



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, MARCH 18.

[1937]

Factories and Shops Acts.

DETERMINATION OF THE BOOT BOARD.

NOTE.—(1) This Determination on the 12th March, 1937, applied 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.).

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, which since the nineteenth day of May, 1936, has had the power to "determine the lowest prices, or rates which may be paid 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"—

has made the following Determination, namely:—

(1) That on the 12th March, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.

Other Employees.

MALES.*							FEMALES.			Per week of 44 hours.			MALES.			FEMALES.				
Wages per Week of 44 hours.							Wages.			s. d.			Adult males			s. d.				
Commencing Age.																				
							Under 16 years.			16 years.			17 years.			18 years or over.				
							s. d.			s. d.			s. d.			s. d.				
1st year							11	9	17	0	17	0	25	3						
2nd year							17	0	25	3	25	3	33	0						
3rd year—																				
1st 6 months							25	3	33	0	33	0	46	0						
2nd 6 months							25	3	33	0	33	0	53	6						
4th year—																				
1st 6 months							33	0	39	0	46	0	Min.							
2nd 6 months							33	0	39	0	53	6	wage							
5th year—																				
1st 6 months							39	0	46	0	Min.									
2nd 6 months							39	0	53	6	wage									
6th year—																				
1st 6 months							46	0	Min.		Minimum									
2nd 6 months							53	6	wage											
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 89s. per week of 44 hours.																				

(3) 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 11s. 9d. per week of 44 hours.

(4) 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.

(5) 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.

(6) 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.

(7) 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.

(8) SUNDAY WORK.

For work performed on a Sunday treble 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 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.

(9) 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.

(10) 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.

(11) 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.

(12) 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.

(13) 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.

(14) 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.

(15) WASHING ACCOMMODATION.

Suitable washing accommodation shall be provided for all employees.

(16) 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.

(17) ADJUSTMENT OF WAGE RATES.

(a) For work done between the 12th day of March, 1937, and the 1st day of July, 1937, the wage rates hereinbefore prescribed shall be paid.

(b) For work done during each future half-year beginning on 1st July or 1st January the amount of the basic wage comprised in column 1 of Table "A" of clause 1 (a) shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All items" retail price index numbers.

For the purpose of this award the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(1) Adjustment is to be based upon the equating of index number 1000 with a wage of 81s., the amount assessed upon that number of the Court's declared ordinary basic wage per week.

(2) The index number for the six capital cities weighted average is to be applied.

(3) The index number for the six months ending March or September next preceding the half-year for which the adjustment is made is to be ascertained.

(4) The amount assigned in the following table (or in any extension thereof) to the index number division comprising such number is to be ascertained.

(5) The basic wage shall be of that assigned amount during such half-year.

Provided however that if the assigned amount of the basic wage be different by less than 2s. from the last current amount of the basic wage, then the last current amounts of all rates shall continue unchanged during such period.

Table.

Index Number Divisions.			Basic Wage.	Index Number Divisions.			Basic Wage.
			£ s. d.				£ s. d.
735-746	..	..	3 0 0	846-858	..	..	3 9 0
747-759	..	..	3 1 0	859-870	..	..	3 10 0
760-771	..	..	3 2 0	871-882	..	..	3 11 0
772-783	..	..	3 3 0	883-895	..	..	3 12 0
784-796	..	..	3 4 0	896-907	..	..	3 13 0
797-808	..	..	3 5 0	908-919	..	..	3 14 0
809-820	..	..	3 6 0	920-932	..	..	3 15 0
821-833	..	..	3 7 0	933-944	..	..	3 16 0
834-845	..	..	3 8 0				

Any necessary extension may be made by reference to the table of wages with 1s. divisions authorized by the Court.

(c) The rates to be paid to all female workers, male apprentices, improvers and junior workers shall be increased or decreased in proportion to the increase or decrease of the male adult basic wage aforementioned calculated to the nearest threepence above or below.

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, glaze kid, glaze goat, glaze 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, glaze sheep, glaze Persian, polish grain, satin, split or hide (black or coloured), sheep Levant, waxed wallaby, satin wallaby, kip, split, offal grain, Persian sheep.

