other than wood, the banding rate shall be paid, plus one-eighth, and where wood is used, plus one-fifth.

(e) Where banding is required to show one or two edges on lid, box, tray, or slide, it shall be paid for at the banding rate.

(f) Where a box band, tray band, or lid band covers three sides, and only the ends turn on to the fourth side, or turn in on inside, the banding rate shall be paid as though the box, lid, or tray were covered on all sides; where a band wholly or partially covers three sides only, the banding rate, less one-third, shall be paid as though the box or lid were covered on all sides.

(g) Where the box, lid, or tray is banded and edged in the one operation, the banding rate shall be increased by one-half, without payment for edging.

(h) Where banding has to be performed on a box, lid, or tray which has not been and stayed such banding gives to the box, lid, or tray the shape as though it were stayed, the rate shall be increased by one-quarter, provided that this extra rate shall not apply where the combined length and width is not greater than 6 inches.

(i) Where the box, lid, or tray is banded and laced in the one operation, the banding rate shall be increased by two-thirds, without payment for lacing.

*Bending (on a Vertical Machine).*

(a) Length and width of blank.

	Length and Width of Blank.		
	Up to 20 in. per Gross of Blanks.	Over 20 in. and up to 40 in. per Gross of Blanks.	Over 40 in. per Gross of Blanks.
	<i>d.</i>	<i>d.</i>	<i>d.</i>
Four bends .. .. .	2	2½	3½
Three bends .. .. .	0 1½	2½	3
Two bends .. .. .	1½	2½	2½
One bend .. .. .	1½	2	2½

When two bends are unequal distances from the edges, pay single bend rate for each bend, except when step gauge is used.

(b) Where the material fed to the machine is heavier than 60/1000ths of an inch, the appropriate rate shall be increased by one-fourth.

(c) Angle bending rates shall be those appropriate for the work to be done, as set out in the foregoing paragraphs, increased by one-half.

(d) Where any work has more than one "at view," i.e., more than one on the stock to be bent, and the piece-worker has to "break" the work at the scoring, to make into single blanks, she shall be paid ¼d. per gross of blanks in addition to the appropriate rate in the foregoing paragraphs.

*Bottoms. (See Banding Table, also Tops or Bottoms.)*

*Corner Cutting.*

*On Single Cornering Machine—*

	Length and Width of Blank.		
	Up to 20 in. per Gross of Blanks.	Over 20 in. and up to 40 in. per Gross of Blanks.	Over 40 in. per Gross of Blanks.
	<i>d.</i>	<i>d.</i>	<i>d.</i>
Four corners—cut on a blank—			
Of a thickness not exceeding .048 or 16 oz. .. ..	1	1½	2
Of a thickness exceeding .048 or 16 oz. .. ..	1½	1¾	2½

Two Corners.—The rate for two corners cut on a blank shall be one-half of the foregoing.

*On Double Cornering Machine.*

Four Corners—Cut on a blank:

	Per gross of blanks.		
	<i>d.</i>	<i>d.</i>	<i>d.</i>
Of a thickness not exceeding .048 or 16 oz. .. ..	0½	1	1½
Of a thickness exceeding .048 or 16 oz. .. ..	1½	1¾	2½

Two Corners.—The rate for two corners cut on a blank shall be one-half of the foregoing.

- Where the corner has to be fed in twice, or where the corner is larger than the machine can cut in one operation, necessitating two cuts being made to complete the corner, the rate shall be increased by one-half.
- Where any corner is cut deeper than 4 inches the appropriate rate shall be increased by one-eighth.
- Where a mitre cut or a V cut is made in material the rates for corner-cutting herein shall be paid.
- Where any operation combines slotting and cutting, the payment shall be as provided under the section headed "Slotting Corners" in this Part of the Schedule.
- Where a corner cutter or slotter is used to cut off material, the piece-worker shall be paid the rate appropriate for the corner-cutting machine, or the slotting machine at which the operation is performed, and for each time the material has to be fed into the machine.
- Where any work has more than one "at view," i.e., more than one on the stock to be corner cut, and the piece-worker has to "break" the work at the scoring to make into single blanks, she shall be paid ¼d. per gross of blanks in addition to the appropriate rate in the foregoing paragraphs.

*On a Quad Cornering Machine.*—Any piece-worker if working a machine cutting four corners in one operation shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause 24 (b) of this Determination agreed upon between the employer and the Union.

*Covering Machines (Stokes's and Smith's, and similar makes).*

- Where a piece-worker is provided with less than 35 gross of any work, the following rates shall be paid.

