

VICTORIA

GOVERNMENT GAZETTE.

Dublished by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 6]

MONDAY, JANUARY 9.

[1939

Factories and Shops Acts.

DETERMINATION OF THE BOOT BOARD.

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, Geological Museum Buildings, Gisborne-street, Melbourne (price 3d.).

N accordance with the provisions of the Factories and Shops Acts, the Wages Board, which since the ninetventh 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 6th January, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

WAGES.

Apprentices or Improvers.

MALES.* Apprentices. Wages per Week of 44 hours.

]		Co	mme	wing Age.	
			der cars.	J- yea		17 years.	18 years or over.
		8.	<u>d</u> .	8.	d.	s. d.	s. d.
ist year		13	0	18	9	18 9	27 6
2nd year		18	9	27	0	27 6	37 0
3rd year-			_			00.0	50 0
1st 6 months		27	6	36	0	36 6	50 6
2nd 6 months		27	6	36	0	36 6	58 6
4th year—		Ì				ļ	
1st 6 months		36	6	42	3	50 6	Minimum
2nd 6 months		36	6	42	3	58 6	wage
5th year-		ł		1		i	
1st 6 months		43	3	50	6	Minimum	
2nd 6 months		43	3	58	6	wage	
6th year—		ł		1			
1st 6 months		50	6	l	Min	imum	
2nd 6 months		58	6	į	W	age	
Thereafter		l	Mi	inimu	n w	rge	

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

See Clause 4 for wages and proportion of unapprenticed Junior

FEMALES.

Females. Improvers.

Females employed clicking, designing or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or fimishing, 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 shall be paid the same rates as are paid to adult males on the same class of work.

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 shall be paid the same rates as are paid to adult males on the same class of work:

Apprentices and all other improversd. 3 s. 17 1st 6 months' experience 18 22 2nd 3rd 5th 745 38 Thereafter

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 51s. 9d. 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 51s. 9d. 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 51s. 9d. per week of 44 hours.

^{**} Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission. See Note 2 above. No. 6.-16240.

WAGES-continued.

