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[1937

Factories and Shops Acts.

DETERMINATION OF THE BOOT BOARD.

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

NOTE.—(1) This Determination applies to the whole of the State of Victoria.
(2) Clicking, stuff cutting, making, and finishing were proclaimed on 13th January, 1932, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the Apprenticeship Regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 61 Spring-street, Melbourne (price 3d.).

I FRANCIS ANTHONY MARZORINI, in pursuance of the powers contained in the *Factories and Shops Acts* and in consequence of the provisions contained in a determination made on the 25th February, 1937, by the Boot Board and published in the *Government Gazette* on 18th March, 1937, hereby issue an adjusted determination showing the adjusted wages rates to be paid as from the 1st day of July, 1937, to any person—

- (a) wholly or partly preparing or manufacturing either inside or outside a factory boots, shoes, or slippers of every description;
- (b) designing or cutting patterns of boots, shoes, or slippers from metal or any other material—

WAGES.

Apprentices or Improvers.					Other Employees.		Minimum Wage.	Hours of Work per Week.
MALES.*					MALES.		s. d.	
Wages per Week of 44 hours.					Adult males		91 0	44
Commencing Age.					FEMALES.			
	Under 16 years.	16 years.	17 years.	18 years or over.	Females employed clicking, designing or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience			
	s. d.	s. d.	s. d.	s. d.	Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto		91 0	44
1st year	12 0	17 6	17 6	25 9	Apprentices and all other improvers—			
2nd year	17 6	25 9	25 9	33 9	1st 6 months' experience		16 0	
3rd year—					2nd "		17 6	
1st 6 months	25 9	33 9	33 9	47 0	3rd "		20 6	
2nd 6 months	25 9	33 9	33 9	54 9	4th "		23 3	
4th year—					5th "		25 0	
1st 6 months	33 9	39 9	47 0	Min. wage	6th "		27 9	
2nd 6 months	33 9	39 9	54 9		7th "		32 0	
5th year—					8th "		35 0	
1st 6 months	39 9	47 0	Min. wage		Thereafter		47 0	
2nd 6 months	39 9	54 9						
6th year—								
1st 6 months	47 0	Min. wage						
2nd 6 months	54 9							
Thereafter								

Proportion.

(In any factory or place.)

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

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

Proportion.

(In any factory or place.)

One male improver to 50 or over 50 male workers employed and receiving at wages rates or piece-work prices not less than 9s. per week of 44 hours.

Proportion.

(In any factory or place.)

One female apprentice to every three or fraction of three female workers employed and receiving at wages rates or earning at piece-work prices not less than 47s. 0d. per week of 44 hours.

Proportion.

(In any factory or place.)

Three female improvers to each female worker employed and receiving at wages rates or earning at piece-work prices not less than 47s. 0d. per week of 44 hours.

Provided that the total number of female apprentices and improvers in any factory or place shall not exceed three to each adult female receiving not less than 47s. 0d. per week of 44 hours.

(a) Females employed clicking, designing or cutting patterns stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience 91 0 44

(b) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto 91 0 44

(c) Females with four years' experience and over employed operating wax thread machines 54 6 44

(d) Females with four years' experience employed skiving or trimming the insides or outsoles of uppers, or preparing toe puffs of material other than crop, or sizing uppers, or socking, or making cosy slippers with soles of upper leather or other soft material with felt or compo. filling, excepting the operations set out in Clause (a) above, or attaching felt to leather soles by Union Special Machine No. 75, B80, L00, or any similar table machine, or preparing slippers for the slipper turn sewing machine 47 0 44

(e) Females with four years' experience not otherwise provided for 47 0 44

(f) All other adult females 47 0 44

* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission. See Note 2 above.
No. 128.—7317.

(2)

JUVENILE WORKERS.

One juvenile worker, i.e., a male under sixteen years of age employed running errands, sweeping, carrying, sorting lasts, and heel nail feeding, may be employed in each factory, and shall be paid not less than 12s. 0d. per week of 44 hours.

(3)

HOURS OF WORK.

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

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

(4)

OVERTIME.

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

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

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

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

(5)

MEAL TIME.

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

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

(6)

TERMS OF ENGAGEMENT.

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

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

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

(7)

SUNDAY WORK.

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

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

(8)

HOLIDAYS.

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

(9)

PAYMENT OF WAGES.

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

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

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

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

(10)

TIME AND WAGES BOOK.

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

(11)

SEATS.

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

(12)

TOOLS.

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

(13)

RIGHT OF ENTRY.

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

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

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

(14)

WASHING ACCOMMODATION.

Suitable washing accommodation shall be provided for all employees.

(15)

SHOP STEWARDS.

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

PIECE-WORK SCHEDULES.

The piece-work prices for making and finishing shall be the prices set out in this schedule of the award. The amount of work or price per pair or dozen is to be entered into the employee's memo. book by the foreman or employer.