Where a piece-worker is provided with 35 gross or over of any work of one size upon which she is to be employed continuously, the appropriate rate for the work shall be reduced by ¼d. per gross.

length, width, and depth of box or lid.

- Machinist or gluer covering ordinary boxes or lids—

Up to 10	15	20	25	30	inches.
Rate 4½d.	4½d.	5½d.	6½d.	8d.	per gross of boxes or lids.

- Machinist on loose wrapped boxes or lids (not being extension)—

Up to 10	15	20	25	30	inches.
Rate 6d.	6½d.	7d.	8½d.	10½d.	per gross of boxes or lids.

When the gluing of a loose wrap cover is done on a Stokes's and Smith's selective gluer the rates set out herein (1) shall be paid.

- Machinist or gluer covering lids with extension tops, or boxes with extension bottoms—

Up to 10	15	20	25	30	inches.
Rate 6½d.	6½d.	7½d.	9½d.	11d.	per gross of boxes or lids.

- The rates in paragraph (a) herein are for any box or lid of a depth not greater than 2½ inches.

- Where any box or lid is deeper than 2½ inches, the appropriate rate in paragraph (a) herein shall be increased by one-eighth.

- In any of the following circumstances, the appropriate rate in paragraphs (a) to (c) herein shall be increased by one-sixth:—

- Where the machinist on a covering machine of Stokes's and Smith's make, or any similar make, has not the work to be covered prepared for her and conveniently arranged, so as to permit of the continuous operation of the machine.
- Where the piece-worker is delayed in her work by the employment of a time-work employee who works in association with her, or by the non-employment of an assistant.
- Where the machinist, during the progress of her work, has to carry away her work.

*Covered Boards.*

- Covered and faced boards shall be paid for at treble the ordinary topping rate; if covered but not faced, the ordinary topping rate shall be doubled.

- Fall fronts, covered and faced, or covered but not faced, shall be paid for as provided in paragraph (a) hereof for the respective class of work.

- "Covered" means lined on one side with a small turn over the edges to the back.

- "Faced" means a lining on one side, after the other side has been covered and turned over the edges.

*Edging. (See Mouthing, also (g) of Banding of this Part 3.)*

*Ending on a Single Ending or Double Ending Machine—*

Ending shall be done only by males on time-work.

*Lacing.* (See also (i) of *Banding of this Part 3.*)

A piece-worker when employed on a lacing machine shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause 24 (b) of this Determination agreed upon between the employer and the Union.

*Metal Edging.*

	s.	d.
(a) For gross of running inches of metal .. .. .	0	1½
(b) Minimum per gross of boxes or lids shall be .. .. .	1	0
(c) Where the material used exceeds caliper .060, or 60/1000ths of an inch in thickness, the rates shall be increased by one-fourth.		

*Mouthing or Edging or Trimming.*

(a) Boxes or lids or trays or slides per gross of running inches of edging or mouthing material .. .. .	0	0½
(b) Minimum per gross of mouthing or edgings .. .. .	0	10
(c) Partitions, divisions, &c., per gross of running inches of edging or mouthing material .. .. .	0	0½
(d) Minimum per gross of pieces of edging or mouthing material .. .. .	0	8
(e) Cards, boards, &c., per gross of running inches of edging or mouthing material .. .. .	0	0½
(f) Minimum per gross of edgings or mouthings .. .. .	0	10
(g) Mouthing on boxes where lath is wood or other material, per gross of running inches of mouthing material .. .. .	0	1
(h) Minimum per gross of boxes .. .. .	2	0
(i) Where edging is used to block "blocked in" tops or bottoms, the appropriate rate in paragraph (a) in the Section in this Schedule headed "Blocking" shall be paid, increased by one-eighth.		
(j) Where edging or mouthing has to be performed on a box or lid which has not been stayed, and such edging or mouthing gives to the box or lid the shape as though it were stayed, the appropriate rate shall be increased by one-fourth.		
(k) Where the operations of Banding and Edging are combined, see "Banding Extras (g)", in this Part of the Schedule.		

*Punching.*

Where a machine is used to punch holes in any box or part thereof, through which tapes are to pass (per gross of holes) .. .. . 0 1

*Setting Machine.*

- (a) The setting of any machine by a piece-worker shall be subject to the provision of the Waiting Time clause at the beginning of this Part of the Schedule.
- (b) Where the time occupied in setting any machine does not exceed two minutes, no charge shall be made for setting.

*Slide.*

The price to be paid for banding a slide shall be 10 per cent. above that paid for banding the box which is to be inserted into it, or 15 per cent. where the slide has not been joined up, but where the slide has to be placed on a rod to keep it in shape after being made, 12½ per cent. or 17½ per cent. respectively shall be paid.