	٠	MALE	s.			Wages week 44 ho	k of	. PERALIS. W	eek o
attern Cut	ting— Cutters or D	esioners				8. 105	d.	(a) Females' employed clicking, designing or cutting,	8.
icking	Junets of 12	omgrois	•••		•	1.70		patterns, stuff cutting, stuff fitting, or preparing for makers,	
	outsides (ot	her than felt	, fabric,	sheep's				or finishing, including the following operations in the	
or split	s)		,	• • • • • • • • • • • • • • • • • • • •		105	Ü	making of slippers:—Turning, bottom levelling, wood	
		fabrics, shee	p's roans		-	102	0	heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates	
By han By mac			• • • • • • • • • • • • • • • • • • • •	••	• • •	99		as are paid to adult males on the same class of work.	
All others			•••	••		99	ŏ	(b) Females employed attaching uppers to soles of shoes,	
uff cutting	g							known as or similar to the Sahara Sandal, or interlacing	
		des or insoles	• •	• •		102		material of the uppers on the last or attaching such uppers	
	by hand	••	• •	• •	• •	102 99	0	to the soles of shoes known as Basket Shoes or any shoe	
All others king	• • •		••		• • •	55	v	similar thereto shall be paid the same rates as are paid to adult males on the same class of work.	
All operat	tives except	t those for w	hom the	rates he	erein-			(c) Females with four years' experience and over em-	
after at	ppearing ar	e prescribed				105	0.	ployed operating a machine with hot or liquid wax, shall	
perator	of bottom	levelling mad	chine	• •	• •	99		receive an addition to their ordinary wage at the rate of	
	of buzzer			••		99	0	7s. 6d. per week.	
		iling machine		• •	• •	99 99	0	(d) Females (i) with four years' experience employed on	=0
Jeveuing Heeling b	by hand	• •	• •	••	• • • • • • • • • • • • • • • • • • • •	99	ŏ		56 53
pening o			•••			99	ŏ	(iii) Employed on any other work set out in clause 3	<i>-</i> 00
	nannels					99	0	(Female Work)	51
eathering	g	·· · · ·	• •	· .	••	99	0	(e) Females over the age of twenty-one years without the	
urning F	oumps	hanking	••	••	••	99 99	0	experience referred to in clause (d) (i) above shall for the	
	nings and s p backs	nanking	•••	••	• •	99	ŏ	first twelve months be paid £2 11s. 9d., and thereafter the rate prescribed for their occupation.	
ulling or		• • • • • • • • • • • • • • • • • • • •	::	• • • • • • • • • • • • • • • • • • • •		99	ŏΙ		
ingling a	and trimmi	ng (hand or	machine))		99	0		
utting of	n heels and	i toe plates	••	••	• •	99	0		
ttaching	wood heel	s by hand	• •	••	••	99	0		
	n stiffeners		ordro	••	••	96 96	0		
lipping o		llings and sh	***		• • •	96	ŏ		
	it tacks		::			96	ŏ		
tamping	and sorting	g soles				96	0		
Solutionin	g or cemen	ting by hand	or machi	ne		96	0		
	auds or bars	on football b	oots	• •	• •	96	0	•	
ishing—	right throu	gh by hand				105	0		
	heel trimn					105	ŏ		
	edge trimi					105	0.		
	edge sette		••	• •		$\begin{array}{c} 105 \\ 105 \end{array}$	0		
	heel scour	er g machine	and/or	sandpap		105	٠,		
		g moonine		··		101	0		
machine						96	0		
machine lipping o								•	
lipping o	off	<u> </u>	• •		••	99	0		
lipping o	off					99	:		
lipping o	off	:-		••		99 Fem.	ALE	Work.	
lipping o ll others (3) The fe	off	asses of work	may be	performe	ed by	99 Fem	ALE	mployees at the rates prescribed in clause 2, sub-clause (d) (i	
lipping of the distribution (3) The feet	off ollowing cla z) making c	asses of work	may be with sole	performe	ed by	99 Fem	ALE		
(3) The form	off ollowing cla making control set of	asses of work cosy slippers at in clause (may be with sole (2) (a) ;	performe s of uppe	ed by er leat	FEM fema	ALE ale e	mployees at the rates prescribed in clause 2, sub-clause (d) (i her soft material with felt or compo filling (excepting the operation)	
(3) The form	ollowing class; making (constant) making (constant) attaching (constant) marking,	asses of work cosy slippers unt in clause (g felt to leath stamping, fi	may be with sole (2) (a); her soles itting of	performes of upper	ed by er leat on Sp mach	FEM. fema	ALE ale e or ot	mployees at the rates prescribed in clause 2, sub-clause (d) (i	atio
