

(3) OVERTIME.—The higher rate to be paid for any hour or fraction of an hour worked in any day in a factory before or after the ordinary working hours of a factory shall be—

First two hours	..	..	..	..	..	..	Time and a quarter.
Thereafter	..	..	..	..	..	..	Time and a half.

(4) SPECIAL RATES.—Double time shall be the special rate for all work done on Sunday, New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named public holidays, the special rate shall only be payable for work done on the day so substituted.

(5) INSIDE WORKERS.—Employers shall supply all grindery, colours, and materials, and also find workshop room and light for inside workers, free of charge.

(6) OUTSIDE WORKERS.—Employers shall supply all grindery, colours, and materials (except for wax-thread work) for outside workers, free of charge.

(7) HOLIDAY PAY.—

(A) In addition to the minimum wage rates set out for the various classes of labour in this Award or Determination every employee (except those mentioned in clause C) shall be paid an amount for holiday pay calculated on the following basis:—

To journeymen on Award wages, 1d. (One penny) per hour, other employees on a lower or higher rate *pro rata* for such time as they are in the service of the employer whether working or not. An employee shall be deemed to be in the service of the employer until such service has been actually terminated after the customary notice in each factory by either party.

(B) Such holiday pay shall be paid on the usual pay day immediately preceding or following a holiday mentioned herein and on the termination of their employment.

(C) Provided that an employer shall be deemed to have performed the foregoing sub-clauses A and B of this clause in respect to any employee to whom he has paid—

(i) At the time of the occurrence of any holiday mentioned in this clause—payment at ordinary rates if such holiday is taken by the employee.

(ii) At the termination of employment—the difference, calculated from the first day of the immediately preceding January, between the aggregate amount payable as holiday pay under clause A and the amount actually paid under sub-clause (i) of this proviso.

(D) Double rates shall be paid for any work done on Melbourne Cup Day, provided that King's Birthday be substituted for Cup Day outside the Metropolitan District.

The following days shall be recognized as holidays under this clause:—New Year's Day, Anniversary Day, Good Friday, Easter Monday, Eight Hours Day, Anzac Day, Melbourne Cup Day or King's Birthday, Christmas Day and Boxing Day, or such other day that may be substituted for any of the foregoing by Act of Parliament or Proclamation.

When double time has been paid for working on any of the foregoing holidays 50 per cent. of such payment may be debited against the holiday pay provided in clause A.

(8)

PIECE-WORK PRICES.

CLICKING.

Outsides only, no skiving, toe-caps included; to apply to all lines except otherwise mentioned.

Men's and Youths'—	Per dozen pairs.	
	s.	d.
Lace, bluchers and watertights, without linings, consisting of two pieces per single boot ...	3	1 $\frac{3}{4}$
Unlined balmorals, without toe-caps ...	3	10 $\frac{1}{4}$
Unlined balmorals, with toe-caps ...	4	4
Goloshed balmorals and shoes, consisting of all leathers other than split, hide, runner, and crup ...	6	7 $\frac{3}{4}$
Goloshed balmorals and shoes, consisting of split, hide, and runner ...	4	4
Shoes other than goloshed, consisting of all leathers other than split, hide, runner, and crup ...	4	4
Shoes other than goloshed, consisting of split, hide, and runner ...	3	1 $\frac{3}{4}$
Circular vamp and Derby balmorals, consisting of all leathers other than split, hide, and runner ...	5	10
Circular vamp and Derby balmorals, consisting of split, hide, and runner ...	3	10 $\frac{1}{4}$
Elastic sides, consisting of split, hide, and runner ...	4	4
Elastic sides, consisting of all leathers other than split, hide, and runner ...	6	7 $\frac{3}{4}$
Almas, including trenching and rounding, all materials ...	5	0 $\frac{3}{4}$

Men's and Youths'—Blocking—

Almas, consisting of split, kip, satin, and calf ...	3	10 $\frac{1}{4}$
Almas, consisting of all leathers other than split, kip, satin, calf, and patent ...	6	2
Almas, consisting of patent leather ...	15	4 $\frac{3}{4}$
Derby shoe vamps, of all materials, patent excepted ...	1	10 $\frac{3}{4}$
Derby shoe vamps, consisting of patent leather ...	10	1
Blucher fronts ...	0	7 $\frac{3}{4}$
Extra—Buttoned work, all classes of leathers ...	0	10 $\frac{3}{4}$

	Per dozen pairs	
	s.	d.
Women's and Maids'—		
Balmorals, consisting of kip, split, runner, hide, sheep, and Persian ...	3	13½
With goloshes, extra ...	0	5½
Balmorals of all leathers other than kip, runner, split, hide, sheep, and Persian, with or without toe-caps ...	4	4
Goloshes, extra ...	0	7½
Outside facings, extra ...	0	7½
Oxford shoes, consisting of split, hide, kip, runner, sheep, and Persian, with or without toe-caps ...	2	5
Goloshes, extra ...	0	5½
Oxford shoes, consisting of all leathers other than kip, split, runner, hide, sheep, and Persian, with or without toe-caps ...	3	3½
Goloshes, extra ...	0	5½
Derby, Ada, button, one-bar, and ankle-strap shoes, consisting of split, hide, sheep, and Persian, with or without toe-caps ...	3	0
All styles of shoes other than Derby, Ada, one-bar, button, and ankle-strap, consisting of split, hide, sheep, and Persian, with or without toe-caps ...	3	3½
All styles of shoes other than Derby, Ada, one-bar, button, and ankle-strap, consisting of all leathers other than split, hide, sheep, and Persian, with or without toe-caps ...	4	4
Derby, Ada, one-bar, button, and ankle-strap shoes, consisting of all leathers other than split, hide, sheep, and Persian, with or without toe-caps ...	4	4
Elastic-side boots, consisting of split, hide, sheep, and Persian ...	3	3½
Elastic-side boots, consisting of all leathers other than split, hide, sheep, and Persian ...	4	4
Buttoned-boot flies ...	0	8
Buttoned-boot flies, if scalloped ...	1	2½
Almas, including trenching and rounding—all materials ...	4	4
Children's work—1 to 6 to be paid at the rate of one-third less than the prices fixed for women's corresponding lines; and 7 to 13 at the rate of one-fifth less than the prices fixed for women's corresponding lines.		

Extras—

In all lines where crup is used and not specified ...	0	5½
Work cut from patterns on which a margin has to be left for beading ...	4	2½

	Per pair.	
Single pairs cut from paper pattern—all leathers ...	0	7½

NOTE.—All prices are for work cut from metal or metal-bound patterns; when paper or cardboard patterns are used, double rates to be paid in the respective lines.

Slippers—

	Per dozen pairs.	
Black basil, leather back lined, with linen fronts ...	1	10½
Imitation wool, carpet, felt, canvas, and venetian, basil back lined, with linen fronts ...	1	7½
With a design on the fronts ...	1	10½
Lasting, with front springs, plain ...	0	10½
Patent shoe cloth, front springs, linen lined ...	1	3
Hides, sheep and Persian ...	1	10½
All leathers not previously enumerated ...	2	5
Elastic sides, leather backs, with linen fronts ...	2	3½

Canvas Shoes—

Common, with basil fittings, two toe-caps, two cross straps, four facings, basil back lined, canvas front linings and tongues ...	3	1½
Best, faced with Russian, imitation Russian, calf, buckskin, or imitation ...	6	0½
Cricketing, faced with Russian, imitation Russian, calf, buckskin, or imitation ...	6	2½
Ordinary cricketing, faced with leathers (including calf offal) other than Russian, imitation Russian, calf, buckskin or imitation, four cross straps, two toe-caps, four facings, two back straps, with back basil linings, canvas fronts and tongues ...	4	3½

Slipper-cut Shoes (no straps or fastenings)—

Patent cloth, and including linings ...	1	6½
With leather vamps, extra ...	0	5½
Patent, glaze sheep, hide, and Persian ...	2	5
All leathers not previously enumerated ...	3	1½

Women's House Boots—

Lasting quarters, patent vamps, elastic, linen lined ...	2	5
Lasting quarters, patent vamps and goloshes, elastic, linen lined ...	3	3½
Lasting plain ...	1	7½

STRONG WORK.

“NATIONAL WAX THREAD” CLOSING.
Piece-work—Inside.

	Per dozen pairs.	
	s.	d.
Men's and Youths'—		
Bluchers ...	2	0½
Lace-ups, three rows ...	2	8½
Lace-ups, two rows ...	2	3
Watertights, three rows ...	5	2½
Watertights, two rows ...	4	2½

Piece-work—Outside only.