*Slotting Corners (by vertical machines).—*

(a) Slotting Corners.	Substance of Board.	Length and Width of Blank.		
		Up to 20 in.	Over 20 and up to 40 in.	Over 40 in.
		d.	d.	d.
Four Slots in one blank .. .. .	Up to .060 or 20 oz. .. .. .	1	1½	2½
Two Slots in one blank .. .. .	Up to .060 or 20 oz. .. .. .	¾	1½	2
Angle Slots .. .. .	.. .. .	1½	2½	3½

The rate is per gross of blanks.

(b) A piece-worker slotting on boards heavier than caliper .060 (or 20 oz.) shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause 24 (b) of this Determination agreed upon between the employer and the union.

(c) The foregoing rates are for two slots cut at one time. Where only one slot is cut at a time, the appropriate rate shall be increased by one-half. This condition shall not apply to angle slots, the rates for which are fixed for the cutting of one slot at a time.

(d) If any slot should be longer than 4½ inches, the appropriate rate shall be increased by one-eighth; provided that where material has to be fed in twice to complete a slot, the appropriate rate shall be increased by three-fourths.

(e) Where a slotter is used alone as a cutter, the appropriate rate for one slot shall be paid, but where slotting and cutting are combined in one operation, the slotting rate provided herein shall be paid.

*Slotting Partitions (or divisions), by vertical machines.*

Any piece-worker, if slotting partitions (or divisions) shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause 24 (b) of this Determination agreed upon between the employer and the Union.

*Slotting (Rotary).*

Any piece-worker, if slotting (rotary), shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause 24 (b) of this Determination agreed upon between the employer and the Union.

*Snipping.*

(a) Snipping, where not more than four corner snips are done on a box, lid, tray, or slide, shall not carry any extra charge.

(b) Snipping, where more than four corner snips are done on a box, lid, tray, or slide, shall be paid for at 1d. per gross of snips. Only the number in excess of four shall be included in the calculation.

(c) A corner snip is that made at any of the usual corners of a box, lid, tray, or slide.

(d) Snipping, except as in paragraphs (a) and (b) herein, shall be paid for at 1d. per gross of snips.



*Staying on a Single Staying Machine. (Per gross four corners.)*

Measurements are Length Plus Width.	Up to 2 in. Deep.	Over 2 in., to 3 in. Deep.	Over 3 in., to 4 in. Deep.	Over 4 in., to 5 in. Deep.	Over 5 in., to 6 in. Deep.	Over 6 in. Deep.
	d.	d.	d.	d.	d.	s. d.
Up to 10 in. . . . .	3½	3½	4½	5½	6½	0 9
Over 10 in., to 15 in. . . . .	3½	4	5	6	7	0 11
Over 15 in., to 20 in. . . . .	3½	4½	5½	6½	7½	1 0
Over 20 in., to 25 in. . . . .	4½	5½	6½	7½	8½	1 4
Over 25 in., to 30 in. . . . .	6	7	8	9	10	1 7
Over 30 in., to 35 in. . . . .	7	8	9	10	11	1 10

s. d.

(a) Where a piece-worker is provided with 30 gross or over of work of one size upon which she is to be employed continuously, the appropriate rate for the work shall be reduced by ¼d. per gross.

(b) Where staying is turned-in, the appropriate rate shall be increased by one-half.

(c) Where staying is done on boxes, lids, or trays made of boards (of any material) thinner than 18/1000ths of an inch, or done on boxes or lids where the boards (of any material) are thicker than 60/1000ths of an inch, the appropriate rate shall be increased by one-fifth.

(d) Attaching loose ends to boxes, lids, or trays (as distinct from corner staying) with staying machine—

Per gross of running inches of staying material . . . . . 0 0½

(e) Minimum per gross of ends . . . . . 0 4

(f) Where boxes or lids or trays have an overlap round the mouth which the piece-worker is required to turn down flat on to the sides and/or ends inside before placing on the anvil of machine, the appropriate rate shall be increased by one-half.

(g) Staying boxes or lids after extension tops or bottoms have been affixed thereto, the appropriate rate shall be increased ¼d. per gross.

(h) Where any box, lid, or tray is longer than 18 inches on any one side, the appropriate rate shall be increased by one-eighth.

(i) Where any box, lid, or tray is only stayed on two corners the appropriate rate for four corners shall be decreased by one-fourth.

(j) Where to complete any lid, box, or tray stayed in four corners double handling is necessary, the appropriate rate for four corners shall be increased by one-half.