(3) The formula (4)	ollowing cla a) making o set on b) attaching () marking, for the	asses of work cosy slippers of the clause (g felt to leath stamping, fine slipper tur	may be with sole (2) (a); her soles itting of	performes of upper	ed by er leat on Sp mach	FEM. fema	ALE ale e or ot	mployees at the rates prescribed in clause 2, sub-clause (d) (i her soft material with felt or compo filling (excepting the opera- thine No. 75B 80,100 or any similar table machine;	atio
(3) The formula (4)	ollowing class of making of set of b) attaching (c) marking, for the d) ironing of	asses of work cosy slippers unt in clause (g felt to leath stamping, fi	may be with sole (2) (a); her soles itting of	performes of upper	ed by er leat on Sp mach	FEM. fema	ALE ale e or ot	mployees at the rates prescribed in clause 2, sub-clause (d) (i her soft material with felt or compo filling (excepting the opera- thine No. 75B 80,100 or any similar table machine;	atio
(3) The form (6)	ollowing class of the color of	asses of work cosy slippers ut in clause (g felt to leath stamping, fine slipper tur- off the last;	may be with sole (2) (a); her soles itting of	performes of upper	ed by er leat on Sp mach	FEM. fema	ALE ale e or ot	mployees at the rates prescribed in clause 2, sub-clause (d) (i her soft material with felt or compo filling (excepting the opera- thine No. 75B 80,100 or any similar table machine;	atio
(3) The form (4) (6)	ollowing class; a) making of set of the set	asses of work cosy slippers of it in clause (g felt to leath stamping, fi te slipper tur off the last;	may be with soles (2) (a); her soles tting of n sewing	performes of upper	ed by er leat on Sp mach	FEM. fema	ALE ale e or ot	mployees at the rates prescribed in clause 2, sub-clause (d) (i her soft material with felt or compo filling (excepting the opera- thine No. 75B 80,100 or any similar table machine;	atio
(3) The form (4) (6)	ollowing class of making of set or b) attaching of the di ironing of secking; for pomming of pomming of attaching of attaching	asses of work cosy slippers ut in clause (g felt to leath stamping, fine slipper tur- off the last;	may be with sole: (2) (a); her soles titing of n sewing	performes of upper	ed by er leat on Sp mach	FEM. fema	ALE ale e or ot	mployees at the rates prescribed in clause 2, sub-clause (d) (i her soft material with felt or compo filling (excepting the opera- thine No. 75B 80,100 or any similar table machine;	atio
(3) The formula (4) (6) (6) (7) (8) (9) (9) (9) (9) (9) (9) (9) (9) (9) (9	ollowing cla 2) making (set of b) attaching for th 1) ironing (secking; for pomming y) attaching h) final trin c) cleaning;	asses of work sosy slippers of the last; stamping, fi te slipper tur off the last; cy ornaments; mming and be	may be with sole: (2) (a); her soles titing of n sewing	performes of upper	ed by er leat on Sp mach	FEM. fema	ALE ale e or ot	mployees at the rates prescribed in clause 2, sub-clause (d) (i her soft material with felt or compo filling (excepting the opera- thine No. 75B 80,100 or any similar table machine;	atio
(3) The form (4) (4) (5) (6) (6) (6) (7) (7) (8) (8) (8) (9) (9) (9) (9) (9) (9) (9) (9) (9) (9	ollowing class of making of set on b) attaching for the distaching; socking; f) pomming of pomming of taching the final triric cleaning; spraying	asses of work sosy slippers at in clause (g felt to leat stamping, fi e slipper tur ff the last; g ornaments; mming and be ; ;;	may be with sole: (2) (a); her soles titing of n sewing	performes of upper	ed by er leat on Sp mach	FEM. fema	ALE ale e or ot	mployees at the rates prescribed in clause 2, sub-clause (d) (i her soft material with felt or compo filling (excepting the opera- thine No. 75B 80,100 or any similar table machine;	atio
(3) The f. (6) (6) (7) (9) (9) (1) (1) (1) (1) (1) (2) (3) (4) (4) (5) (6) (7) (7) (7) (8) (8) (8) (9) (9) (9) (9) (9) (9) (9) (9) (9) (9	ollowing cks a) making c set of b) attaching c) marking, for th d) ironing c; socking; s) socking; h) final trin c) cleaning; h) final trin c) cleaning; h) branding b) branding	asses of work yosy slippers at in clause (g felt to leath stamping, fi e slipper tur off the last; ; ; g ornaments; mming and be ; ; ; ;;	may be with sole: (2) (a); her soles titing of n sewing	performes of upper by Unic	ed by er leat on Sp mach	FEM. fema	ALE ale e or ot	mployees at the rates prescribed in clause 2, sub-clause (d) (i her soft material with felt or compo filling (excepting the opera- thine No. 75B 80,100 or any similar table machine;	atio