* Ankle Straps Bottoms made by Finisher.																							
Children's.										Maid's, 2's.				Girls, 11's-1's.				7's-10's.			3's-6's.		
7's-9's.						4's-6's.				Finishing.		Making.		Finishing.		Making.		Finishing.		Making.			
Men's.		Youths'.		Boys, 10's-13's.		Women's.		Maid's.		Girls, 10-13's.		Finishing.		Making.		Finishing.		Making.		Finishing.		Making.	
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.
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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, ½d. 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.										Flushing.					
Men's			Youths'.			Boys' 10's-13's.				Men's.		Youths'.		Boys' 10's-13's.	
Pegged.	Riveted.		Pegged.	Riveted.		Pegged.	Riveted.		per pair.	s. d.	per pair.	s. d.	per pair.	s. d.	per pair.
per pair.	per pair.	s. d.	per pair.	per pair.	s. d.	per pair.	per pair.	s. d.	per pair.	s. d.	per pair.	s. d.	per pair.	s. d.	per pair.
2 11½	2 3½	2 3½	2 3½	2 1½	1 9	1 6½	1 4½	1 3	1 0	0 10½	0 8	0 8	0 10½	0 8	0 8
2 3½	2 1½	2 1½	2 1½	1 8½	1 8½	1 4½	1 3	1 0	0 10½	0 8	0 8	0 8	0 10½	0 8	0 8
2 11½	1 10	1 10	1 5	1 5	1 3	1 3	1 3	1 0	0 10½	0 8	0 8	0 8	0 10½	0 8	0 8
2 11½	1 6½	1 6½	2 5	...	...	...	...	...	1 0	1 0	0 10½	0 10½	...	...	...

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, 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 (honing) 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, 6½d.

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 ...	4 10 $\frac{1}{2}$	1 5 $\frac{3}{4}$	4 0 $\frac{3}{4}$	1 3
Wellingtons, long and short, sole and slip, or bricks ...	4 4 $\frac{3}{4}$	1 5 $\frac{3}{4}$	3 6	1 3
Watertights, bluchers or tongued lace, sole and slip, or bricks ...	4 0 $\frac{1}{2}$	1 1 $\frac{1}{4}$	2 9 $\frac{1}{4}$	0 11 $\frac{1}{4}$
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 9 $\frac{1}{4}$	...
White bottoms ...	...	1 3
Common, basil fittings ...	0 7 $\frac{3}{4}$	...
Edges only, water or coloured, heels only trimmed ...	...	0 5 $\frac{3}{4}$
Canvas shoes, not otherwise mentioned ...	0 11	...
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 $\frac{1}{4}$	...
Leather or other toes, 1 $\frac{1}{4}$ d. extra.	...	...
White bottoms ...	...	0 11 $\frac{3}{4}$
House Boots—		
Lasting, velvet or felt ...	0 9 $\frac{3}{4}$	...
Golosh counters, $\frac{1}{2}$ d. extra.	...	...
Black edges ...	...	0 4 $\frac{1}{2}$
Black bottoms, with grain on, 1 $\frac{1}{4}$ 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 $\frac{3}{4}$ inch in height ...	1 1 $\frac{1}{4}$	...
Leather or other toes, 1 $\frac{1}{4}$ d. extra.	...	...
White bottoms ...	...	0 11
Black edges ...	...	0 4 $\frac{1}{2}$
Black bottoms, with grain on, 1 $\frac{1}{4}$ 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, glaze hide, tan hide, felt, patent oilcloth, carpet, levant, croco, box hide, austral, chrome sheep, glaze sheep, suede, and leather not enumerated elsewhere ...	0 6	...
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 $\frac{1}{4}$ d. extra.	...	...
Black bottoms, with grain off, 2 $\frac{3}{4}$ d. extra.	...	...
White bottoms ...	...	0 9 $\frac{1}{4}$
Lasting ...	0 7 $\frac{3}{4}$	...
Slippers, with slip heel not to exceed $\frac{3}{4}$ inch in height ...	0 9 $\frac{1}{2}$	...
Edges only trimmed ...	...	0 6 $\frac{1}{4}$
Black bottoms, with grain on, 1 $\frac{1}{4}$ d. extra.	...	...
Black bottoms, with grain off, 2 $\frac{3}{4}$ d. extra.	...	...
White bottoms ...	...	0 11 $\frac{1}{2}$
Hand worked ...	2 2	1 6 $\frac{3}{4}$
Buckskin, crup, glaze kid, wallaby, glove kid, white kid, patent, or box calf—		
Men's ...	1 7 $\frac{1}{2}$	1 1 $\frac{3}{4}$
Women's ...	1 2	0 11