	Per dozen pairs.	s. d.
Men's and Youths'—		
Bluchers	2	9½
Lace-ups, three rows	3	1¾
Lace-ups, two rows	2	10½
Watertights, three rows	5	7½
Watertights, two rows	4	7¾
Navy watertights, high legs, short vamps, three rows	8	10
Ada or butterfly, watertight tongues	8	10
Ada or butterfly, loose tongues... ..	6	8½
Watertight lace, three rows	5	7½
Watertight lace, two rows	4	7¾
Watertight bluchers, three rows	6	1¾
Watertight bluchers, two rows	5	1¾
Seamless or side-seam watertights	6	8½
Mallee watertights	7	3
Watertights or watertight lace—counters and tongues, sides hand closed	3	1¾
Watertights or watertight lace—circular vamps, counters, and tongues, fronts hand closed	2	9¾
Miners', crop toe-cap and golosh	7	10
Counters	1	0¼
Single rows on vamps (ordinary work)	1	0¼
Single rows on vamps, Derby balmorals	1	7
4's to 13's balmorals, vamps only, two rows	1	7
Extras—		
Double tongues	0	5½
Piecing tongues	0	3½
Piecing counters, when seamed at back	0	3¼
Copper rivets with washers	0	11

Machining—Piece-work—Outside only.

Men's and Youths'—		
Unlined balmorals, with or without toe-caps	7	3
Goloshed balmorals and elastic sides, consisting of split, hide, and runner, with beaded tops and facings	10	4½
Goloshed balmorals and elastic sides, consisting of split, hide, and runner, with raw edge	8	3½
Goloshed balmorals, consisting of all leathers other than split, hide, runner, and crup	11	5
With beaded vamps, goloshes, and caps, extra	6	2¾
Outsides—beading legs, extra	2	1
Elastic sides, consisting of all leathers other than split, hide, and runner	11	5
Oxford, Derby, and goloshed shoes, consisting of split, hide, and runner, if beaded	8	3½
Oxford, Derby, and goloshed shoes, consisting of split, hide, and runner, with raw edge	7	3
Oxford and goloshed shoes, consisting of all leathers other than split, hide, runner, and crup	8	9½
With beaded vamps and toe-caps	11	5
If outside quarters beaded	13	6
Circular vamps, consisting of split, hide, and runner	8	3½
Circular vamps, consisting of all leathers other than split, hide, and runner	9	4½
Derby balmorals, consisting of split, hide, and runner	10	3¾
Derby balmorals, consisting of all leathers other than split, hide, and runner	11	5
Almas of all materials, with top bands only beaded	8	3½
Almas of all materials, with beading round gore, extra	2	1
Buttoned boots, all classes of leather, extra	3	1¾
Buttoned shoes, all classes of leather, extra	2	1
Women's and Maids'—		
Balmorals, consisting of split, runner, hide, sheep, and Persian, with or without toe-caps, as follows :—		
With beaded tops and facings	8	3
With raw edge	7	3½
With goloshes, extra... ..	1	7
Balmorals, consisting of all leathers other than kip, runner, split, hide, sheep, and Persian, with or without toe-caps, as follows :—		
Beaded fronts	11	5
Unbeaded	9	10½
Extras—		
Goloshes	1	7
Goloshes beaded, extra	1	0¼
Beaded caps	1	0¼
Legs, beading outside	2	1
Unlined balmorals, consisting of kip, split, and runner	5	8
Buttoned boots, all classes of leather, extra	3	1¾
Buttoned shoes, all classes of leather, extra	2	1
Oxford shoes, consisting of split, hide, sheep, and Persian, with or without toe-caps, and with beaded linings	6	9½
Goloshes, extra	1	7

	Per dozen pairs. s. d.
Women's and Maids'—continued—	
Oxford shoes, consisting of split, hide, sheep, and Persian, with or without toe-caps, and with raw edge	5 10
Goloshes, extra	1 7
Oxford shoes, consisting of all leathers other than kip, split, runner, hide, sheep, and Persian, with or without toe-caps	8 3
Extras—	
With goloshes	1 7
With goloshes beaded, extra	1 0 $\frac{1}{4}$
Beaded caps	1 0 $\frac{1}{4}$
Beading outsides	1 7
Elastic side boots, consisting of hide, split, sheep, and Persian	8 3
Elastic side boots, consisting of all leathers other than split, hide, sheep, and Persian	10 4 $\frac{1}{2}$
Extras—	
Beaded vamps	1 0 $\frac{1}{4}$
Beaded gores	1 0 $\frac{1}{4}$
Almas, consisting of kip, split, hide, and calf	7 2 $\frac{3}{4}$
Almas, consisting of all leathers other than kip, split, hide, and calf	10 4 $\frac{1}{2}$
Gores beaded, extra	1 7
Derby, Ada, and one-bar shoes, consisting of split, hide, sheep, and Persian, with or without toe-caps	7 2 $\frac{3}{4}$
Derby, Ada, and one-bar shoes, consisting of all leathers other than split, hide, sheep, Persian, calf, and Levant goat, with or without toe-caps	8 3 $\frac{1}{2}$
Extras—	
Beaded vamps	1 0 $\frac{1}{4}$
Beaded caps	1 0 $\frac{1}{4}$
Outsides beaded... ..	1 7
All styles of shoes other than Derby, Ada, one-bar, button, and ankle strap, consisting of split, hide, sheep, Persian, calf, and Levant goat, with or without toe-caps, and with beaded tops	8 3 $\frac{1}{2}$
All styles of shoes other than Derby, Ada, one-bar, button, and ankle strap, consisting of split, hide, sheep, Persian, calf, and Levant goat, with or without toe-caps, with raw edge	7 2 $\frac{3}{4}$
All styles of shoes other than Derby, Ada, and one-bar, consisting of all leathers other than split, hide, sheep, Persian, calf, and Levant goat, with or without toe-caps	11 5
Extras—	
Beaded vamps	1 0 $\frac{1}{4}$
Beaded caps	1 0 $\frac{1}{4}$
Outsides beaded	1 7
Ankle Strap Shoes, consisting of split, hide, sheep, and Persian—	
Women's and maids'	9 9
7's to 13's	8 3 $\frac{1}{2}$
3's to 6's	7 2 $\frac{3}{4}$
Ankle Strap Shoes, consisting of split, hide, sheep, and Persian, with raw edge—	
Women's and maids'	6 2 $\frac{3}{4}$
7's to 13's	5 1 $\frac{3}{4}$
3's to 6's	4 2 $\frac{1}{4}$
Children's work—	
4's to 6's, at the rate of one-third less than the prices fixed for women's corresponding lines.	
7's to 13's, at the rate of one-fourth less than the prices fixed for women's corresponding lines.	
All scolloped work, vamps, extra	1 0 $\frac{1}{4}$
All scolloped work, goloshes, extra	0 5 $\frac{3}{4}$
All lines consisting of crup, extra	1 7
Single pairs, all lines, extra, 3d. per pair.	
Slippers, all sizes—	
Black basil, imitation wool, carpet, felt, canvas, venetian, and split	8 7
With front springs, extra	0 5 $\frac{3}{4}$
Lasting and patent shoe cloth, with front springs, plain	4 2 $\frac{1}{4}$
Hide, sheep, and Persian	3 7
With front springs, extra	0 5 $\frac{3}{4}$
All leathers not previously enumerated	4 9 $\frac{1}{4}$
With front springs, extra	0 5 $\frac{3}{4}$
Hand worked	7 2 $\frac{3}{4}$
With scolloped work, extra	1 0 $\frac{1}{4}$
Canvas Shoes, all sizes—	
Common, with basil fittings, two toe-caps, two cross-straps, four facings, basil back lined, canvas front linings, and tongues	6 2 $\frac{3}{4}$
Common, without straps	4 9
Best, faced with Russian, imitation Russian, calf, buckskin, or imitation	8 3 $\frac{1}{4}$
Cricketing, faced with Russian, imitation Russian, calf, buckskin, or imitation	10 3 $\frac{1}{4}$
Ordinary cricketing, faced with leathers (including calf offal) other than Russian, imitation Russian, calf, buckskin, or imitation, four cross-straps, two toe-caps, four facings, two back straps, with back basil linings, canvas fronts and tongues	7 2 $\frac{1}{4}$

Women's and Maids'—*continued*—

		Per dozen pairs.	
		s.	d.
Slipper Cut Shoes (no straps or fastenings)—			
Patent cloth (including linings), leather vamps, sheep, hide, and Persian	...	3	13 $\frac{1}{2}$
With side seam, extra	...	0	5 $\frac{1}{2}$
All leathers not previously enumerated	...	7	2 $\frac{1}{2}$
With side seam, extra	...	0	5 $\frac{1}{2}$
Women's House Boots—			
Lasting quarters, patent vamps or caps, elastic, linen-lined	...	6	9 $\frac{1}{2}$
With goloshes, extra	...	1	0 $\frac{1}{4}$
Lasting, plain	...	6	2 $\frac{1}{2}$
Lasting, elastic sides, with beaded top-bands	...	8	8 $\frac{1}{4}$
Extras—			
Toe-caps	...	0	5 $\frac{1}{2}$
Vamps	...	1	0 $\frac{1}{4}$
Goloshes	...	1	0 $\frac{1}{4}$

Hand Closing (throughout), when skived and fully prepared for closer.