MAKING AND FINISHING.

Making shall include stiffener or any toe except a stub toe.

Finishing shall mean white to heel and top piece, square or bevel waists, including fudging.

CLASSIFICATION OF LEATHERS—TO BE DETERMINED BY LEATHER IN VAMPS.

- Class 1.—Buckskin, imitation buckskin, crup, glace kid, glace goat, glace wallaby, glove kid, white kid, patent, imported calf all kinds (black or coloured), Levant seal, Class 2.—Colonial calf, and all other leathers not specified in either 1st or 3rd Class.
- Class 3.—Mock kid, offal kid, glace sheep, glace Persian, polish grain, satin, split or hide (black or coloured), sheep Levant, waxed wallaby, satin wallaby, kip, split, offal grain, Persian sheep.

	Men's.		Youths.		Boys', 10s-13s.		Women's.		Males.		Girls, 10s-13s.		Children's.													
													7s-9s.		4s-6s.		Maider, 2s.		Girls, 11s-14s.		7s-10s.		3s-5s.			
	per pair.	d. s.	per pair.	d. s.	per pair.	d. s.	per pair.	d. s.	per pair.	d. s.	per pair.	d. s.	per pair.	d. s.	per pair.	d. s.	per pair.	d. s.	per pair.	d. s.	per pair.	d. s.	per pair.	d. s.	per pair.	d. s.
MACHINE SEWN AND PEGGED.																										
Leathers—																										
Class 1	2	10s	1	10s	1	11s	1	11s	1	11s	1	11s	1	6s	1	6s	1	6s	1	6s	1	6s	1	6s	1	6s
Class 2	2	4s	1	9s	1	11s	1	11s	1	11s	1	11s	1	7s	1	7s	1	7s	1	7s	1	7s	1	7s	1	7s
Class 3	2	2s	1	5s	1	10s	1	10s	1	10s	1	10s	1	4s	1	4s	1	4s	1	4s	1	4s	1	4s	1	4s
Class 3 (pegged only)	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Leathers—																										
Class 1	2	4s	1	6s	1	12s	1	12s	1	12s	1	12s	1	8s	1	8s	1	8s	1	8s	1	8s	1	8s	1	8s
Class 2	1	11s	1	4s	1	7s	1	7s	1	7s	1	7s	1	6s	1	6s	1	6s	1	6s	1	6s	1	6s	1	6s
Class 3 (see Note below)	1	9s	1	1s	1	6s	1	6s	1	6s	1	6s	1	5s	1	5s	1	5s	1	5s	1	5s	1	5s	1	5s
Class 3 (with one row of pegs or rivets)	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

Welts.—All sizes and classes 13d. per pair for making more than corresponding sizes and classes machine sewn.

Note.—Class 3, men's and youths' riveted boots, bottoms not to be filed by maker.

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

Split toe-cap on all classes, 4d. per pair extra.

Stub toe, 1d. per pair extra.

Riveted, making on wood or plated last, 1d. per pair extra.

Sizes over 11's men's and 7's women's, 6d. per pair extra.

* No deductions on ankle strap.

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.	per pair.	Pegged.	Riveted.	per pair.	Pegged.	Riveted.	per pair.	Pegged.	Riveted.	per pair.	Pegged.	Riveted.	per pair.	Pegged.	Riveted.	per pair.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
3 0	2 4½	2 4½	2 4½	2 1½	2 1½	2 4½	2 1½	2 1½	1 9½	1 9½	1 7	1 0½	0 10½	0 10½	1 0½	0 8½	0 8½
...
3 0	1 7½	1 7½	2 5½	...	...	...	...	...	...	...	...	1 0½	0 8½	0 8½	1 0½	0 8½	0 7½

- 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 Balmorals, slicked bottoms, military or Hungarian nailed, as desired by employer
 4. Bluchers, riveted, nailed, or sprigged, slipper bottom, sole and slip

Stokers', making, complete, 2s. 11d. 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.
 Stub 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.
 Wellingtons, long and short, 6½d. making and 6½d. finishing.
 White pegs, 1½d.
 Hammering down pegs or rivets, where lasts are worn, 1½d.
 Clumps (outside), one row of rivets or screws, or imitation screws, or pin points, making per pair—

Boys, 10's-13's, 2½d.; women's and maids', 6½d.; men's and youths', 6½d.
 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, 7d.
 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, ½d.
 Light and strong work to be made and finished under their respective headings only.

MAKING AND FINISHING:
WOOD LAST WORK.