ipping of II others (3) The forest (4) (4) (4) (5) (6) (7) (7) (8)	ollowing claza ollowing claza ollowing claza ollowing class of set of the set ollowing class occling; for the set ollowing classing ollowing ollowing classing; spraying by branding of final poli ollowing; spraying ollowing; spraying; sprayi	asses of work cosy slippers vat in clause (y felt to leath stamping, fi es slipper tur ff the last; comming and be committed.	may be with sole: (2) (a); her soles titing of n sewing	performes of upper by Unic	ed by er leat on Sp mach	FEM. fema	ALE ale e or ot	mployees at the rates prescribed in clause 2, sub-clause (d) (i her soft material with felt or compo filling (excepting the opera- thine No. 75B 80,100 or any similar table machine;	atio
(3) The f. (4) (6) (7) (8) (9) (9) (1) (1) (1) (1) (1) (2) (1) (2) (3) (4) (5) (6) (7) (7) (7) (8) (8) (9) (9) (9) (9) (9) (9) (9) (9) (9) (9	ollowing cla 2) making (set of b) attaching c) marking, for tt d) ironing (e) socking; f) pomming g) attaching cleaning: f) paraying cleaning: f) spraying f) final poli m) sizing;	asses of work yosy slippers y the in clause (felt to leath stamping, file slipper tur fff the last; gornaments; mming and be ; ; ; ; shing; shing;	may be with sole: (2) (a); her soles titing of n sewing oxing;	performs of uppers, uppers, machine	ed by er leat on Sp mach	FEM. fema	ALE ale e or ot	mployees at the rates prescribed in clause 2, sub-clause (d) (i her soft material with felt or compo filling (excepting the opera- thine No. 75B 80,100 or any similar table machine;	atio
(3) The form (4) (6) (6) (7) (7) (8) (9) (9) (9) (10) (10) (10) (10) (10) (10) (10) (10	ollowing cla a) making of set on b) attaching c) marking; for th d) ironing of e) socking; f) pomming f) attaching h) final trin i) cleaning j) spraying h) branding j) final poli m) final bru m) sizing;	asses of work sosy slippers at in clause (g felt to leat stamping, fit eslipper tur off the last; g ornaments; mming and be; ;; sshing; sshing;	may be with sole: (2) (a); her soles itting of n sewing oxing;	performs of uppers,	ed by er leat on Sp mach e;	FEM. fema	ALE ale e or ot	mployees at the rates prescribed in clause 2, sub-clause (d) (i her soft material with felt or compo filling (excepting the opera- thine No. 75B 80,100 or any similar table machine;	atio
(3) The f. (4) (6) (6) (7) (8) (9) (9) (10) (10) (10) (10) (10) (10) (10) (10	ollowing cla 2) making c set of b) attaching c) marking, for th d) ironing c e) socking; f) pomming f) attaching f) praying cleaning f) spraying b) branding f) final bru n) sizing; f) treeing a n) patent a	asses of work yosy slippers y the in clause (g felt to leath stamping, fi te slipper tur off the last; ; ; g ornaments; mming and be; ; ; ; shing; shing; shing; ther boot is ind coloured	may be with sole: (2) (a); her soles ttting of n sewing oxing; finished;	performs of uppers, uppers, machine	ed by er leat on Sp mach e;	FEM. fema	ALE ale e or ot	mployees at the rates prescribed in clause 2, sub-clause (d) (i her soft material with felt or compo filling (excepting the opera- thine No. 75B 80,100 or any similar table machine;	atio
(3) The form (4) (6) (6) (7) (7) (8) (9) (9) (9) (10) (10) (10) (10) (10) (10) (10) (10	ollowing cla a) making (set of set of for the d) ironing () secking; for the d) ironing () secking; f) pomming attaching b) final trin c) cleaning; c) branding d) final poli m) final poli m) final poli m) final poli m) polyticing; p) patent a p) patent a p) patent a p) patent a	asses of work cosy slippers at in clause (felt to leat stamping, fi e slipper tur ff the last; gornaments; mming and be ; ; ; ; shing; ter boot is in nd coloured.	may be with sole: (2) (a); her soles itting of n sewing oxing; finished; leather r ing word	performs of uppers, y machine	ed by er leat on Sp mach e;	FEM. femsecher coecial ining	ALE alle e or ot Mac	mployees at the rates prescribed in clause 2, sub-clause (d) (i her soft material with felt or compo filling (excepting the opera- thine No. 75B 80,100 or any similar table machine; uppers, pasting of uppers, lacing of uppers or preparing sli	atio