Men's—		Per pair.	
3 rows—Watertights	...	31	1
2 " Watertight bluchers	...	22	10
2 " Ordinary lace-ups, with watertight tongues, vamp over back	...	25	11 $\frac{1}{2}$
2 " Butterfly cut	...	28	1
2 " Larrikin cut*	...	32	1
2 " Lace-ups, loose tongues	...	16	6 $\frac{1}{2}$
2 " Bluchers, plain	...	14	8 $\frac{1}{2}$
2 " Bluchers, piece tongues	...	16	6 $\frac{1}{2}$

Youths'—		Per pair.	
3 rows—Watertights	...	27	0 $\frac{1}{2}$
2 " Watertight bluchers	...	20	10 $\frac{1}{2}$
2 " Ordinary lace-ups, watertight tongues, vamp over back	...	20	4 $\frac{1}{2}$
2 " Butterfly cut	...	25	11 $\frac{1}{2}$
2 " Larrikin cut*	...	29	2
2 " Lace-ups, loose tongues	...	14	7 $\frac{1}{4}$
2 " Bluchers, plain	...	12	5 $\frac{1}{4}$

Men's—		Per pair.	
Field boots, side seams, back seams, piece let in in front	...	7	3 $\frac{1}{2}$

Wellingtons, Men's—		Per pair.	
Full	...	8	3 $\frac{1}{4}$
Three-quarters	...	7	2 $\frac{1}{2}$
Half	...	6	2 $\frac{1}{2}$
Knee or sluicing, and firemen's boots	...	11	5
Thigh or fishermen's boots	...	14	2 $\frac{1}{4}$
inside back leathers, 6d. per pair extra.			

Wellingtons, Youths'—		Per pair.	
Full	...	7	9 $\frac{1}{2}$
Three-quarters	...	6	10 $\frac{1}{4}$
Half	...	5	10
Knee or sluicing, and firemen's boots	...	10	10 $\frac{1}{4}$

All flat seamed fronts on knee, sluicing or fireman's boots, 1s. 4 $\frac{1}{2}$ d. per pair extra.
All classes of uppers cut from mineral kip, or part mineral and part ordinary kip, to be charged extra at the following rates, viz. :—

Mineral kip	4s. 9d. per dozen extra for all work 9s. 10d. and over.
	3s. 1 $\frac{3}{4}$ d. " " " " under 9s. 10d.
	1s. 7 $\frac{1}{4}$ d. per pair extra for all long work, Wellingtons, &c.

Hand Closing (throughout), when given out in the rough.

Men's—		Per dozen pairs.	
		s.	d.
3 rows—Watertights	...	33	2
2 " Lace-ups, loose tongues	...	22	10
2 " Bluchers, plain	...	19	9 $\frac{3}{4}$
2 " Bluchers, piece tongues	...	21	9 $\frac{1}{4}$

Wellingtons, Men's—		Per Pair.	
Full	...	11	5 $\frac{1}{4}$
Three-quarters	...	10	4 $\frac{3}{4}$
Half	...	9	4 $\frac{1}{4}$
Knee or sluicing, and firemen's boots	...	13	6
All Wellingtons given out in the rough, 1s. per pair less, if fronts are ready blocked.			

* Peak not to exceed 2 inches from the extreme point of the toe of upper before making.

		<i>Hand Closing (Fronts only).</i>						Per dozen pairs.	
								s.	d.
Men's—								s.	d.
3	rows—Watertights	...	...	...	...	...	...	16	7
3	„ Rink watertights	...	...	...	...	...	...	16	7
2½	„ Watertights	...	...	...	...	...	...	14	2½
2	„ Larrikin cut*	...	...	...	...	...	...	19	9½
2	„ Half-larrikiu watertights	...	...	...	...	...	...	16	7
2½	„ Half-larrikin watertights	...	...	...	...	...	...	18	7½
2	„ Side seam or seamless watertights	...	...	...	...	...	...	12	6
2	„ Ordinary balmorals	...	...	...	...	...	...	11	3½
2	„ Watertights (balmorals)	...	...	...	...	...	...	12	6
2	„ Derby balmorals	...	...	...	...	...	...	10	4½
2	„ Lace-ups, vamps over quarters	...	...	...	...	...	...	11	3½
2	„ Lace-ups, quarters over fronts	...	...	...	...	...	...	9	4½
2	„ Lace-ups, fronts on to watertight quarters	...	...	...	...	...	...	12	6
2	„ Bluchers, long seams	...	...	...	...	...	...	8	3½
2	„ Bluchers, short seams	...	...	...	...	...	...	6	2½
2	„ Watertight bluchers	...	...	...	...	...	...	10	4½
2	„ "U" or butterfly cut	...	...	...	...	...	...	14	8
Youths'—								s.	d.
3	rows—Watertights	...	...	...	...	...	...	14	8½
2½	„ Watertights	...	...	...	...	...	...	13	6½
2	„ Ordinary balmorals	...	...	...	...	...	...	9	4½
2	„ Watertights (balmorals)	...	...	...	...	...	...	11	3½
2	„ Derby balmorals	...	...	...	...	...	...	10	4½
2	„ Lace-ups, vamps over quarters	...	...	...	...	...	...	9	4½
2	„ Lace-ups, quarters over fronts	...	...	...	...	...	...	8	3
2	„ Lace-ups, fronts on to watertight quarters	...	...	...	...	...	...	11	3½
1	row Lace-ups, vamps over quarters	...	...	...	...	...	...	6	2½
1	„ Lace-ups, quarters over fronts	...	...	...	...	...	...	5	2
2	rows Bluchers, long seams	...	...	...	...	...	...	8	2½
2	„ Bluchers, short seams	...	...	...	...	...	...	6	2½
2	„ Watertight bluchers	...	...	...	...	...	...	10	4½
2	„ "U" or butterfly cut	...	...	...	...	...	...	13	6½
2	„ Larrikin cut*	...	...	...	...	...	...	18	7½
1	row, kip, single backs	...	...	...	...	...	...	5	3½
Boys', 7's to 9's—									
2	rows Ordinary balmorals	...	...	...	...	...	...	7	4½
10's to 13's—									
2	rows Ordinary balmorals	...	...	...	...	...	...	8	4½
7's to 13's—									
2	rows Lace-ups, vamps over quarters	...	...	...	...	...	...	7	4½
2	„ Lace-ups, quarters over fronts	...	...	...	...	...	...	6	2½
Women's and Maids', 1's to 8's—									
2	rows Ordinary balmorals	...	...	...	...	...	...	9	4½
2	„ Lace-ups, vamps over quarters	...	...	...	...	...	...	9	4½
2	„ Lace-ups, quarters over fronts	...	...	...	...	...	...	8	4½
Girls', 7's to 9's—									
2	rows Ordinary balmorals	...	...	...	...	...	...	7	4½
10's to 13's—									
2	rows Ordinary balmorals	...	...	...	...	...	...	8	4½
Lace-ups and balmorals, first row before machining								6	2½
Lace-ups and balmorals, first row after machining								4	1½
Watertights, first row and across tongue before machining								8	4½
Watertights, lace-ups, one row, before machining								8	4½
Men's shooting boots, one row at side and including stay, after machining								8	4½
Men's shooting boots, butterfly cut, extra								6	2½
Bluchers, side seams								2	1
Crup boots, extra								4	1½
Men's and youths' Cossacks, 2 rows, side seams only								9	4½
Men's and youths' bushman's, including buckles and straps, 18s. 3½d. per dozen.									
All classes of uppers cut from mineral kip, or part mineral and part ordinary kip, to be charged extra at the following rates, viz. :—									
1s. 1½d. per dozen extra for all work 7s. 10½d. and over.									
1½d. „ „ „ under 7s. 10½d.									
All tongues to be skived when given out.									