Items.	Men's.		Youths'.	
	Making.	Finishing.	Making.	Finishing.
	per pair. s. d.	per pair. s. d.	per pair. s. d.	per pair. s. d.
Knee boots, sole and slip, or bricks	5 0	1 6 $\frac{1}{4}$	4 1 $\frac{3}{4}$	1 3 $\frac{1}{4}$
Wellingtons, long and short, sole and slip, or bricks ...	4 6	1 6 $\frac{1}{4}$	3 7	1 3 $\frac{1}{4}$
Watertights, bluchers or tongued lace, sole and slip, or bricks	4 1 $\frac{1}{2}$	1 1 $\frac{1}{2}$	2 10	0 11 $\frac{1}{2}$
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 9 $\frac{3}{4}$	...
White bottoms ... ..	...	1 3 $\frac{1}{4}$
Common, basil fittings	0 8	...
Edges only, water or coloured, heels only trimmed ... ..	...	0 5 $\frac{3}{4}$
Canvas shoes, not otherwise mentioned	0 11 $\frac{1}{4}$	...
Edges only, water or coloured, trimmed ... ..	...	0 8
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. ... ..	...	...
White bottoms ... ..	...	1 0
House Boots—		
Lasting, velvet or felt	0 10	...
Golosh counters, $\frac{1}{2}$ d. extra. ... ..	...	...
Black edges ... ..	...	0 4 $\frac{1}{4}$
Black bottoms, with grain on, 1 $\frac{3}{4}$ d. extra. ... ..	...	...
Black bottoms, with grain off, 2 $\frac{3}{4}$ d. extra. ... ..	...	...
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 $\frac{1}{2}$	...
Leather or other toes, 1 $\frac{1}{4}$ d. extra. ... ..	...	...
White bottoms ... ..	...	0 11 $\frac{1}{4}$
Black edges ... ..	...	0 4 $\frac{1}{4}$
Black bottoms, with grain on, 1 $\frac{3}{4}$ d. extra. ... ..	...	...
Black bottoms, with grain off, 2 $\frac{3}{4}$ d. extra. ... ..	...	...
Slippers—All sizes—		
Fancy, foxhead, venetian, or canvas	0 4 $\frac{1}{2}$	...
Basil, or mole	0 5 $\frac{3}{4}$	...
Edges only, heels only trimmed ... ..	...	0 2
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 $\frac{1}{4}$	...
Leather or other toes, 1 $\frac{1}{4}$ d. extra. ... ..	...	...
Leather stiffeners, 1 $\frac{1}{4}$ d. extra. ... ..	...	...
Edges only, water or colour, trimmed ... ..	...	0 4 $\frac{1}{2}$
Black bottoms, with grain on, 1 $\frac{3}{4}$ d. extra. ... ..	...	...
Black bottoms, with grain off, 2 $\frac{3}{4}$ d. extra. ... ..	...	...
White bottoms ... ..	...	0 9 $\frac{3}{4}$
Lasting	0 8	...
Slippers, with slip heel not to exceed $\frac{7}{8}$ inch in height	0 9 $\frac{3}{4}$	...
Edges only trimmed ... ..	...	0 6 $\frac{1}{4}$
Black bottoms, with grain on, 1 $\frac{3}{4}$ d. extra. ... ..	...	...
Black bottoms, with grain off, 2 $\frac{3}{4}$ d. extra. ... ..	...	...
White bottoms ... ..	...	0 11 $\frac{3}{4}$
Hand worked	2 2 $\frac{1}{2}$	1 7 $\frac{1}{4}$
Buckskin, crup, glace kid, wallaby, glove kid, white kid, patent, or box calf—		
Men's	1 8	1 2
Women's	1 2 $\frac{1}{4}$	0 11 $\frac{1}{4}$

* 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	6½	...	...
Women's, 2nd and 3rd classes, less than corresponding lines, machine sewn	0	3½	...	...
All others, less than corresponding lines, machine sewn	0	2	...	...
Fennis Shoes—				
Men's—Class 1	...	...	1	1½
Class 2	...	...	0	11½
Class 3	...	...	0	8¾
Women's—Class 1	...	...	1	0
Class 2	...	...	0	9¾
Class 3	...	...	0	8

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

	Making.		Per dozen pairs.	
	s.	d.	s.	d.
Boots—				
Sewing and turning, leather or linen lined	4	3
Extras—With patent vamps or goloshes	0	6½
All white work	1	1½
Shoes—				
Sewing and turning, leather lined	3	9½
Sewing and turning, linen lined	4	3
Extras—With patent vamps or goloshes	0	5¾
All white work	1	1½
	Finishing.		Per dozen pairs.	
			s.	d.
Infants' Boots and Shoes—				
0's—3's	1	0
4's—6's	0	11½
Extra—All white work	1	1½

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.
	s. d.	s. d.	s. d.	s. d.	s. d.
Class 1	1 11¼	1 7	1 1½	0 11	...
Class 2	1 7½	1 4¾	0 10¾	0 8¾	...
Class 3	1 4¾	1 1½	0 10¾	0 8¾	...
Class 4	...	...	...	...	0 5
Common Court Shoes and Slipper Pumps—					
Class 4	0 10¾	0 8¾	...	...	...