* 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 3½	...
All others, less than corresponding lines, machine sewn	0 2	...
Tennis Shoes—		
Men's—Class 1	...	1 1
Class 2	...	0 11½
Class 3	...	0 8½
Women's—Class 1	...	0 11½
Class 2	...	0 9½
Class 3	...	0 7½

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

	Making.	Per dozen pair.
		s. d.
Boots—		
Sewing and turning, leather or linen lined	...	4 1½
Extras—With patent vamps or goloshes	...	0 6
All white work	...	1 1
Shoes—		
Sewing and turning, leather lined	...	3 8½
Sewing and turning, linen lined	...	4 1½
Extras—With patent vamps or goloshes	...	0 5½
All white work	...	1 1

	Finishing.	Per dozen pairs.
		s. d.
Infants' Boots and Shoes—		
0's—3's	...	0 11½
4's—6's	...	0 11½
Extra—All white work	...	1 1

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. s. d.	per pair. s. d.	per pair. s. d.	per pair. s. d.	per pair. s. d.
Class 1	1 10½	1 6½	1 1	0 10½	...
Class 2	1 7	1 4½	0 10½	0 8½	...
Class 3	1 4½	1 1	0 10½	0 8½	...
Class 4	...	...	...	...	0 5
Common Court Shoes and Slipper Pumps—					
Class 4	0 10½	0 8½	...	...	...