(3) The form (4) (6) (6) (7) (7) (8) (8) (9) (9) (9) (10) (10) (10) (10) (10) (10) (10) (10	ollowing cla a) making (set on b) attaching (polymer of the color of the claims	asses of work sosy slippers at in clause (g felt to leat stamping, fi e slipper tur off the last; g ornaments; mming and be ; ;; shing; ther boot is f and cover g and cover or trimming	may be with sole: (2) (a); (a); (b); (c); (d); (d); (d); (d); (d); (d); (d); (d	performs of uppers, machine repairing 1 heels; es and o	ed by er leat on Sp mach e;	FEM. femseher coecial ining	Mace Mace Mace Mace Mace Mace Mace Mace	mployees at the rates prescribed in clause 2, sub-clause (d) (i her soft material with felt or compo filling (excepting the operation No. 75 B 80,100 or any similar table machine; uppers, pasting of uppers, lacing of uppers or preparing sliuppers, pasting of uppers, lacing of uppers or preparing sliuppers, including cut outs);	atio
ilipping of the state of the st	ollowing cla 2) making (set of b) attaching (for th d) ironing (e) socking; f) pomming f) attaching f) attaching f) spraying f) spraying f) final bru n) sizing; f) treeing a n) sizing; f) treeing a n) sizing; f) solutioni f) skiving (e) interlaci	asses of work yosy slippers y the in clause (y felt to leath stamping, fi te slipper tur off the last; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ;	may be with sole: (2) (a); her soles ttting of rn sewing oxing; finished; leather r ing wood the insid- before c	performs of uppers, machine the period of th	ed by reat on Sp mach	FEM fems sher coecial sining	Made of Made o	mployees at the rates prescribed in clause 2, sub-clause (d) (i her soft material with felt or compo filling (excepting the operation No. 75 m 80,100 or any similar table machine; uppers, pasting of uppers, lacing of uppers or preparing slippers, pasting of uppers, lacing of uppers or preparing slippers (including cut outs); thing hand made basket shoes);	atio
(3) The form (4) (4) (5) (6) (6) (7) (7) (7) (8) (8) (8) (9) (9) (9) (9) (9) (9) (9) (9) (9) (9	ollowing cla a) making (set of b) attaching for th d) ironing (set of to ironin	asses of work cosy slippers varies clause (felt to leat stamping, fi te slipper tur ff the last; command and be ; ; ; shing; shing; fter boot is in d coloured ! full turber of turbers or trimming in g of uppers in all stages)	may be with sole: (2) (a); her soles itting of n sewing oxing; finished; leather r ing wood the insid before c infanta;	performs of uppers, y machine the penairing 1 heels; es and or after to	ed by er leat on Sp mach e; ; ; outside makin ss foot	FEM. femscher of ecial mining	Mache eprot Mache of	mployees at the rates prescribed in clause 2, sub-clause (d) (i her soft material with felt or compo filling (excepting the operation No. 75 B 80,100 or any similar table machine; uppers, pasting of uppers, lacing of uppers or preparing sliuppers, pasting of uppers, lacing of uppers or preparing sliuppers, including cut outs);	atio
(3) The f. (4) (4) (5) (6) (6) (7) (7) (8) (8) (9) (9) (9) (9) (9) (9) (9) (9) (9) (9	ollowing cla 2) making (set of b) attaching for th d) ironing (e) socking; f) pomming f) attaching f) attaching f) attaching f) pomming f) attaching f) spraying f) sland bru n) sizing; f) treeing a p) patent a p) patent a f) solutioni f) skiving (e) interlacir f) making (u) preparing f) making (u)	asses of work cosy slippers to the incluse (felt to leat) stamping, fi the last; gramming and be; shing; shing; shing; ther boot is fi and coloured if and cover or trimming for gramming and cover or trimming for gramming and stages) groe puffs or trees; and	may be with sole: (2) (a); her soles titing of n sewing oxing; finished; leather r ing wood the insid- before c. infants' f materie	performs of uppers, y maching l heels; es and o or after of al other	ed by er leat on Sp mach e;	FEM fems ther of the cecial ining set of the cecial initial in	Make or ot Make of of upprocluments with the control of the contro	mployees at the rates prescribed in clause 2, sub-clause (d) (i her soft material with felt or compo filling (excepting the operation No. 75 m 80,100 or any similar table machine; uppers, pasting of uppers, lacing of uppers or preparing slippers, pasting of uppers, lacing of uppers or preparing slippers (including cut outs); thing hand made basket shoes);	atio