EXTRAS ON LIGHT WORK.

Items.	Men's and Youths'.		Women's and Maids'.		Boys' and Girls', 4's to 13's.	
	Making.	Finishing.	Making.	Finishing.	Making.	Finishing.
	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.
Bevel edges, foreparts ...	...	1½	...	1½	...	1½
Black channels, not drawn out ...	...	3½	...	3½	...	1½
Black channels, drawn out ...	...	7½	...	5	...	3½
Bordered and bunked, foreparts only ...	...	4½	...	3½	...	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	...	1½	...
Bottoms, screwed or imitation screwed ...	3½	...	3½	...	2½	...
Bottoms, plain-headed plugs ...	1½	...	1½	...	1½	...
Bunked, only foreparts ...	...	2½	...	1½	...	1½
Bunked, only foreparts, ¼ inch and under ...	...	1½	...	1½	...	...
Bunked, waists... ..	...	1½	...	1½	...	½
Bracing	1s. 8½	...	1s. 5d.	...	1s. 5d.	...
Clumps, cork inserted (rand finished before boot is wholly put up) ...	10½	10½	8½	8½	5	6
Clumps, cork inserted, ready-made rand ...	7	1½	4½	1½	...	½
Clumps, outside or inside, one row of rivets, or plain-headed plugs ...	4½	...	4½	...	3½	...
Clumps, outside or inside, two rows of rivets or screws, or imitation screws or pin points ...	3½	...	3½	...	2½	...
Clumps, inside, ½ inch and over in rough, without rivets or plugs, other than bricks ...	7	...	6	...	3½	...
Clumps, bevel, outside or inside, all classes ...	5½	...	4½	...	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 ...	...	10½	...	8½	...	5½
Colours, white only ... ..	...	4½	...	...	...	...
Copper toes	1½	1½	4½	3½	3½	2½
Cork inserted in welt in ordinary double soles ...	1½	...	1½	...	1½	...
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 ... ..	...	7	...	5½	...	3½
Covers, cutting off	1½	...	1½	...	1½	...
Crowing or dull marking, strips and top-pieces ... ..	...	1½	...	1½	...	1½
Crowing, fancy, all lines... ..	...	3½	...	3½	...	3½
Crup, with calf caps	2½	...	3½	...	2½	...
Crup, without caps	7½	...	4½	...	3½	...
Crup, with crup caps	11½	...	8½	...	5	...
Fiddle waists ... ..	...	3½	...	3½	...	1½
Fiddle waists, spire 1 inch from joint ...	...	3½	...	3½	...	2½
Fiddle waists, spire over 1 inch ... ..	...	4½	...	4½	...	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	5	3½	4½	4½	...	...
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 ...	4½	4½	4½	5	...	...
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 ... ..	...	...	...	4	...	...

* Boys' 10's-13's, 2½d. per pair.

EXTRAS ON LIGHT WORK—continued.