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 ...	...	3¼	...	3¼	...	1½
Black channels, drawn out ...	...	7	...	5	...	3¼
Bordered and bunked, foreparts only ...	...	4¾	...	3¾	...	2½
Bordered and bunked, waists ...	...	1½	...	1½	...	1½
Bordered only, waists included if desired ...	...	3¼	...	3¼	...	1½
Bottoms, black (except patent ankle-straps) ...	...	2½	...	1½	...	2
Bottoms, spankum (either by maker or finisher) ...	1½	1½	1½	1½	1½	1½
Bottoms, slicked (other than bricks)* ...	3¼	...	2½	...	1½	...
Bottoms, screwed or imitation screwed ...	3¼	...	3¼	...	2½	...
Bottoms, plain-headed plugs ...	1½	...	1½	...	1½	...
Bunked, only foreparts ...	...	2½	...	1½	...	1½
Bunked, only foreparts, ½ inch and under ...	...	1½	...	1½	...	...
Bunked, waists ...	...	1½	...	1½	...	½
Bracing ...	1s. 8d.	...	1s. 4½d.	...	1s. 4½d.	...
Clumps, cork inserted (rand finished before boot is wholly put up) ...	10¼	10¼	8¼	8¼	5	5¾
Clumps, cork inserted, ready-made rand ...	6¾	1½	4¾	1½	...	5¾
Clumps, outside or inside, one row of rivets, or plain-headed plugs { outside	4¾	...	4¾	...	3¼	...
Clumps, outside or inside, two rows of rivets or screws, or imitation { inside	3¾	...	3¾	...	2½	...
Clumps, outside or inside, two rows of rivets or screws, or imitation { outside	6¾	...	5¾	...	3¾	...
Clumps, inside, ½ inch and over in rough, without rivets or plugs, other than bricks ...	3½	...	3½	...	1½	...
Clumps, bevel, outside or inside, all classes ...	...	10¼	...	8½	...	5½
Clumps, square, outside or inside, all classes (¾ inch and over when finished), other than bricks ...	...	4¾	...	...	...	...
Clumps, square, outside or inside, all classes, one row of rivets ...	...	...	4¾	3½	3½	2½
Colours, white only ...	1½	1½	1½	1½	1½	1½
Copper toes ...	...	...	...	...	...	...
Cork inserted in welt in ordinary double soles	3¼	...	3¼	...	2½	...
Cork inserted in welt (when middle prepared by employer) ...	1½	...	1½	...	1½	...
Cork imitation and divided edge clumps, inside or outside ...	...	6¾	...	5½	...	3¾
Covers, lasted in ...	1½	...	1½	...	1½	...
Covers, cutting off ...	...	1½	...	1½	...	½
Crowing or dull marking, strips and top-pieces ...	...	½	...	½	...	½
Crowing, fancy, all lines ...	...	3¼	...	3¼	...	3¼
Crup, with calf caps ...	2¾	...	3¼	...	2½	...
Crup, without caps ...	7	...	4¾	...	3¼	...
Crup, with crup caps ...	11	...	8¼	...	5	...
Fiddle waists ...	...	3¼	...	3¼	...	1½
Fiddle waists, spire 1 inch from joint ...	...	3¼	...	3¼	...	2½
Fiddle waists, spire over 1 inch ...	...	4¾	...	4¾	...	3¼
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 ...	3¼	2½	2½	2½	...	...
Heels over 2 inches ...	5	3¼	4¾	4¾	...	...
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 ...	4¾	4¾	4¾	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 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 ...	10 $\frac{3}{4}$	3 $\frac{1}{4}$	10 $\frac{3}{4}$	3 $\frac{1}{4}$	10 $\frac{3}{4}$	3 $\frac{1}{4}$
Hungarian nails, including top-piece—						
Two rows round and three rows in centre	3 $\frac{3}{4}$	...	...	...	2 $\frac{1}{2}$	...
Two rows round and two rows in centre	3 $\frac{3}{4}$	...	...	...	2 $\frac{1}{2}$	...
One row round and two rows in centre...	2 $\frac{1}{2}$	...	2	...	1 $\frac{1}{2}$	...
Indestructible toes in all classes ...	3 $\frac{3}{4}$	...	3 $\frac{1}{4}$	...	2 $\frac{1}{2}$	...
Imitation-stitched foreparts, middle stitched before being put on ...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...
Leather tips, when made by maker ...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...
Machine-sewn waist other than clumps—						
One row of rivets or plain-headed plugs in foreparts ...	3 $\frac{3}{4}$	...	3 $\frac{3}{4}$	...	3 $\frac{3}{4}$	...
Two rows of rivets or screws or imitation screws or pin points ...	5 $\frac{3}{4}$	...	5 $\frac{3}{4}$	...	5 $\frac{1}{2}$	...
Measures (not including heel pins)—						
When lasts fitted up ...	3 $\frac{1}{4}$	...	3 $\frac{1}{4}$	...	2 $\frac{1}{2}$	...
Lasts to be fitted by maker ...	10 $\frac{3}{4}$	...	10 $\frac{3}{4}$	...	8	...
Patent vamps or vamps and goloshes ...	3 $\frac{1}{4}$	3 $\frac{1}{4}$	3 $\frac{1}{4}$	1 $\frac{1}{2}$	1 $\frac{1}{2}$	$\frac{1}{2}$