(k) The rates herein include the turning-up of the work by the piece-worker; but when any turn-up does not exceed ½-inch, 3d. per gross of boxes or lids shall be added.

(l) Where the work is turned-up for the piece-worker, the appropriate rate shall be reduced by one-sixth.

*Staying on a Four Corner Staying Machine.*

A piece-worker when staying on a four corner staying machine, shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause 24 (b) of this Determination agreed upon between the employer and the Union.

*Studding.*

The rates and other charges as specified for wire-stitching (flat) shall apply to studding.

*Thumbholes.* length, width, and depth of box or lid.

(a) Up to and including 15 inches—two holes in one operation . . . . . 2d. gross boxes.

Over 15 inches—two holes in one operation . . . . . 3d. gross boxes

(b) Where one hole only is cut at a time the appropriate rate shall be increased by one-half.

(c) Where a hinged lid is affixed before thumbholing, the rates in (a) shall be doubled.

*Tops or Bottoms.*

See Machine Banding of this Part 3 of the Schedule.

(a) *Full Tops or Full Bottoms.*—The rate for Full Tops or Full Bottoms, when over 3 inches deep, shall be the rates for Banding and Ordinary Tops added together.

(b) Where any work of one size upon which a piece-worker will be employed continuously is issued to a piece-worker in quantities of five gross or over, the rates in the Banding table, columns 2, 3, and 4, shall be reduced by 7½ per cent.

*Trimming. (See Mouthing, &c.)*

*Waiting Time (see Waiting Time Clause at the beginning of this Part, also Section headed Setting Machine, &c., and Clause 24 (h)).*

*Wire Stitching (Flat).* length, width, and depth of box, lid, or tray

(a) Wire stitching, box, lid, or tray—

Up to 25 inches . . . . . 4½d. per 1,000 stitches.

Over 25 and up to 48 inches . . . . . 6½d. per 1,000 stitches.

Over 48 inches . . . . . 7½d. per 1,000 stitches.

(b) Rates include the piece-worker's time occupied in turning up her work.

(c) The minimum per gross of boxes, lids, or trays, or part thereof, in work carrying six stitches or less, shall be 5d.

(d) Stitching laths (or rims) round mouth of box or lid, where wood is used 1s. 8d. per 1,000 stitches; or where any other material is used, 10d. per 1,000 stitches.

(e) Stitching at corners of flanged edges (on mouth), the appropriate rate shall (if no other stitching is done on the work) be increased by 4d. per 1,000 stitches.

(f) Where wire stitching is done on machines of special design, such as a Pillar Stitcher, used for round boxes or lids, the piece-worker shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause 24 (b) of this Determination agreed upon between the employer and the Union.

(g) Where the following classes and weights of boards are used, the appropriate rate shall be increased by 2d. per 1,000 stitches on any material, excepting leatherboard, over caliper .060 or over 20 ounces, or by 3d. per 1,000 stitches on leatherboard of caliper .060 or over.

(h) Where flanged partitions are stitched into a covered box or lid, the appropriate rate shall be increased by 3d. per 1,000 stitches.

(i) Boxes made of leatherboard, of a size not exceeding 9 inches in the combined measurement of length, width, and depth (such as dental or watch boxes), into which an inset has to be stitched, shall be paid for such inseting and stitching, where the stitches are fewer than three, not less than 2s. 8d. per 1,000 stitches. No other charges shall apply to this work.

*Wire Stitching (Corner).*

boxes, lids, or trays.

(a) Wire stitching, 4 stitches	..	..	..	..	..	..	..	..	..	5d. per gross.
Wire stitching, 8 stitches	..	..	..	..	..	..	..	..	..	7½d. per gross.
Wire stitching, 12 stitches	..	..	..	..	..	..	..	..	..	10d. per gross.

(b) Rates include the piece-worker's time occupied in turning-up her work.

(c) The minimum per gross of boxes, lids, or trays, or part thereof, shall be 5d.

(d) Where the following weights and classes of boards are used, the appropriate charge shall be increased by one-fourth on any material, excepting leatherboard, over caliper .060 or over 20 ounces, or by one-half on leatherboard, of caliper .060 or over.

(e) Stitching laths (or rims) round mouth of box or lid, where wood is used, 1s. 8d. per 1,000 stitches, or where any other material is used, 10d. per 1,000 stitches.

(f) Stitching in the tops or bottoms or round or oval hat or band boxes, shall be paid for at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause 24 (b) of this Determination agreed upon between the employer and the Union.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 13th December, 1950.