Items.	Men's and Youths'.		Women's and Maids'.		Boys' and Girls', 4's to 12's.	
	Making.	Finishing.	Making.	Finishing.	Making.	Finishing.
	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.
Heels, ventilated, all lines	11	3½	11	3½	11	3½
Hungarian nails, including top-piece—						
Two rows round and three rows in centre	3¾	...	...	...	2½	...
Two rows round and two rows in centre	3¼	...	...	...	2½	...
One row round and two rows in centre...	2½	...	2	...	1½	...
Indestructible toes in all classes	3¼	...	3¼	...	2½	...
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	3¾	...	3¾	...	3¾	...
Two rows of rivets or screws or imitation						
screws or pin points	6	...	6	...	5½	...
Measures (not including heel pins)—						
When lasts fitted up	3¼	...	3¼	...	2½	...
Lasts to be fitted by maker	11	...	11	...	8¼	...
Patent vamps or vamps and goloshes	3¼	3½	3¼	1½	1½	½
Patent toe-caps on all classes (except on						
patent vamps)	½	...	½	...	½	...
Pin points, top-pieces	1½	...	½	...	½	...
Rounding stuff, soles and insoles from the						
rough	4¾	...	4¾	...	3¾	...
Rounding stuff, already cut, toes	1½	...	1½	...	1½	...
Rounding stuff, already cut, heel to toe	2½	...	2½	...	1½	...
Rubber lift in heel	1½	3¼	1½	3¼	1½	2½
Rubber forepart or through	1½	3¼	1½	3¼	1½	2½
Samples	1½	1½	1½	1½	1½	1½
Sticking (boning) uppers on the last	1½	...	...	...	...	...
Sole and slip, with waist-pieces	½	...	½	...	½	...
Spike toe, in size 7, ½ inch back from toe,						
under 1¼ inches	3¼	...	...	...	...	...
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	3¾	...	...	...	3¼	...
Two rows round and two rows in centre	3¼	...	...	...	2½	...
One row round and two rows in centre...	2½	...	2	...	2½	...
Sprig foreparts, filed—						
Two rows round and three rows in centre	6	...	...	...	3¼	...
Two rows round and two rows in centre	4¾	...	3¾	...	3¼	...
One row round and two rows in centre...	3¾	...	3¼	...	2½	...
Sprigged toe and joints, one row	1¼	...	1¼	...	1¼	...
Sprigged toe and joints, two rows... ..	2½	...	2½	...	2½	...
Sprigged toe and joint, filing (either by maker						
or finisher)	½	½	½	½	½	½
Sprigs or nails, additional rows—per row ...	¾	...	¾	...	¾	...
Spur box	3s. 7d.	11	...	...	...	...
Stitched foreparts, not pricked	3¼	3	3¼	3¼	2½	2½
Stitched foreparts, pricked up	3¼	6½	...	7¼	...	4¾
Stitched foreparts to heel, not pricked up	4¾	4½	5	5	3¼	3¼
Stitched foreparts to heel, pricked up ...	4¾	11	...	11½	...	6¾
Stitched aloft, foreparts chopped	3¾	7	3¼	7	3¼	5
Stitched aloft to heel	4¾	...	5	...	3¼	...
Stitched aloft, foreparts not chopped if finished						
bottoms	3¼	3¼	...	3¼	...	2½
Stitched aloft to heel (the waist chopped						
being 2d.)... ..	4¾	11	...	11	...	7
Strips, half-moon or one peak ... ..	...	2½	...	1½	...	1½
Strips, peaked ... ..	...	3¼	...	3¼	...	2½
Strips, spire ... ..	...	6	...	5	...	3¼
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 bocks	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 ...	...	4½	...	4½	...	3½
Wellingtons, long and short ...	4¾	4¾	...	...	...	...
Welts, yellow ...	...	4½	...	3½	...	2½
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	...	3¾	...	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-12's.	3's-6's.
					per pair. d.	per pair. d.
Heeling—						
Class 1 ...	3¾	3½	3¾	2¾	...	...
Class 2 ...	3½	2¾	3½	2½	...	...
Class 3 ...	2¾	2	2¾	2	...	...
Bottoms not finished—All classes ...	4¾	2	2	1½	...	½
Finishing Wooden heels—						
Class 1 ...	6	...	6	...	3¾	...
Class 2 ...	3¾	...	3¾	...	2¾	...
Class 3 ...	2¾	...	2¾	...	2	...
Fitting Stuff—						
Stiffeners and toes, ready for use ...	1	...	1	...	½	¼
Re-lasting, closing channels, and putting on split lifts—						
Class 1 ...	2¾	...	1¾	...	1	...
Class 2 ...	2½	...	1¾	...	1	...
Class 3 ...	2½	...	1¾	...	1	...
Welts ...	2¾	...	2	...	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	5	6¾	4¾				
Class 2 ...	4¾	3¾	4¾	3½				
Class 3 ...	3¾	2¾	3½	2¾				

MAKING AND FINISHING.
HAND-SEWN WORK.