* Peak not to exceed 2 inches from the extreme point of the toe of upper before making.

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

Making.				Finishing.				
Men's.		Youths.		Boys 10's-13's.		Men's.	Youths.	Boys' 10's-13's.
Pegged.	Riveted.	Pegged.	Riveted.	Pegged.	Riveted.	per pair.	per pair.	per pair.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
3 2½	2 7½	2 7½	2 3½	1 10½	1 8	1 1½	0 10½	0 8½
2 7½	2 3½	2 3½	1 10½	1 10½	1 6½	0 10½	0 8½	0 8½
...	2 0	...	1 8	...	1 5½	0 8½	0 8½	0 7½
3 2½	1 3	2 7½	...	...	1 4½	...	...	...

Class—

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

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

- Filing sprigs, two rows round and two or three rows in centre, 1½d.
- Nailed or sprigged waists, 1½d.
- Rough sprigs, 2d.
- Slicking (boning) uppers on the last, 1½d.
- Standard, screwed through, or through and slip, 2d.
- Stab toes, 1½d.
- Square hobs, 1½d.
- Tip filler, filed and slicked, 1½d.
- Crop toe caps, 4d.
- Stiffener toe piece, not exceeding 2 inches deep, 2d.
- Stiffener toe piece, exceeding 2 inches deep, 4d.
- Crop outside counters, 2d.
- Toe-caps, except on balmorals, 1½d.
- Toe-plates, 1½d.
- White pegs, 1½d.
- Wellingtons, long and short, 5½d. making and 5½d. finishing.
- Hammering down pegs or rivets, where lasts are worn, 1½d.
- Clumps (outside), one row of rivets or screws, or imitation screws, or pin points, making per pair—

Boys, 10's-13's, 2½d.; women's and maids', 5½d.; men's and youths', 5½d.
Riveted, making on wood or plated last, 1½d.
Sizes over 11's men's and 7's women's, 4½d.

Extra to apply to Class 2—

Not otherwise provided for, if pegged in foreparts, 5½d.

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

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

Heeling, 2½d.; boys, 2½d.

Stiffeners and split lifts, 3d.

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

MAKING AND FINISHING.

WOOD LAST WORK.

Items.	Men's.		Youths'.	
	Making.	Finishing.	Making.	Finishing.
	per pair. s. d.	per pair. s. d.	per pair. s. d.	per pair. s. d.
Knee boots, sole and slip, or bricks	4 10 $\frac{1}{4}$	1 5 $\frac{1}{2}$	3 11 $\frac{3}{4}$	1 3
Wellingtons, long and short, sole and slip, or bricks ...	4 4	1 5 $\frac{1}{2}$	3 5 $\frac{3}{4}$	1 3
Watertights, bluchers or tongued lace, sole and slip, or bricks	3 11 $\frac{3}{4}$	1 1 $\frac{1}{4}$	2 9 $\frac{1}{2}$	0 10 $\frac{3}{4}$
Extras—				
Sprigged foreparts, filed	0 1 $\frac{1}{2}$	...	0 1 $\frac{1}{2}$	...
Sprigs, rough	0 1 $\frac{1}{2}$	...	0 1 $\frac{1}{2}$	...
Square hobs	0 1 $\frac{1}{2}$	...	0 1 $\frac{1}{2}$	...
Toe-plates	0 1 $\frac{1}{2}$	...	0 1 $\frac{1}{2}$	...
Waists, nailed or sprigged	0 1 $\frac{1}{2}$	...	0 1 $\frac{1}{2}$	...
White pegs	0 1 $\frac{1}{2}$	...	0 1 $\frac{1}{2}$	...

MISCELLANEOUS.*

	Making.	Finishing.
	per pair. s. d.	per pair. s. d.
Canvas Shoes—All sizes—		
Best, faced with Russian, imitation Russian, kid (all colours), white lamb, calf, buckskin, or imitation	1 10	...
White bottoms ... ..	...	1 3
Common, basil fittings	0 7 $\frac{3}{4}$	...
Edges only, water or coloured, heels only trimmed ... ..	...	0 5 $\frac{1}{2}$
Canvas shoes, not otherwise mentioned	0 10 $\frac{3}{4}$	...
Edges only, water or coloured, trimmed ... ..	...	0 7 $\frac{3}{4}$
Black canvas shoes, patent facings, toe-caps and straps (women's and children's only)	1 1 $\frac{1}{2}$	...
Leather or other toes, 1 $\frac{1}{4}$ d. extra ... ..	...	0 11 $\frac{3}{4}$
White bottoms ... ..	...	0 11 $\frac{3}{4}$
House Boots—		
Lasting, volvet or felt	0 9 $\frac{1}{4}$	...
Golosh counters, $\frac{1}{2}$ d. extra ... ..	...	0 4 $\frac{1}{2}$
Black edges ... ..	...	0 4 $\frac{1}{2}$
Black bottoms, with grain on, 1 $\frac{3}{4}$ d. extra ... ..	...	0 4 $\frac{1}{2}$
Black bottoms, with grain off, 2 $\frac{3}{4}$ d. extra ... ..	...	0 4 $\frac{1}{2}$
Lasting, elastic-side boots or shoes, with or without toe-caps, half-military heels, not to exceed $\frac{3}{8}$ inch in height	1 1 $\frac{1}{4}$	...
Leather or other toes, 1 $\frac{1}{4}$ d. extra ... ..	...	0 10 $\frac{3}{4}$
White bottoms ... ..	...	0 4 $\frac{1}{2}$
Black edges ... ..	...	0 4 $\frac{1}{2}$
Black bottoms, with grain on, 1 $\frac{3}{4}$ d. extra ... ..	...	0 4 $\frac{1}{2}$
Black bottoms, with grain off, 2 $\frac{3}{4}$ d. extra ... ..	...	0 4 $\frac{1}{2}$
Slippers—All sizes—		
Fancy, foxhead, venetian, or canvas	0 4 $\frac{3}{4}$	...
Basil, or mole	0 5 $\frac{1}{2}$	...
Edges only, heels only trimmed ... ..	...	0 2 $\frac{1}{4}$
Split, glace hide, tan hide, felt, patent oilcloth, carpet, levant, croco, box hide, austral, chrome sheep, glace sheep, suede, and leather not enumerated elsewhere	0 6	...
Leather or other toes, 1 $\frac{1}{4}$ d. extra ... ..	...	0 4 $\frac{1}{2}$
Leather stiffeners, 1 $\frac{1}{4}$ d. extra ... ..	...	0 4 $\frac{1}{2}$
Edges only, water or colour, trimmed ... ..	...	0 4 $\frac{1}{2}$
Black bottoms, with grain on, 1 $\frac{3}{4}$ d. extra ... ..	...	0 9 $\frac{1}{4}$
Black bottoms, with grain off, 2 $\frac{3}{4}$ d. extra ... ..	...	0 9 $\frac{1}{4}$
White bottoms ... ..	...	0 9 $\frac{1}{4}$
Lasting	0 7 $\frac{3}{4}$	...
Slippers, with slip heel not to exceed $\frac{3}{8}$ inch in height	0 9 $\frac{1}{4}$	...
Edges only trimmed ... ..	...	0 6
Black bottoms, with grain on, 1 $\frac{3}{4}$ d. extra ... ..	...	0 11
Black bottoms, with grain off, 2 $\frac{3}{4}$ d. extra ... ..	...	0 11
White bottoms ... ..	...	1 6 $\frac{3}{4}$
Hand worked	2 2 $\frac{1}{2}$	1 6 $\frac{3}{4}$
Buckskin, crnp, glace kid, wallaby, cove kid, white kid, patent, or box calf—		
Men's	1 7 $\frac{1}{2}$	1 2 $\frac{1}{4}$
Women's	1 2 $\frac{1}{2}$	0 11 $\frac{3}{4}$

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

MISCELLANEOUS—continued.

