

(2) Times of beginning and ending work—

Time of Beginning.	Time of Ending.
7 a.m.	12 noon on Saturday.
7.30 a.m.	5.15 p.m. on the other working days of the week.

(3) OVERTIME—The rates to be paid for all work done outside the hours of beginning and ending work shall be—

(a) Night workers (not working during ordinary hours)—

Between 5.15 p.m. and 5.30 p.m.	Ordinary rates.
Between 5.30 p.m. and midnight	
Between midnight and 7 a.m. on Saturday	Time and a quarter for the first six hours and double time thereafter.
Between midnight and 7.30 a.m. on the other working days of the week	

(b) Other workers Time and a half.

(c) Piece-workers For the first hour piece-work prices shall be increased 25 per cent.
For the next six hours, 50 per cent.
Thereafter, 100 per cent.

(4) SPECIAL RATES.—Double time shall be paid for all work done on Sundays, New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, 21st April (Labour Day), King's Birthday, Christmas Day, Boxing Day, and Tanners' Picnic Day, if held on a Saturday not preceding a Monday prescribed as a holiday; but if any other day be by Act of Parliament or proclamation substituted for the above holidays the special rate shall be payable only on the day so substituted.

Employees called to work on a Sunday shall be entitled to a minimum of two hours' pay, and on a public holiday to a minimum of four hours' pay, unless work is prevented by rain, in which event they shall receive a payment of 4s.

(5) MEAL INTERVAL.—All employees shall be allowed an interval of 45 minutes for a meal between 12 noon and 1 p.m. on each day from Monday to Friday.

(6) CONTRACT OF EMPLOYMENT.—(a) Except as to piece-workers, and subject to the undermentioned provisos, employment shall be by the week. Each employee shall be entitled to a week's notice of dismissal given on any day, or a week's pay in lieu of notice, unless such dismissal is for wilful failure to attend for duty, malingering, misconduct, or neglect of duty.

(b) Absence through sickness shall not be regarded as failure to attend, but an employee shall not be entitled to pay for more than four days in each year on which he is absent by reason of sickness.

(c) An employer may require satisfactory proof of sickness before paying for such days of absence.

(d) An employee leaving his employment without giving a week's notice (unless his employer dispenses with such notice) shall sacrifice a week's pay.

(e) If the operations of any factory are suspended owing to a stoppage over which the employer has no control, of the power plant, or of the supply of power or of fuel used in generating power, such employer shall be entitled to terminate temporarily employment of all or any of his employees without liability to any payment of wages beyond the time of such termination.

(f) Employees shall be entitled to payment for Anzac Day and the days set out in Clause 4 as if worked.

(g) If the engagement of any employee is terminated by his employer within fourteen days preceding any of the prescribed holidays the holiday or holidays occurring during such period shall be paid for unless the employee has started work with another employer with the right of payment for such holiday or holidays.

(h) If more than 50 per cent. of the total adult employees of an employer do not desire to work between Boxing Day and New Year's Day, or on the day between Good Friday and Easter Monday, the employer shall be entitled to close his tannery on such days, and his employees shall not be entitled to payment for such days, and if more than 50 per cent. of the adult employees in any department of a tannery employing twenty hands in all in such tannery do not desire to work on such days, the employer shall be entitled to close such department on such days, and his employees in such department shall not be entitled to payment for such days. The desire of the employees concerned shall be ascertained by a secret ballot to be conducted by one representative of the management and one representative of the employees. If the ballot results in favour of remaining open on such days the employees not desiring to work on such days shall give their names to the management within 24 hours after the holding of such ballot.

(7) LIMITATIONS.—(a) In any department as defined in Clause 17, the proportion of apprentices and improvers shall not exceed two to five or fraction of five adults receiving the minimum wage.

(b) Apprentices or improvers shall not be employed rolling, striking, or setting out crop leather until they attain the age of nineteen years.

(8) TIME RATES.—Any person employed on time wages for less than the number of hours fixed for a week's work shall for each hour worked up to one-half the number of hours per week fixed in this Determination be paid the ordinary wage, with an addition of 33½ per cent., and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(9) TEA MONEY.—Employees called on to work overtime in excess of one hour on Monday to Friday inclusive, without notification the previous day, shall be paid 2s. tea money in addition to their overtime rates.

(10) Where an employee is engaged on any day on mixed functions or on work carrying a higher rate of pay than his ordinary classification he shall be paid at the higher rate for the time so worked on such higher classification. If the aggregate hours worked by an employee on such higher classification exceed sixteen hours in the week he shall be paid at the higher rate for the week.

Provided further that an employee at both buffing and luffing not entitled to the higher wage rate for any week shall for each day on which he is called on to do both operations be paid the higher rate of pay.

(11) PAYMENT OF WAGES.—Wages shall be paid not later than Thursday of each week. Dismissed employees shall be paid wages due on dismissal.

Wages shall be paid in the employer's time or within five minutes of knock-off time. Time waiting for payment after such five minutes shall be paid for at overtime rates.

(12) TOOLS OF TRADE.—The employer shall provide all tools, leggings, gloves, aprons, respirators, and other tools and implements necessarily required by an employee in the performance of his duties. Such leggings, gloves, and aprons shall be put in the employer's time.

The employers shall provide waterproof capes for employees working in wet weather on pits in the open.

(13) ACCIDENT PAY.—When an employee meets with an accident while at work he shall be paid at the rate of half the pay prescribed by this Award for the class of work on which he is engaged for the period not exceeding one week for which he does not receive any payment under the provisions of the appropriate State laws.

(14) BOILING WATER.—Boiling water shall be supplied by the employers for tea for the employees at lunch time.

(15) PAYMENT BY RESULTS.—Subject to the following provisions piece-work or any other system of payment by results may be adopted by an employer so long as such rates permit employees of average capacity to earn at least 10 per cent. in addition to the total wages to which they are entitled:—

(a) The piece-work or bonus rates now operating shall not be varied except in the manner hereinafter provided.

(b) Piece-work prices may be fixed or varied by Factory Boards, consisting of two representatives of any employer and two representatives nominated by his employees. If any such Board is unable to agree on any rate or rates proposed by the employer the matter shall be referred to this Wages Board, whose decision shall be final.

(c) If the employees of any factory fail to appoint representation to any such Board, or fail to attend a meeting of such Board called by the employer on a date not less than seven days after the service of notice on a representative of the employees, the employer may adopt such piece-work rates which he deems reasonable without the authority of any Board.

(16) NOTICE BOARD.—An employer shall permit a notice board to be erected in a prominent position for the purpose of posting any notices thereon in connexion with meetings of employees.

(17) DEFINITIONS.—(a) "Carrier" shall mean a person who uses in his work a whitening knife, skiver slicker, whitening slicker, or shaving knife, or buffing knife, or buffing slicker.

"Hand flesher" shall mean a person who uses in his work a knife for the purpose of fleshing green hides or cutting down hides or skins or pieces before or after being fleshed by a machine.

"Table hand" shall mean a person engaged upon any class of work done on tables, except on sole leather or as otherwise provided for.

"Strainer" shall mean a person engaged at straining or tacking out, or stripping or toggling or carrying boards or frames used for straining or tacking out or toggling.

(b) For the purposes of Clauses 6 and 7, of this Determination, operations in a factory shall be divided into the following departments:—

1. Beam-shed department.
2. Tanning department (including all wet work).
3. Curriers department (including rolling).
4. Finishing department (other than rolling).
5. Japan shop.—Japan shop to mean places where persons jpanning or enamelling leather are engaged.

F. A. MARZORINI, Secretary for Labour.

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