Patent toe-caps on all classes (except on patent vamps) ...	$\frac{1}{2}$	...	$\frac{1}{2}$	...	$\frac{1}{2}$	...
Pin points, top-pieces ...	1 $\frac{1}{2}$	...	$\frac{1}{2}$	...	$\frac{1}{2}$	...
Rounding stuff, soles and insoles from the rough ...	4 $\frac{3}{4}$	...	4 $\frac{3}{4}$	...	3 $\frac{3}{4}$	...
Rounding stuff, already cut, toes ...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...
Rounding stuff, already cut, heel to toe ...	2 $\frac{1}{2}$	...	2 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...
Rubber lift in heel ...	1 $\frac{1}{2}$	3 $\frac{1}{4}$	1 $\frac{1}{2}$	3 $\frac{1}{4}$	1 $\frac{1}{2}$	2 $\frac{1}{2}$
Rubber forepart or through ...	1 $\frac{1}{2}$	3 $\frac{1}{4}$	1 $\frac{1}{2}$	3 $\frac{1}{4}$	1 $\frac{1}{2}$	2 $\frac{1}{2}$
Samples ...	1 $\frac{1}{2}$	1 $\frac{1}{2}$	1 $\frac{1}{2}$	1 $\frac{1}{2}$	1 $\frac{1}{2}$	1 $\frac{1}{2}$
Slicking (boning) uppers on the last ...	1 $\frac{1}{2}$	...	...	...	...	...
Sole and slip, with waist-pieces ...	$\frac{1}{2}$	...	$\frac{1}{2}$	...	$\frac{1}{2}$	...
Spike toe, in size 7, $\frac{1}{2}$ inch back from toe, under 1 $\frac{1}{4}$ inches ...	3 $\frac{1}{4}$	...	...	...	...	...
Spike toe, in size 7, $\frac{1}{2}$ inch back from toe, 1 $\frac{1}{4}$ inches ...	1 $\frac{1}{2}$	...	...	...	...	...
Spike toe ...	...	...	$\frac{1}{2}$	...	...	...
Sprig foreparts, not filed—						
Two rows round and three rows in centre	3 $\frac{3}{4}$	...	...	...	3 $\frac{1}{4}$	...
Two rows round and two rows in centre	3 $\frac{1}{4}$	...	...	...	2 $\frac{1}{2}$	...
One row round and two rows in centre...	2 $\frac{1}{2}$	...	2	...	2 $\frac{1}{2}$	...
Sprig foreparts, filed—						
Two rows round and three rows in centre	5 $\frac{3}{4}$	...	...	...	3 $\frac{1}{4}$	...
Two rows round and two rows in centre	4 $\frac{3}{4}$	...	3 $\frac{3}{4}$	...	3 $\frac{1}{4}$	...
One row round and two rows in centre...	3 $\frac{3}{4}$	...	3 $\frac{1}{4}$	...	2 $\frac{1}{2}$	...
Sprigged toe and joints, one row ...	1 $\frac{1}{4}$	...	1 $\frac{1}{4}$	...	1 $\frac{1}{4}$	...
Sprigged toe and joints, two rows...	2 $\frac{1}{2}$	...	2 $\frac{1}{2}$	...	2 $\frac{1}{2}$	...
Sprigged toe and joint, filing (either by maker or finisher) ...	$\frac{1}{2}$	$\frac{1}{2}$	$\frac{1}{2}$	$\frac{1}{2}$	$\frac{1}{2}$	$\frac{1}{2}$
Sprigs or nails, additional rows—per row ...	1 $\frac{1}{4}$	...	$\frac{1}{4}$	...	$\frac{1}{4}$	...
Spur box ...	3s. 6d.	10 $\frac{3}{4}$	...	...	...	...
Stitched foreparts, not pricked ...	3 $\frac{1}{4}$	3	3 $\frac{1}{4}$	3 $\frac{1}{4}$	2 $\frac{1}{2}$	2 $\frac{1}{2}$
Stitched foreparts, pricked up ...	3 $\frac{1}{4}$	6 $\frac{1}{4}$	...	7	...	4 $\frac{3}{4}$
Stitched foreparts to heel, not pricked up ...	4 $\frac{3}{4}$	4 $\frac{1}{2}$	5	5	3 $\frac{1}{2}$	3 $\frac{1}{2}$
Stitched foreparts to heel, pricked up ...	4 $\frac{3}{4}$	10 $\frac{3}{4}$	...	11 $\frac{1}{4}$	...	6 $\frac{1}{2}$
Stitched aloft, foreparts chopped ...	3 $\frac{1}{4}$	6 $\frac{3}{4}$	3 $\frac{1}{4}$	6 $\frac{3}{4}$	3 $\frac{1}{4}$	5
Stitched aloft to heel ...	4 $\frac{3}{4}$	...	5	...	3 $\frac{1}{4}$	...
Stitched aloft, foreparts not chopped if finished bottoms ...	3 $\frac{1}{4}$	3 $\frac{1}{4}$	...	3 $\frac{1}{4}$	...	2 $\frac{1}{2}$
Stitched aloft to heel (the waist chopped being 2d.)... ..	4 $\frac{3}{4}$	10 $\frac{3}{4}$	...	10 $\frac{3}{4}$	...	6 $\frac{3}{4}$
Strips, half-moon or one peak ...	...	2 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$
Strips, peaked ...	...	3 $\frac{1}{4}$	...	3 $\frac{1}{4}$	...	2 $\frac{1}{2}$
Strips, spire ...	...	5 $\frac{3}{4}$	...	5	...	3 $\frac{1}{4}$
Taking piece out of breast of top piece, and colouring to taste of employer ...	...	$\frac{1}{2}$	...	$\frac{1}{2}$	...	$\frac{1}{2}$
Through or runner ...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...	1 $\frac{1}{4}$	...
Through ...	...	1 $\frac{1}{2}$	...	...	...	...
Thigh boots ...	11 $\frac{1}{4}$	...	...	...	...	...
Toe and joint, when pegs left out and sprigged instead (sprigs not filed) ...	Nil	...	Nil	...	Nil	...
Top pieces, black or coloured, all lines ...	...	$\frac{1}{2}$	...	$\frac{1}{2}$	...	$\frac{1}{2}$