	Making.		Finishing.	
	per pair.	s. d.	per pair.	s. d.
Boots and Shoes, ready for rubber—				
All men's and women's, 1st class, less than corresponding lines, machine sewn	0	6	...	...
Women's, 2nd and 3rd classes, less than corresponding lines, machine sewn	0	3 $\frac{3}{4}$	...	...
All others, less than corresponding lines, machine sewn	0	2 $\frac{1}{4}$	...	...
Tennis Shoes—				
Men's—Class 1	...	...	1	1 $\frac{1}{2}$
Class 2	...	...	0	11 $\frac{1}{2}$
Class 3	...	...	0	8 $\frac{3}{4}$
Women's—Class 1	...	...	0	11 $\frac{1}{4}$
Class 2	...	...	0	10
Class 3	...	...	0	8

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

	Making.		Per dozen pairs	
	s. d.	s. d.	s. d.	s. d.
Boots—				
Sewing and turning, leather or linen lined	4	3 $\frac{3}{4}$
Extras—With patent vamps or goloshes	0	...	0	6
All white work	1	1 $\frac{1}{4}$
Shoes—				
Sewing and turning, leather lined	3	10
Sewing and turning, linen lined	3	2 $\frac{1}{2}$
Extras—With patent vamps or goloshes	0	6
All white work	1	1 $\frac{1}{4}$
Finishing.				
Per dozen pairs.				
Infants' Boots or Shoes—				
0's—3's	4	3 $\frac{3}{4}$
4's—6's	6	4 $\frac{1}{4}$
Extra—All white work	1	1 $\frac{1}{4}$

PUMPS.

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

FINISHING—WHITE TO HEEL.

	Men's.	Women's.	10's-13's.	7's-9's.	4's-12's.
	per pair.	per pair.	per pair.	per pair.	per pair.
Class 1	1 11 $\frac{1}{2}$	1 7	1 1 $\frac{1}{4}$	0 10 $\frac{3}{4}$	...
Class 2	1 7 $\frac{1}{2}$	1 4 $\frac{3}{4}$	0 10 $\frac{3}{4}$	0 8 $\frac{3}{4}$	...
Class 3	1 4 $\frac{3}{4}$	1 1 $\frac{1}{4}$	0 10 $\frac{3}{4}$	0 8 $\frac{3}{4}$	...
Class 4	...	...	...	...	0 5 $\frac{1}{2}$
Common Court Shoes and Slipper Pumps—					
Class 4	0 10 $\frac{3}{4}$	0 8 $\frac{3}{4}$	...	...	...

EXTRAS ON LIGHT WORK.

Items.	Men's and Youths.		Women's and Maids.		Boys and Girls. 4's to 13's	
	Making.	Finishing.	Making.	Finishing.	Making.	Finishing.
	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.
Bevel edges, foreparts ...	...	1½	...	1½	...	½
Black channels, not drawn out ...	...	3½	...	3½	...	1½
Black channels, drawn out ...	...	7½	...	5½	...	3½
Bordered and bunked, foreparts only ...	...	5½	...	4½	...	2½
Bordered and bunked, waists ...	...	1½	...	1½	...	1½
Bordered only, waists included if desired ...	...	3½	...	3½	...	1½
Bottoms, black (except patent ankle-straps) ...	...	2½	...	1½	...	½
Bottoms, spankum (either by maker or finisher) ...	1½	1½	1½	1½	½	½
Bottoms, slicked (other than bricks)* ...	3½	...	2½	...	...	...
Bottoms, screwed or imitation screwed ...	3½	...	3½	...	2½	...
Bottoms, plain-headed plugs ...	1½	...	1½	...	½	...
Bunked, only foreparts ...	...	2½	...	1½	...	1½
Bunked, only foreparts, ¼ inch and under ...	...	1½	...	1½	...	...
Bunked, waists ...	...	1½	...	1½	...	½
Bracing ...	1s. 10½d.	...	1s. 5½d.	...	1s. 5½d.	...
Clumps, cork inserted (rand finished before, boot is wholly put up) ...	11	11	9½	9½	5½	6
Clumps, cork inserted, ready-made rand ...	7½	1½	5½	1½	4½	½
Clumps, outside or inside, one row of rivets, or plain-headed plugs	5½	...	5½	...	3½	...
Clumps, outside or inside, two rows of rivets or screws, or imitation screws or pin points	4½	...	4½	...	2½	...
Clumps, inside, ½ inch and over in rough, without rivets or plugs, other than bricks ...	7½	...	6	...	4½	...
Clumps, bevel, outside or inside, all classes ...	6	...	5½	...	3½	...
Clumps, square, outside or inside, all classes (¾ inch and over when finished), other than bricks ...	3½	...	3½	...	1½	...
Clumps, square, outside or inside, all classes, one row of rivets ...	...	11	...	9½	...	6
Colours, white only ...	...	5½	...	...	...	...
Copper toes ...	1½	1½	1½	1½	½	2½
Cork inserted in welt in ordinary double soles	½	...	½	...	½	...
Cork inserted in welt (when middle prepared by employer) ...	3½	...	3½	...	2½	...
Cork imitation and divided edge clumps, inside or outside ...	1½	...	1½	...	1½	...
Covers lasted in ...	...	7½	...	6	...	4½
Covers, cutting off ...	1½	...	1½	...	½	...
Crowing or dull marking, strips and top-pieces ...	...	1½	...	1½	...	½
Crowing, fancy, all lines ...	...	3½	...	3½	...	3½
Crup, with calf caps ...	3	...	3½	...	2½	...
Crup, without caps ...	7½	...	5½	...	3½	...
Crup, with crup caps ...	11½	...	9½	...	5½	...
Fiddle waists ...	...	3½	...	3½	...	1½
Fiddle waists, spire 1 inch from joint ...	...	4½	...	4½	...	2½
Fiddle waists, spire over 1 inch ...	...	5½	...	5½	...	3½
Hammering down pegs or rivets, where lasts are worn ...	1½	...	1½	...	1½	...
Heels over 1½ inches high, measured from centre of top-piece, up to 2 inches ...	3½	2½	2½	2½	...	...
Heels over 2 inches ...	5½	3½	5½	5½	...	...
Heels, screwed, or imitation screwed top-pieces ...	1½	...	1½	...	1½	...
Heels, bordered top-pieces ...	...	1½	...	1½	...	1½
Heels, chopped ...	...	1½	...	...	...	1½
Heels, imitation Wurtemberg, measured from centre of top-piece up to 1½ inches ...	2½	2½	2½	2½	...	...
Heels, imitation Wurtemberg, measured from centre of top-piece over 1½ inches ...	5½	5½	5½	5½	...	...
Heel pins, on ordinary work ...	1½	...	1½	...	1½	...
Heels, shaved with No. 9 shave or over, under 1½ inches high, measured from centre of top-piece ...	...	...	...	1½	...	...

* Boys' 10's-13's, 2½d. per pair.

EXTRAS ON LIGHT WORK—continued.