JUNIOR WORKERS-MALES.

- (a) Unapprenticed male juniors may be employed in the following occupations:—Tacking on insoles, putting in stiffeners or toes, putting in bottom fillings and shanks, putting in and slipping lasts, last carrying, last sorting, heel nail feeding, inking edges, solutioning or cementing by hand or machine, inking and colouring (one colour only), rubbing off heels, drawing tacks or nails, socking and sizing, tacking up stuff (including the cutting and preparation of football studs), putting in followers, branding or stamping, any other occupation usually performed by females under this Determination.

 (b) The maximum number of unapprenticed male juniors who may be employed in any factory shall not exceed the proportion of one junior to ten or fraction of ten of the average number of male adults employed for the previous six months.
- - (c) Unapprenticed male juniors shall be paid the rates provided for apprentices plus ten per cent.
- (d) Any unapprenticed junior who has had six years' experience in the industry and who has not reached twenty-one years of age shall be paid the adult rate for the class of work he is performing.

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.

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.
- (7)
 (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.

(8)

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.

(9)

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 for at the rate of time and a half.

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

(10)

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.

(11)

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.

(12)
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.

(13)

(13)

MIXED FUNCTIONS.

An employee engaged for more than half of one day on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day; if less than half of one day he shall be paid the higher rate for the time so worked.

REST PERIOD. (a) Female employees shall be allowed a morning rest period of ten minutes at a time to be mutually arranged in each factory.

(b) Facilities for making tea shall be made available to employees at the commencement of rest periods and meal hours.

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

(16) 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.

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.

WASHING ACCOMMODATION.

Suitable washing accommodation shall be provided for all employees. 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.

PERIODICAL ADJUSTMENT OF WAGES. The wages rates for adult males set out in clause (2) are based upon the following basic wage rates. and pursuant to the provision of section 21 of the Factories and Shops Act 1934, shall be automatically increased or decreased by the same amount. and at the same time as such basic wage rates.

The basic wage rates shown hereunder shall be adjusted as prescribed in clause (21).

	DASIC	, 112G25.	
Płace.	Basic Wage.	Loadings and Margin for Skill.	Index Number Set Assigned.
Whole of the State	£ s. d. 3 13 0	£ *. d. 1 6 0	Six Capital Cities (Weighted Average)

(21)ADJUSTMENT OF WAGE RATES.

- (a) For work done between the 6th January, 1939, and the 1st day of July, 1939, 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 prescribed in Clause 20 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) The index number for the six capital cities weighted average is to be applied.
- (2) 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.
- (3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising such number is to be ascertained.
 - (4) The basic wage shall be of that assigned amount during such half-year, plus the loadings and margin prescribed in Clause (20).

TABLE.

<u> </u>				TADDO.		
		Index Nu	nber Divis	ions.	-	Basic Wage.
•						
	•					£ s. d.
	735-746					3 0 0
	747-759					3 1 0
	760771	• •	-			3 2 0
	772-783					3 3 0
	784-796					3 4 0
	797-808					3 5 0
	809-820					3 6 0
	821-833					3 7 0
	834-845					3 8 0
	846-858		• •	• •]	3 9 0
	859-870					3 10 0
	871-882	••				3 11 0
	883895	• •	• •			3 12 0
•	896-907	• •				3 13 0
	908-919	• •	• •			3 14 0
	920-932	• •	• •			3 15 0
	933-944	• •				3 16 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.

⁽d) The piece-work prices set out in the schedules shall be increased or decreased by the same percontage and at the same time as the basic wage for adult male workers is increased or decreased as provided for in this Determination.