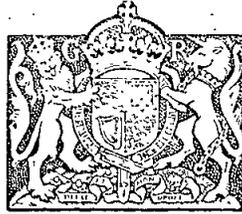
						Per pair.	
						s.	d.
<i>Long Work.</i>							
Napoleon or field boots	...	...	...	...	...	30	7
Jockey boots	...	...	...	...	...	30	2
Jack boots	...	...	...	...	...	30	2
Wellington boots, long	...	...	...	...	...	30	2
Wellington boots, short	...	...	...	...	...	28	4
Thigh boots	...	...	...	...	...	49	4
Re-footing	...	...	...	...	...	28	2
<i>Short Work.</i>							
						Gents', Per pair.	Ladies', Per pair.
						s. d.	s. d.
Shooting boots	...	...	...	...	...	30	7
Short boots and shoes	...	...	...	...	...	28	5
Pumps, Ladies' or Gents'—							
Romeo or court shoes	...	...	...	...	...	21	4
Wool or fancy slippers, if bound by maker	...	...	...	...	...	19	5
Wool or fancy slippers, if not bound by maker	...	...	...	...	...	15	1
Children's Boots or Shoes—							
Sizes 7's to 9's inclusive	...	...	...	...	...	16	7
Sizes 10's to 13's inclusive	...	...	...	...	...	17	7
Sizes 1's and 2's inclusive	...	...	...	...	...	19	5
Long Work—						EXTRAS.	Per pair.
						s. d.	
All long work having patent vamps	...	...	...	...	...	1	11½
All long work having patent or enamelled legs, or if made of soilable colours	...	...	...	...	...	1	11½
All legs, if stiffened before being made	...	...	...	...	...	3	10½
Stitched seats	...	...	...	...	...	1	11½
Short Work (Ladies' or Gents')—							
All clumps	...	...	...	...	...	3	10
Spur boxes	...	...	...	...	...	4	10½
Middle sole	...	...	...	...	...	1	11½
¾ inch edge (sole and welt)	...	...	...	...	...	1	0
Every ¼ inch over ¾ inch (sole and welt)...	...	...	...	...	...	1	0
Welts ¾ inch wide (measured at outside joint)	...	...	...	...	...	1	0
Welts ½ inch wide (measured at outside joint)	...	...	...	...	...	1	11½
Waist, supported by inner sole or stiffener	...	...	...	...	...	1	0
Rubber lifts, if cemented	...	...	...	...	...	1	0
Rubber top-pieces, if cemented...	...	...	...	...	...	1	0
Scaife's patent soles	...	...	...	...	...	3	10½
Box corks (gents')	...	...	...	...	...	9	8½
Box corks (ladies')	...	...	...	...	...	7	8½
Ladies' heels, every ½ inch over 1½ inch	...	...	...	...	...	0	8
Cavity heels	...	...	...	...	...	1	11½
Cloth or stockingette vamps or goloshes	...	...	...	...	...	1	0
Toe or heel plates	...	...	...	...	...	1	0
Nails in soles, if more than twenty	...	...	...	...	...	1	0
Stiff-leg skating boot (if stiffened by maker)	...	...	...	...	...	1	11½
Patent legs, if kept straight	...	...	...	...	...	1	0
Stitched over 16 to the inch (ladies')	...	...	...	...	...	1	0
Stitched over 16 to the inch (ladies'), heel to heel	...	...	...	...	...	1	11½
Stitched over 14 to the inch (gents')	...	...	...	...	...	1	0
Stitched over 14 to the inch (gents'), heel to heel	...	...	...	...	...	1	11½
All faced leather, except black box calf or glace kid	...	...	...	...	...	1	11½
Wurtemberg heels (wooden)	...	...	...	...	...	4	10½
Wurtemberg heels (wooden), if sewn and stitched	...	...	...	...	...	7	8½
Wood heels (ready covered)	...	...	...	...	...	1	6½
Wood heels (if covered by maker)	...	...	...	...	...	2	11½
Spikes in cricket boots or shoes	...	...	...	...	...	1	11½
Straps, if put on cricket boots or shoes by maker	...	...	...	...	...	1	0
All coloured welts on black-work	...	...	...	...	...	1	0
Pumps—							
Stiff toes	...	...	...	...	...	1	0
Bead on breakable trimmings	...	...	...	...	...	1	0
Velvet or satin	...	...	...	...	...	1	11½
Outside heels on slippers	...	...	...	...	...	1	11½

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

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 17th June, 1937.

[1869]



VICTORIA GOVERNMENT GAZETTE.

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No. 129]

THURSDAY, JULY 1.

[1937

Factories and Shops Acts.

DETERMINATION OF THE MILLET BROOM BOARD.

NOTE.—This Determination on the 1st July, 1937, applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has power to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of making—

- (a) Brooms of millet, grass, or other similar material,
- (b) Mops or feather dusters,”

has made the following Determination, namely—

(1) That on the 1st July, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.		Other Employees.	
MALES.	FEMALES.	Broom Making.	
Wages per Week of 48 Hours.	Wages per Week of 48 Hours.	Wages per Week of 48 Hours.	
s. d.	s. d.	s. d.	
1st year 16 0	1st year 16 0	Head sorter (i.e., a man who takes charge of a bench and who does the principal parts or the whole of the sorting) 105 0	
2nd 19 0	2nd 19 0	Second sorter 95 0	
3rd 25 0	3rd 22 6	Maker or sewer 105 0	
4th 35 0	4th 26 0	Cutter off 92 6	
5th 45 0	5th 30 0	All others 85 0	
6th 55 0	6th 36 0		
And thereafter the minimum wage.	And thereafter the minimum wage.		

PROPORTION IN ANY FACTORY OR PLACE.	
APPRENTICES.	
One apprentice to every three or fraction of three workers receiving not less than 85s. per week of 48 hours, or earning full piece-work prices.	
IMPROVERS.	
<i>Feather Duster and Mop Making Section.</i>	
Two male improvers to every worker receiving not less than 80s. per week of 48 hours.	
Two female improvers to every female worker receiving not less than 44s. per week of 48 hours.	
<i>All Other Sections.</i>	
One improver to every three or fraction of three workers receiving not less than 85s. per week of 48 hours, or earning full piece-work prices.	

<i>Feather Duster and Mop Making.</i>	
	s. d.
Males	80 0
Females	41 0

(3) OVERTIME.—(a) That any time worker who in any week works for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a quarter.

(b) Any piece worker who works in excess of 48 hours in any week shall for such extra time be paid 6d. per hour in addition to piece-work earnings.

No. 129.—7366.