Items.	Men's and Youths'.		Women's and Maids'.		Boys' and Girls', 4's to 13's.	
	Making.	Finishing.	Making.	Finishing.	Making.	Finishing.
	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.
Heels, ventilated, all lines	11½	3½	11½	3½	11½	3½
Hungarian nails, including top-piece—						
Two rows round and three rows in centre	4¼	...	...	...	2¾	...
Two rows round and two rows in centre	3¾	...	...	...	2¾	...
One row round and two rows in centre...	2¾	...	2¼	...	1½	...
Indestructible toes in all classes	3½	...	3½	...	2¾	...
Imitation-stitched foreparts, middle stitched before being put on	1½	...	1½	...	1½	...
Leather tips, when made by maker	1½	...	1½	...	1½	...
Machine-sewn waist other than clumps—						
One row of rivets or plain-headed plugs in foreparts	4¼	...	4¼	...	4¼	...
Two rows of rivets or screws or imitation screws or pin points	6	...	6	...	6	...
Measures (not including heel pins)—						
When lasts fitted up	3½	...	3½	...	2¾	...
Lasts to be fitted by maker	11½	...	11½	...	9	...
Patent vamps or vamps and goshes	3½	3½	3½	1½	1½	½
Patent toe-caps on all classes (except on patent vamps)	½	...	½	...	½	...
Pin points, top-pieces	1½	...	1½	...	1½	...
Rounding stuff, soles and insoles from the rough	5½	...	5½	...	4¼	...
Rounding stuff, already cut, toes	1½	...	1½	...	1½	...
Rounding stuff, already cut, heel to toe	2¾	...	2¾	...	1½	...
Rubber lift in heel	1½	3½	1½	3½	1½	2¾
Rubber forepart or through	1½	3½	1½	3½	1½	2¾
Samples	1½	1½	1½	1½	1½	1½
Slicking (boning) uppers on the last	1½	...	...	...	...	...
Sole and slip, with waist-pieces	1½	...	½	...	½	...
Spike toe, in size 7, ½ inch back from toe, under 1¼ inches	3½	...	...	...	...	...
Spike toe, in size 7, ½ inch back from toe, 1¼ inches	1½	...	...	...	...	...
Spike toe ... ..	...	...	½	...	...	...
Sprig foreparts, not filed—						
Two rows round and three rows in centre	4¼	...	...	...	3½	...
Two rows round and two rows in centre	3¾	...	...	...	2¾	...
One row round and two rows in centre...	2¾	...	2¼	...	2¾	...
Sprig foreparts, filed—						
Two rows round and three rows in centre	6	...	...	...	3½	...
Two rows round and two rows in centre	5½	...	4¼	...	3½	...
One row round and two rows in centre...	4¼	...	3½	...	2¾	...
Sprigged toe and joints, one row	1½	...	1½	...	1½	...
Sprigged toe and joints, two rows... ..	2¾	...	2¾	...	2¾	...
Sprigged toe and joint, filing (either by maker or finisher)	½	½	½	½	½	½
Sprigs or nails, additional rows—per row	½	...	½	...	½	...
Spur box	3s. 9½d.	11½	...	...	...	...
Stitched foreparts, not pricked	3½	3½	3½	3½	2¾	2¾
Stitched foreparts, pricked up	3½	7¼	...	7¼	...	5¼
Stitched foreparts to heel, not pricked up	5½	5½	5½	5½	3½	3½
Stitched foreparts to heel, pricked up	5½	11½	...	11½	...	7
Stitched aloft, foreparts chopped	3½	7	3½	7	3½	5¼
Stitched aloft to heel	5½	...	5½	...	3½	...
Stitched aloft, foretops not chopped if finished bottoms	3½	3½	...	3½	...	2¾
Stitched aloft to heel (the waist chopped being 2d.)... ..	5½	11½	...	11½	...	7¼
Strips, half-moon or one peak ... ..	...	2	...	1½	...	1½
Strips, peaked ... ..	...	3½	...	3½	...	2¾
Strips, spire ... ..	...	5½	...	5½	...	3½
Taking piece out of breast of top piece, and colouring to taste of employer ... ..	...	½	...	½	...	½
Through or runner	1½	...	1½	...	1¼	...
Through ... ..	...	1½	...	...	...	...
Thigh boots	11½	11½	...	...	...	...
Toe and joint, when pegs left out and sprigged instead (sprigs not filed)	Nil	...	Nil	...	Nil	...
Top pieces, black or coloured, all lines ... ..	...	½	...	½	...	½

EXTRAS ON LIGHT WORK—continued.

Items	Men's and Youths'.		Women's and Maids'.		Boys' and Girls', 4's to 13's.	
	Making.	Finishing.	Making.	Finishing.	Making.	Finishing.
	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.
Waists, fancy, any colour, all lines ...	...	3½	...	3½	...	3½
Waists, brown ...	...	1½	...	1½	...	1½
Waists, black ...	...	1½	...	1½	...	1½
Waists, corrugated or scored ...	...	5½	...	5½	...	3½
Wellingtons, long and short ...	5½	5½	...	...	...	...
Welts, yellow ...	...	5½	...	3½	...	2¾
Welts, wide, made in any class, over ¼ inch when finished measured from outside joints	3½	3½	...	...	...	...
Welts, wide—except in stitched ...	...	...	1½	1½	1½	1½
Welts, half-wide, except in stitched, ¼ inch when finished measured from outside joints	1½	1½	...	...	...	...
NOTE.—With reference to welts, half the extra to be paid to the person closing channel and half to person putting on stuff.						
Wooden heels, preparing seat for ...	1½	...	1½	...	1½	...
Wooden heels, putting on by hand ...	1½	...	1½	...	1½	...
Wurtemberg pumps and welts, split soles ...	...	3½	...	3½	...	3½

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

DEDUCTIONS.

	Men's and Youths'.	Boys', 10's-13's.	Women's and Maids'.	Girls', 7's-13's.	Boys' and Girls'.	
					7's-13's.	3's-6's.
					per pair. d.	per pair. d.
Heeling—						
Class 1 ...	4½	3¾	4½	3½	...	...
Class 2 ...	3¾	3¼	3¾	3	...	...
Class 3 ...	3½	2¾	3½	2½	...	...
Bottoms not finished—All classes	5½	2½	2½	1½	...	½
Finishing Wooden heels—						
Class 1 ...	6½	...	6½	...	4½	...
Class 2 ...	4½	...	4½	...	3½	...
Class 3 ...	3½	...	3½	...	2½	...
Fitting Stuff—						
Stiffeners and toes, ready for use ...	1	...	1	...	½	¼
Re-lasting, closing channels, and putting on split lifts—						
Class 1 ...	3½	...	1¾	...	1	...
Class 2 ...	3	...	1¾	...	1	...
Class 3 ...	3	...	1¾	...	1	...
Welts ...	3½	...	2½	...	1½	...

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

HEELING PUMPS, INCLUDING SPLIT LIFT WHEN USED.

	Men's and Youths'.	Boys', 10's to 13's.	Women's and Maids'.	Girls', 7's to 13's.				
					per pair.	per pair.	per pair.	per pair.
					d.	d.	d.	d.
Class 1 ...	7	5¾	7	5½				
Class 2 ...	5½	4½	5½	3¾				
Class 3 ...	3¾	3½	3¾	3½				

MAKING AND FINISHING.
HAND-SEWN WORK.

		Per pair.	
		s.	d.
<i>Long Work.</i>			
Napoleoa or field boots	...	32	9
Jockey boots	...	32	1
Jack boots	...	32	1
Wellington boots, long	...	32	1
Wellington boots, short	...	30	2
Thigh boots	...	52	10
Re-footing	...	30	2
<i>Short Work.</i>			
		Gents' Per pair.	Ladies' Per pair.
		s. d.	s. d.
Shooting boots	...	32	9
Short boots and shoes	...	30	2½
Pumps, Ladies' or Gents'—			
Romeo or court shoes	...	22	9
Wool or fancy slippers, if bound by maker	...	20	8½
Wool or fancy slippers, if not bound by maker	...	16	8½
Children's Boots or Shoes—			
Sizes 7's to 9's inclusive	...	17	9
Sizes 10's to 13's inclusive	...	18	9½
Sizes 1's and 2's inclusive	...	20	8½
Long Work—			
		<i>EXTRAS.</i>	
		s. d.	
All long work having patent vamps	...	2	1
All long work having patent or enamelled legs, or if made of soilable colours	...	2	1
All legs, if stiffened before being made	...	4	1½
Stitched seats	...	2	1
Short Work (Ladies' or Gents')—			
All clumps	...	4	1½
Spur boxes	...	5	1½
Middle sole	...	2	1
¾ inch edge (sole and welt)	...	1	1
Every ¼ inch over ¾ inch (sole and welt)...	...	1	1
Welts ¾ inch wide (measured at outside joint)	...	1	1
Welts ½ inch wide (measured at outside joint)	...	2	1
Waist, supported by inner sole or stiffener	...	1	1
Rubber lifts, if cemented	...	1	1
Rubber top-pieces, if cemented...	...	1	1
Scaife's patent soles	...	4	1½
Box corks (gents')	...	10	4½
Box corks (ladies')	...	8	2½
Ladies' heels, every ¼ inch over 1½ inch	...	0	8½
Cavity heels	...	2	1
Cloth or stockingette vamps or goloshes	...	1	1
Toe or heel plates	...	1	1
Nails in soles, if more than twenty	...	1	1
Stiff-leg skating boot (if stiffened by maker)	...	2	1
Patent legs, if kept straight	...	1	1
Stitched over 16 to the inch (ladies')	...	1	1
Stitched over 16 to the inch (ladies'), heel to heel	...	2	1
Stitched over 14 to the inch (gents')	...	1	1
Stitched over 14 to the inch (gents'), heel to heel	...	2	1
All faced leather, except black box calf or glace kid	...	2	1
Wurtemberg heels (wooden)	...	5	3
Wurtemberg heels (wooden), if sewn and stitched	...	8	2½
Wood heels (ready covered)	...	1	7½
Wood heels (if covered by maker)	...	3	1½
Spikes in cricket boots or shoes	...	2	1
Straps, if put on cricket boots or shoes by maker	...	1	1
All coloured welts on black-work	...	1	1
Pumps—			
Stiff toes	...	1	1
Bead on breakable trimmings	...	1	1
Velvet or satin	...	2	1
Outside heels on slippers	...	2	1

The Board determines, under the provisions of sub-sections (1) and (2) of section 144 of the *Factories and Shops Act 1915*, that any employer may fix and pay piece-work prices to any person employed at making cripple corks, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

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

W. L. HARRINGTON,
Secretary.

Melbourne, 28th August, 1929.