PIECE-WORK SCHEDULES.

to be entered into the employee's mam, book by the foreman or employer. 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 dozan is to be entered into the employes's mama. book by th or price per pair or dozen is

MAKING AND FINISHING

waists, including fudging. Making shall include stiffener or any toe excipt a stub toe. Finishing shall mean white to heel and top piece, square or bovel CLASSIFICATION OF LEATHERS-TO BE DETERMINED BY LEATHER IN VAMPS.

Class I.—Buckskin, imitation buckskin, crup, glace kid, 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, split or hide (black or coloured), sheep Levant, waxed wallaby, satin wallaby, kip, split, offal grain, ace goat, glace wallaby, glove kid, white kid, patent, imported calf all kinds (black or coloured), Levant seal. in either 1st or 3rd Glass.

Persian sheep.

& & ₩.₩ <u>0</u> Per Palr. Fluishing. 3,8-6,8, 113 0 114. 101.0 103.6 Per paír. yrsking. Children's. Ankle Straps Bottoms made by Finisher. 0000 10 88 84 84 84 84 Per pair. Buideini'i 7's-10's. s, 000 000 ď. Per psir. Making. જ 0000 a, Girls', 11's-1's. Per pair. Finishing 3 Par. Making. 4 27 24 ë Per pair. 2.8 Zaidalai4 Maids', ď. Patr. Proklug. 113 0 10 104 10 84 0 1123 0 1144 0 1044 Kinishing Per par. 4.9-6.s. Ġ. 20 12 2555 Children's. Per palr. ylaking. 141 0 1141 0 1041 # 8 2 8 d. Per Plaishing 7'9-9'8. ġ. Per Palr. Makidg. Ġ. Girls', 10's-13's Per par Plaishing. 7 22 d, Per Par Haklog. & 34'1 0<u>3</u>1'1 11'1 죠~ : ġ Per pafr. Fluishing. Maids'. 0 4 4 5 E Ġ, Per pair. Naklng. œ, Ġ 4448 Per pair. Plaishing. Women's. 11.00 Per Patr. Making. 11.22 Per Flatshing. Boys', 10's-13's. 01 ď. Per padr. Naking. Ġ. **数字で** Per palr. Zujų sju_{i d} Youths'. B 2225 Meklag. Per P d. 6 14T4C Per pair. Finishing Men's. 10.00 ė 70 44 634-44 Per patr. Waking. Class 1 ... Class 2 ... Class 2 ... Class 3 (see Note below) ... Class 3 (with one row of pegs or rivets) :::: MACHINE SEWN AND PEGGED. :::: RIVETED. _eathers_

machine sewn. classes and for making more than corresponding sizes maker. Welts.—All sizes and classes 13d. per pair for making more than correspon Norr.—Class 3, men's and youth's riveted boots, bottoms not to be filed

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

on all classes, #d. per pair extra

Id. per pair extra. per pair extra. Slit toe-cap on all classes, \$\frac{1}{4}\text{d}\$. per pair extra Stub toe, 1d. per pair extra. Riveted, making on wood or plated last, 1d. Sizes over 11's men's, and 7's women's, 6d.

5.4 per cent. added With

No deductions on ankle strap.

Z
<
Ε
井
Z
OR
0
9
3
HOB-NAILED
z
m
HOB
-
8
õ
ROOM
_
80
_
Z
걸
ARI
9
BNDE
8, HUNGA
ě,
LASTS,
4
ON IRON
IRON
-
NO
U
RK
VORK
۶
-
STRONG
8
Ξ
97