(4) SPECIAL RATES.—All work done on Sundays, New Year's Day, 26th January (Australia Day), Good Friday, Easter Saturday, Easter Monday, 21st April (Labour Day), King's Birthday, Christmas Day, and Boxing Day shall be paid for at the rate of double time; but if any other day be by Act of Parliament or proclamation substituted for any of the above days, then the special rate shall be payable only for the day so substituted.

(5) PIECE-WORK PRICES.—That the lowest piece-work prices payable to any person engaged in the following kinds of work shall be:—

(a) MAKING.

Class of Brooms.	If done by hand machine, where the workman has to fetch his own material to the machine.	If done by hand machine provided that all material for the workman be placed in position on his machine ready for him.	If done by Power Machine.
3 bands velvet or other material, braces, and tin lock .. per doz.	s. d. 3 7	s. d. 3 0	s. d. 3 0
3 Velvet (i.e., with braces, 3 bands velvet or other material, or with 2 bands velvet and tin lock)	2 8	2 7	2 6
1 Velvet and braces and tin lock	2 7	2 6	2 4
1 or 2 Star (i.e., with braces and space and velvet or other material) ..	2 5	2 4	2 2
2 Velvet (i.e., with braces, 2 bands of velvet or other material or big tin lock)	2 7	2 6	2 2
Carpet Lock (i.e., with band of velvet and lock or big tin lock)	2 5	2 4	2 0
Lock 1, 2, and 3	2 1	2 0	1 10
1 Hurl Lock	1 10	1 8	1 7
Daisy (i.e., with no covers and band of velvet or other material and tin lock)	1 8	1 7	1 5
Common Hurl (i.e., with no covers and tin lock)	1 6	1 5	1 4
Common Hurl (i.e., with no covers and one space only)	1 5	1 4	1 2
Government (i.e., with 3 spaces in finish, or if made with Palmyra or other material 6d. per dozen extra)	2 4	2 2	1 11
Toy Brooms (i.e., with space, velvet, or other material)	1 10	1 8	1 6
Toy Brooms (i.e., without velvet finish)	1 5	1 5	1 3
Velvet Top Brushes (if finished with one velvet)	1 8	1 7	1 5
Velvet Top Brushes (if finished with two velvets)	1 10	1 10	1 8
Velvet Top Brushes (if finished with three velvets)	1 11	1 10	1 10
Whisk, Common (if finished with two lifts of hurl)	1 7	1 5	1 3
Wooden Handle Brushes (if finished with one velvet)	1 7	1 6	1 4
Wooden Handle Brushes (common wood handle)	1 5	1 4	1 2

Velvet shall mean velveteen or other material.

Additional rates to those provided in clause 5 (a)—

- (i) All brooms made of grass or other material, or mixed material, shall be paid for according to finish as if millet brooms as provided by the Determination of the Board.
- (ii) All brooms made wholly of grass shall be paid for at 6d. per dozen extra.
- (iii) Common Hurl (i.e., with no covers and one space only) made of mixed material shall be paid for at 1½d. per dozen extra.
- (iv) All other brooms made of mixed material shall be paid for at 1d. per dozen extra.

(b) SEWING.

Broom.	If done by hand.	If done by Lipé Walrath Sewing Machine.	If done by Baltimore Sewing Machine.
10 lines per doz.	s. d. 2 1	s. d. 1 1½	s. d. 1 0
9 lines	2 0	1 0½	0 11
8 lines	1 10	0 10½	0 9½
7 lines	1 7½	0 9½	0 8½
6 lines	1 4½	0 8	0 7½
5 lines	1 2½	0 7½	0 6½
4 lines	0 11½	0 6½	0 5½
3 lines	0 10½	0 5½	0 4½
<i>Brushes and Toy Brooms.</i>			
3 lines per doz.	0 8	0 5½	0 5
2 lines	0 6½	0 5	0 4

R. J. EDWARDS, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 3rd June, 1937.



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No. 130]

THURSDAY, JULY 1.

[1937

Factories and Shops Acts.

DETERMINATION OF THE ICE CREAM BOARD.

NOTE.—This Determination on the 1st July, 1937, applied 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 the lowest prices or rates which may be paid to any person employed in the trade of making edible ices, ice cream, or any frozen articles of which ice cream is the principal ingredient," has made the following Determination, namely:—

(1) That on the 1st July, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

ORDINARY WORKERS.