(3)

Other Employees.	Day Shift.			
	Wages per Week of 44 Hours.			
	Within a radius of 20 miles of G.P.O., Melbourne; Midura and Gippsland Districts.	Within a radius of 20 miles of the		Other parts of Victoria where this Determination applies.
		Geelong or Warrnambool Districts Post Offices.	Ballarat, Bendigo, or Castlemaine Post Offices.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Forger or faggotter	6 6 6	6 7 0	6 2 6	6 5 6
Patternmaker	6 3 6	6 4 0	5 19 6	6 2 6
Electrical or oxy-acetylene welder	5 18 6	5 19 0	5 14 6	5 17 6
Toolmaker engaged in making or completing special precision tools which require greater skill to make or complete than is possessed by an ordinary fitter or turner	5 17 6	5 18 0	5 13 6	5 16 6
Gaugemaker or die sinker				
Toolsmith				
Spring fitter	5 14 6	5 15 0	5 10 6	5 13 6
Fitter on marking-off table	5 17 6	5 18 0	5 13 6	5 16 6
Fitter on turbine blading	5 17 6	5 18 0	5 13 6	5 16 6
Fitter on water meters				
Pipe fitter engaged in fitting or turning or bending work on metal pipes meant for carrying air or steam or water or ammonia, not including faucet or spigot jointing				
Other fitters				
Annealer or case-hardener or bulldozer				
Ajax forger, blacksmith, coppersmith, drop-hammersmith, beadley hammer-smith, oliver smith, general smith, or motor smith				
Brassfinisher (engineering or other first class)	5 14 6	5 15 0	5 10 6	5 13 6
Brassmoulder—jobbing only (other than stove moulders or those engaged in repetition work)				
Motor car mechanic, or tuner and tester				
Persons employed in making scientific instruments, fireproof safes, strongroom doors, safe locks (four or more levers), or locks of the same quality				
Turner, borer, driller (cutter-bar), gear-cutter using milling machine, lapper or grinder using precision tools, miller (general or universal), planer, shaper, or slotter				
Brass moulders—not jobbing only—engaged in repetition work done on the plate system, or by moulding machines where not less than twenty articles are moulded consecutively				
Brassfinisher, not engineering or other first class				
Gear-cutter not using precision tools				
Lapper or grinder not using precision tools	5 6 6	5 7 0	5 2 6	5 5 6
Key-seating driller				
Planer—rail or plate edge				
Pipe fitter other than those engaged on high-pressure work, high-pressure air, ammonia or hydraulic work				
Casting dresser (brass)	4 19 6	5 0 0	4 15 6	4 18 6
Coremaker, female	2 15 4	2 15 8	2 13 2	2 14 10
Coremaker, male				
Driller, radial or multiple				
Driller, plain or twist drill				
Furnaceman				
Machinist making nuts, bolts, rivets, or dog spikes	5 2 6	5 3 0	4 18 6	5 1 6
Machinist (hydraulic or power press)				
Screwing machinist				
Sheetmetal or coppersmith's machinist				
Tapping machinist				
Brass polisher				

Leading hands—
 In charge of not less than three, and not more than ten employees 6s. per week extra
 In charge of more than ten employees 12s. per week extra
 The following additional rates shall be paid to persons working—
 (a) where the artificial temperature is 130° F. or over 2s. per hour
 (b) where the artificial temperature is 115° F. or over 1s. per hour
 (c) where the artificial temperature is below zero, 1d. per hour for the first two hours, and thereafter 2d. per hour on the same day.

(4) OTHER SHIFTS.
 The following percentages shall be added to the rates fixed for the day shift for persons employed on any of the following shifts:—
 Afternoon or night shift—
 During first month's employment on such shift 25 per cent.
 Thereafter 5 per cent.
 Shift workers in a continuous process employed on a shift other than a day shift 5 per cent.

(5) SHIFTS.—That—
 (a) The hour of beginning and the hour of ending each shift shall be between:—

		Where one Shift is Worked.	
		Time of Beginning.	Time of Ending.
Monday to Friday	(Day shift)	7 a.m.	5 p.m.
Saturday	(Day shift)	7 a.m.	12 noon
When two Shifts are Worked.			
Monday to Saturday	(Day shift)	7 a.m.	3 p.m.
Monday to Saturday	(Afternoon shift)	3 p.m.	11 p.m.
Where three Shifts are Worked.			
Monday to Saturday	(Day shift)	7 a.m.	3 p.m.
Monday to Saturday	(Afternoon shift)	3 p.m.	11 p.m.
Monday to Saturday	(Night shift)	11 p.m.	7 a.m.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees concerned, but in no case shall the total length of any shift be increased without payment for overtime.

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee (other than a shift worker in a continuous process)—

- (1) Before or after his shift,
 - (2) In excess of 8 hours 48 minutes on Monday, Tuesday, Wednesday, Thursday, or Friday when 44 hours are worked during five days of the week,
 - (3) In excess of 8 hours on Monday, Tuesday, Wednesday, Thursday, or Friday, or 4 hours on Saturday when 44 hours are worked during 6 days of the week,
- shall be time and a half for the first four hours, and thereafter double time.

(c) The higher rate to be paid for each hour or fraction of an hour worked by a shift worker in a continuous process before or after his shift shall be at the rate of double time.

But this does not apply to cases of arrangement between employees themselves, or to cases due to rotation of shifts or when the relief does not come on duty at the proper time, provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work and the employee whom he should relieve is not relieved, such employee unrelieved shall be paid time and a half for all time on duty after he has finished his ordinary shift.

For all time of duty on Sundays or holidays, even if in due course of rotation of shifts, such an employee shall be paid at the rate of time and a half.

(6) ALLOWANCES.—All employees working in a place where water is continually dripping from overhead, so that their clothing becomes saturated, or where there is water underfoot, in which the employee has to stand, to a depth exceeding 2 inches, so that the feet of the employee become wet, shall receive 1s. per day in addition to the rates prescribed in clause (3) for each day they are so employed.

All employees called upon to work in a compartment or place not properly ventilated, where access to it is through a manhole or similar opening, the dimensions of which compartment or place are such that, in order to do the work, it is necessary for the employee to work in a stooping, sitting, or otherwise cramped position, and in any case includes, in the case of a ship, the double-bottom tanks and bilges, shall be paid 3d. an hour extra whilst so engaged.

All employees working at ships' bilges or in boiling-down works, lead works, sanitary works, and slaughter yards, shall be paid 1d. per hour beyond the ordinary wages payable to them.

Patternmakers, when engaged on lignum-vitæ outside the workshop or fitting same to stern bushes, shall be paid 3d. per hour extra for all time so worked.

(7) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one-half the number of hours fixed be paid at the ordinary wages rate with an addition of thirty-three and a third per centum.

(8) TRAVELLING TIME.—Persons employed on work away from the workshop, shall receive—

(a) The fares necessarily expended in going to and fro.

(b) For time occupied in travelling either during or outside the usual working hours—

Payment at rates fixed in clause (3) up to a maximum of twelve hours, except on Sundays when time and a half shall be paid.

(9) SUNDAYS AND HOLIDAYS.—For all time of duty on Sundays or holidays, employees not in a continuous process shall be paid at double rate, except in the case of employees effecting repairs to or renewals to plant or machinery—which it is necessary to effect on Sundays or holidays to enable work to be safely resumed on Monday or the earliest working day—in which case payment shall be made at the rate of time and a half. This exception does not apply to work installing new machinery. Holidays mentioned in this determination shall include:—New Year's Day, Foundation Day (26th January), Good Friday, Easter Saturday, Easter Monday, King's Birthday, Eight Hours Day (21st April), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(10) PIECE-WORK.—The Board determines, under the provisions of section 144 of the *Factories and Shops Act 1915*, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

(11) DEFINITION.—“Continuous process,” means a process in which the men are usually employed seven days every week for not less than eight hours per day for an unbroken period of not less than six days in the week.

(12) GRINDING TOOLS.—Each patternmaker, at the end of his employment, shall be allowed an hour at ordinary rates for the purpose of grinding his tools.

(13) CARTING TOOLS.—The employer shall pay the cost of carting all patternmakers' tools to the shop or job (if any), not exceeding 3s., unless the worker is employed for at least two consecutive full weeks.

(14) EXTRA RATES NOT CUMULATIVE.—Extra rates in this determination prescribed, including rates for dirty work, confined spaces, wet, hot and cold places, are not cumulative so as to exceed the maximum of double the ordinary rates.