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 ...	4½	4½	...	...	...	...
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	...	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.	per pair.	per pair.	per pair.	per pair.	per pair.
	d.	d.	d.	d.	d.	d.
Heeling—						
Class 1 ...	3½	3½	3½	2½	...	...
Class 2 ...	3½	2½	3½	2½	...	...
Class 3 ...	2½	2	2½	2	...	...
Bottoms not finished—All classes ...	4½	2	2	1½	...	½
Finishing Wooden heels—						
Class 1 ...	6	...	6	...	3½	...
Class 2 ...	3½	...	3½	...	2½	...
Class 3 ...	2½	...	2½	...	2	...
Fitting Stuff—						
Stiffeners and toes, ready for use ...	1	...	1	...	½	½
Re-lasting, closing channels, and putting on split lifts—						
Class 1 ...	2½	...	1½	...	1	...
Class 2 ...	2½	...	1½	...	1	...
Class 3 ...	2½	...	1½	...	1	...
Welts ...	2½	...	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 ...	6½	5	6½	4½
Class 2 ...	4½	3½	4½	3½
Class 3 ...	3½	2½	3½	2½

**MAKING AND FINISHING.
HAND-SEWN WORK.**

						Per pair,	
						s.	d.
<i>Long Work.</i>							
Napoleon or field boots	...	...	...	...	...	29	11
Jockey boots	...	...	...	...	...	29	6
Jack boots	...	...	...	...	...	29	6
Wellington boots, long	...	...	...	...	...	29	6
Wellington boots, short	...	...	...	...	...	27	9
Thigh boots	...	...	...	...	...	48	3
Re-footing	...	...	...	...	...	27	7
						Gents', Per pair.	
						s.	d.
<i>Short Work.</i>							
Shooting boots	...	...	...	...	...	29	11
Short boots and shoes	...	...	...	...	...	27	10
Pumps, Ladies' or Gents'—							
Romeo or court shoes	...	...	...	...	...	20	10½
Wool or fancy slippers, if bound by maker	...	...	...	...	...	19	0
Wool or fancy slippers, if not bound by maker	...	...	...	...	...	14	9
Children's Boots or Shoes—							
Sizes 7's to 9's inclusive	...	...	...	...	...	16	3
Sizes 10's to 13's inclusive	...	...	...	...	...	17	2½
Sizes 1's and 2's inclusive	...	...	...	...	...	19	0
<i>Long Work—</i>						Per pair.	
						s.	d.
<i>EXTRAS.</i>							
All long work having patent vamps	...	...	...	...	...	1	11
All long work having patent or enamelled legs, or if made of soilable colours	...	...	...	...	...	1	11
All legs, if stiffened before being made	...	...	...	...	...	3	9½
Stitched seats	...	...	...	...	...	1	11
<i>Short Work (Ladies' or Gents')—</i>						Per pair.	
						s.	d.
All clumps	...	...	...	...	...	3	9
Spur boxes	...	...	...	...	...	4	9
Middle sole	...	...	...	...	...	1	11
¾ inch edge (sole and welt)	...	...	...	...	...	1	0
Every ½ 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	11
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	9½
Box corks (gents')	...	...	...	...	...	9	6
Box corks (ladies')	...	...	...	...	...	7	6½
Ladies' heels, every ½ inch over 1½ inch	...	...	...	...	...	0	8
Cavity heels	...	...	...	...	...	1	11
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	11
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	11
Stitched over 14 to the inch (gents')	...	...	...	...	...	1	0
Stitched over 14 to the inch (gents'), heel to heel	...	...	...	...	...	1	11
All faced leather, except black box calf or glaze kid	...	...	...	...	...	1	11
Wurtemberg heels (wooden)	...	...	...	...	...	4	9
Wurtemberg heels (wooden), if sewn and stitched	...	...	...	...	...	7	6½
Wood heels (ready covered)	...	...	...	...	...	1	6
Wood heels (if covered by maker)	...	...	...	...	...	2	10½
Spikes in cricket boots or shoes	...	...	...	...	...	1	11
Straps, if put on cricket boots or shoes by maker	...	...	...	...	...	1	0
All coloured welts on black-work	...	...	...	...	...	1	0
<i>Pumps—</i>						Per pair.	
						s.	d.
Stiff toes	...	...	...	...	...	1	0
Bead on breakable trimmings	...	...	...	...	...	1	0
Velvet or satin	...	...	...	...	...	1	11
Outside heels on slippers	...	...	...	...	...	1	11

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.

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

W. L. HARRINGTON, Secretary.

Melbourne, 25th February, 1937.

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