Apprentices or Improvers.	Juvenile Workers.		Adult Employees.		
Wages per Week of 44 Hours.	Wages per Week of 44 Hours.		Wages per Week of 44 Hours.		
<i>Males.</i>	<i>Males.</i>	<i>Females.</i>	<i>Males.</i>		
Apprentices. Improvers.	<i>s. d.</i>	<i>s. d.</i>	Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.	
<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age .. 16 3 .. 25 9	Under 16 years of age .. 25 9	22 3	—	—	
16-17 years of age .. 22 3 .. 30 6	16-17 years of age .. 30 6	25 3	—	—	
17-18 years of age .. 26 0 .. 35 3	17-18 years of age .. 35 0	27 0	—	—	
18-19 years of age .. 33 9 .. 43 0					
19-20 years of age .. 46 6 .. 56 0					
20-21 years of age .. 56 0 .. 66 0					
PROPORTION.					
One male apprentice and one male improver to every three or fraction of three male workers receiving not less than 75s. 6d. within the Metropolitan District and 71s. 6d. elsewhere per week of 44 hours.					
<i>Females.</i>					
	<i>s. d.</i>				
Under 16 years of age 22 3					
16-17 years of age 25 3					
17-18 years of age 27 0					
18-19 years of age 30 0					
19-20 years of age 32 6					
20-21 years of age 35 3					
PROPORTION.					
Three female improvers to every two female workers receiving 43s. 3d. per week of 44 hours.					
			<i>s. d.</i>	<i>s. d.</i>	
			Pasteurizer, } Machine	85 6	84 6
			Mixer, } operator		
			Cooling, or } operator		
			Freezer } operator		
			Assistant to any of the above-mentioned operators	78 6	74 6
			Dixie, } Machine	80 0	77 0
			Cup, or } operator		
			Chocolate bar } operator		
			Mould cutter	80 0	77 0
			Can washer, floor hand, chamber hand, or person handling ice ..	78 6	74 6
			All others	75 6	71 6
			<i>Females.</i>		
			All adults	43 3	43 3

(3) **SHIFT WORKERS.**—Shift workers shall receive the wages prescribed in clause (2) for ordinary workers according to the class of work done plus an additional 1s. per shift.

(4) **EMPLOYEES IN FREEZING CHAMBER.**—Notwithstanding the rates provided in Clauses (2) and (3), any employee who is required to work in a freezing chamber, the temperature of which does not exceed 40° F., for an aggregate of time exceeding two hours on any day, shall be paid for all work (whether inside or outside the chamber) done on such day at the rate of 2s. 3½d. per hour. If employed under such conditions for less than an aggregate of two hours on any day he shall receive 2s. 3½d. per hour whilst so employed.

(5) **DEFINITIONS.**—(a) A juvenile worker is any person under 21 years of age (other than an apprentice or improver) employed stirring melted chocolate; picking out defective goods; stacking or counting articles not over 4 oz. in weight; moving goods for packing; counting, wrapping or sealing up to six dozen containers; filling ice cream cups or similar vessels; chocolate dipping; or wrapping any article intended for consumption.

(b) An ordinary worker is an employee who commences and completes his day's work between the hours of 6 a.m. and 7 p.m.

(c) A shift worker is any employee other than an ordinary worker.

(6) **OVERTIME.**—Any employee who works in excess of four hours on Saturday and eight hours on other week days shall be paid for such excess work at the rate of time and a half.

(7) **SPECIAL RATES.**—Double time (with a minimum of four hours' work or payment for same) shall be the rate for all work done on Sundays, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labor Day (21st April), Anzac Day, King's Birthday, Christmas Day, Boxing Day, or Cold Storage Union picnic 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.

(8) **TIME WAGES.**—Any person employed on time wages for less than the number of hours of an ordinary week's work shall for each hour worked up to one-half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of thirty-three per centum, and for each hour worked beyond the one-half aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(9) **NOTICE OF INTENTION TO WORK OVERTIME.**—In every case where practicable an employer shall give 24 hours' notice to each employee of his intention to work such employee overtime. In each case where such notice has not been given and the employee is required to work overtime for not less than one hour he shall receive one shilling and sixpence as tea money, in addition to any other special payments provided.

(10) **MEAL ALLOWANCE.**—When an employee has provided himself with a customary meal because of receipt of notice of intention to work overtime, he shall be entitled to payment of 1s. 6d. for each meal so provided in the event of the work not being done or ceasing before such meal time.

(11) **OVERALLS.**—Overalls shall be provided and maintained by the employer.

(12) **CONTINUITY OF WORK.**—The work of each day shall be continuous with the customary break of not more than one hour for a meal.

(13) **TIME BOOK AND WAGE RECORD.**—Every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer. In addition to such time record every employee shall be required to sign each week a wage book or other record showing the total amount received as wages for such week.

(14) **UNION INSPECTION.**—An accredited representative of the Federated Cold Storage and Meat Preserving Employees Union of Australia shall have access to the records of times recorded by employees and wages paid, provided that such inspection is made between the hours of 8 a.m. and 4.30 p.m. on a working day.

(15) **SPECIAL CONDITIONS** regarding work in the chambers—

(a) No person under the age of nineteen years shall be required to work in a chamber.

(b) Chamber hands shall be supplied with suitable gloves by the employer.

D. GRANT, Chairman.

J. W. RYAN, Secretary.

Melbourne, 11th June, 1937.