W. W. HARRIS,
Chairman.

A. G. ALLEN,
Secretary.

Melbourne, 19th August, 1929.



VICTORIA GOVERNMENT GAZETTE.

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No. 99.]

MONDAY, SEPTEMBER 2.

[1929

Factories and Shops Acts.

DETERMINATION OF THE ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

NOTE.—(a) This Determination on the 3rd September, 1929, applied to the whole of the State of Victoria, outside and excepting the Shire of Braybrook.

(b) On the 29th November, 1927, the powers of the Board were extended to enable it to fix the lowest prices or rates which may be paid to any unskilled persons employed—

- (1) in the trade of a maker of scientific instruments, fireproof safes, strongroom doors, safe locks (four or more levers), or locks of the same quality;
- (2) in performing any engineering fitting or engineering machining work not already under the jurisdiction of the Board;
- (3) in preparing iron or steel material for reinforcing concrete for building or other purposes.

IN accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to “determine the lowest prices or rates which may be paid to any unskilled persons employed in the process, trade, or business of—

- (a) a brassfounder or brassfinisher, or in the process, trade, or business of a brassfounder or brassfinisher of any electrical apparatus or machinery or parts thereof;
- (b) a mechanical engineer, including—

- | | |
|-------------------------------|--------------------------|
| (1) a patternmaker, | (6) a planer, |
| (2) an iron and brass turner, | (7) a slotter, |
| (3) a fitter, | (8) a borer, |
| (4) a blacksmith, | (9) a milling machiner,” |
| (5) a coppersmith, | |

has made the following Determination:—

(1) That on the 3rd September, 1929, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.	Juvenile Workers.																																										
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(3)

ADULTS.	Wages—Day Shift.					Hours per week.
	Within a radius of 20 miles of G.P.O., Melbourne, Mildura, and Gippsland Districts.	Ballarat District.	Bendigo and Castlemaine Districts.	Geelong and Warrnambool Districts.	Other Parts of Victoria where Determination applies.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Persons working with hammer 14 lb. weight or over—						
On repair work	5 6 9	5 2 9	5 3 9	5 7 3	5 4 9	44
On other work	4 18 9	4 14 9	4 15 9	4 19 3	4 16 9	44
Persons working on ship or steamer under construction or repair	5 5 6	5 1 6	5 2 6	5 6 0	5 3 6	44
Forge assistants, i.e., underhand, hammer driver and crane man, employed on work 10 cwt. or over	5 0 6	4 16 6	4 17 6	5 1 0	4 18 6	44
Persons assembling new cars from stock parts	5 1 0	4 17 0	4 18 0	5 1 6	4 19 0	48
Striker for a blacksmith, oliversmith, dropammersmith, or springmaker	4 17 6	4 13 6	4 14 6	4 18 0	4 15 6	44
Assistants, including motor mechanic's assistant	4 16 6	4 12 6	4 13 6	4 17 0	4 14 6	44
Heaters, and persons engaged cutting off in connexion with the manufacture of bolts and nuts by machinery	4 16 6	4 12 6	4 13 6	4 17 0	4 14 6	44
Persons employed in preparing iron or steel material for reinforcing concrete for building or other purposes :—						
On bending and cutting machines	4 18 6	4 14 6	4 15 6	4 19 0	4 16 6	44
On bending and cutting machines (assistants)	4 15 6	4 11 6	4 12 6	4 16 0	4 13 6	44
On steel fabric machines	4 18 6	4 14 6	4 15 6	4 19 0	4 16 6	44
On steel fabric machines (assistants)	4 13 6	4 9 6	4 10 6	4 14 0	4 11 6	44
Assemblers (loading hand)	4 18 6	4 14 6	4 15 6	4 19 0	4 16 6	44
Assemblers (assistants)	4 13 6	4 9 6	4 10 6	4 14 0	4 11 6	44
Labourers	4 10 6	4 6 6	4 7 6	4 11 0	4 8 6	44

Assistant is a person (other than a striker) who works with either a blacksmith, oliversmith, dropammersmith, fitter, turner, borer, slotter, planer, miller, universal grinder, coppersmith, springmaker, or a pipe bender.

Motor mechanic's assistant is a person working with a motor mechanic.

Leading hands—

- In charge of not less than three, and not more than ten employees 6s. per week extra
- In charge of more than ten employees 12s. per week extra

The following additional rates shall be paid to persons working—

- (a) where the artificial temperature is 130° F. or over 2s. per hour
- (b) where the artificial temperature is 115° F. or over 1s. per hour
- (c) where the artificial temperature is below zero, 1d. per hour for the first two hours, and thereafter 2d. per hour on the same day.

(4) OTHER SHIFTS.

The following percentages shall be added to the rates fixed for the day shift for persons employed on any of the following shifts :—

- Afternoon or night shift—
- During first month's employment on such shift 25 per cent.
- Thereafter 5 per cent.
- Shift workers in a continuous process employed on a shift other than a day shift 5 per cent.

(5) SHIFTS.—That—

(a) The hour of beginning and the hour of ending each shift shall be between :—

		Where one Shift is Worked.	
		Time of Beginning.	Time of Ending.
Monday to Friday	(Day shift)	7 a.m.	5 p.m.
Saturday	(Day shift)	7 a.m.	12 noon
Where two Shifts are Worked.			
Monday to Saturday	(Day shift)	7 a.m.	3 p.m.
Monday to Saturday	(Afternoon shift)	3 p.m.	11 p.m.
Where three Shifts are Worked.			
Monday to Saturday	(Day shift)	7 a.m.	3 p.m.
Monday to Saturday	(Afternoon shift)	3 p.m.	11 p.m.
Monday to Saturday	(Night shift)	11 p.m.	7 a.m.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees concerned, but in no case shall the total length of any shift be increased without payment for overtime.

- (b) The higher rate to be paid for each hour or fraction of an hour worked by any employee other than a shift worker in a continuous process before or after his shift shall be time and a half for the first four hours, and thereafter double time.
- (c) The higher rate to be paid for each hour or fraction of an hour worked by a shift worker in a continuous process before or after his shift shall be at the rate of double time.

But this does not apply to cases of arrangement between employees themselves, or to cases due to rotation of shifts or when the relief does not come on duty at the proper time, provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work and the employee whom he should relieve is not relieved, such employee unrelieved shall be paid time and a half for all time on duty after he has finished his ordinary shift.

For all time of duty on Sundays or holidays, even if in due course of rotation of shifts, such an employee shall be paid at the rate of time and a half.

(6) ALLOWANCES.—All employees working in a place where water is continually dripping from overhead, so that their clothing becomes saturated, or where there is water underfoot, in which the employee has to stand, to a depth exceeding 2 inches, so that the feet of the employee become wet, shall receive 1s. per day in addition to the rates prescribed in clause (3) for each day they are so employed.

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All employees working at ships' bilges or in boiling-down works, lead works, sanitary works, and slaughter yards, shall be paid 1d. per hour beyond the ordinary wages payable to them.

(7) TRAVELLING TIME.—Persons employed on work away from the workshop shall receive —

(a) The fares necessarily expended in going to and fro.

(b) For time occupied in travelling either during or outside the usual working hours—

Payment at rates fixed in clause (3) up to a maximum of twelve hours, except on Sundays, when time and a half shall be paid.

(8) SUNDAYS AND HOLIDAYS.—For all time of duty on Sundays or holidays, employees not in a continuous process shall be paid at double rate, except in the case of employees effecting repairs to or renewals to plant or machinery—which it is necessary to effect on Sundays or holidays to enable work to be safely resumed on Monday or the earliest working day—in which case payment shall be made at the rate of time and a half. This exception does not apply to work installing new machinery. Holidays mentioned in this determination shall include:—New Year's Day, Foundation Day (26th January), Good Friday, Easter Saturday, Easter Monday, King's Birthday, Eight Hours Day (21st April), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(9) DEFINITION.—“Continuous process,” means a process in which the men are usually employed seven days every week for not less than eight hours per day for an unbroken period of not less than six days in the week.

(10) EXTRA RATES NOT CUMULATIVE.—Extra rates in this determination prescribed, including rates for dirty work, confined spaces, wet, hot and cold places, are not cumulative so as to exceed the maximum of double the ordinary rates.

(11) PROVISION FOR TOOLS.—The employer shall provide for the employee all necessary tools. But the employee shall replace or pay for any tools so provided if lost through his negligence

W. W. HARRIS,
Chairman.

A. G. ALLEN,
Secretary.

Melbourne, 19th August, 1929.