			Making.	ng.				Finishing.	
	Men's.		You	Youths',	Boys' 10's-13's.	's-13's.	, and M	Vonthe	
	Pegged.	Riveted.	Pegged.	Riveted.	Pegged.	Riveted.	Herr o	r Outries .	-
	per pair.	per pair.	per pair.	per pair.	per pair.	per pair.	per pair.	per pair.	ă.
1. Watertights, lace-ups, bluchers or tongued lace, pegged all round, slicked bottoms, and nailed as desired by employer	s. d. 3 2½	s. d. 2 64	s. d. 2 64	2 3.4 3.4	s. d.	s. d. 1 8½	s. d. 1 1 4	s d. 0 11	
when sprigged, scattered pegs in foreparts, no sand papering and no crowing, riveted not to be slicked	2 8 3 : : 6 2 2 4	2 2 .: 	2 3 4 5 5 7 8 7	1 8 8 1 6 1 6 1 6 1 6 1	= : : :		$\begin{array}{ccc} 0 & 11 \\ 0 & 8\frac{3}{4} \\ 1 & 1\frac{1}{4} \end{array}$	0 844 0 8444 0 11 0	
Stokers', making, complete, 2s. 113d, per pair. Extras—("To apply to all lines) prices at per pair— Filing sprigs, two rows round and two or three rows in centre, 14d.	· · · · · ·								
Nailed or sprigged waists, 14d. Rough spriggs, 2d. Slicking (honing) unners on the last 14d.									
Standard, screwed through, or through and slip, 2d. Stub toes, 14d.								٠	
Square hobs, 14a. Tip filler, filled and slicked, 14d.									
Stiffener toe piece, not exceeding 2 inches deep, 2d. Stiffener toe piece, not exceeding 2 inches deep, 4d.									
Crop on since conners, zu. Tocopus, except on balmorals, 14d. Tocoplates, 14d.									
Wellingtons, long and short, 7d. making and 7d. finishing. White pegs, 14d. Harmering down nears or rivers where lests are more 11d.									
Clumps Coursely, one row of rivets or screws, or imitation screws, or pin points, making per purpose on purpose or property.							-		
Boys, 10's-13's, 23d.; women's and maids', 63d.; men's and youths', 63d. Riveted, making on wood or plated last, 14d. Sizes over 11's men's and 7's women's, 5d.									
Extra to apply to Class 2— Not otherwise provided for, if pegged in foreparts, 74d. Extra to apply to Class 4 and balmorals, waist pieces, 4d. Deductions—(To apply to all lines) prices at per pair—									
Heeling, 23d.; boys, 24d. Suffeners and split lifts, 1d.	٠			, -					
Light and sirong work to be made and hinshed under their respective beadings only.									i

Making and Finishing.

Items.				len's.	You	ıtha'.
rtema.			Making.	Finishing,	Making.	Finishing.
			per pair.	per pair.	per pair.	per pair.
		!	s. d.	s. d.	s. d.	s. d.
Tnee boots, sole and slip, or bricks			5 4	1 73	4 41	1 41
Vellingtons, long and short, sole a				1 7 29		
			$4 ext{9} rac{3}{4}$	1 7 2	4 0	1 44
Vatertights, bluchers or tongued l	ace, sole and	slip, or				•
Vatertights, bluchers or tongued l bricks			$\frac{4}{4} \frac{9\frac{1}{4}}{2}$	1 7½	4 0 3 0 <u>1</u>	1 44
Vatertights, bluchers or tongued l bricks Extras—	ace, sole and	slip, or	4 41/2		3 01	1 0
Vatertights, bluchers or tongued l bricks Extras— Sprigged foreparts, filed	ace, sole and	slip, or	$\begin{array}{cccc} 4 & 4\frac{1}{2} \\ 0 & 1\frac{1}{2} \end{array}$	1 2½	3 0½ 0 1½	1 0
Vatertights, bluchers or tongued l bricks extras— Sprigged foreparts, filed Sprigs, rough	ace, sole and	slip, or	$\begin{array}{ccc} 4 & 4\frac{1}{2} \\ 0 & 1\frac{1}{2} \\ 0 & 1\frac{1}{2} \end{array}$	l 2½	3 01	1 0
Vatertights, bluchers or tongued l bricks extras— Sprigged foreparts, filed Sprigs, rough Square hobs Toe-plates	ace, sole and	slip, or	$\begin{array}{ccc} 4 & 4\frac{1}{2} \\ 0 & 1\frac{1}{2} \\ 0 & 1\frac{1}{2} \end{array}$	1 2½	3 0½ 0 1½ 0 1½	1 0
Vatertights, bluchers or tongued l bricks Extras — Sprigged foreparts, filed Sprigs, rough Square hobs Toe-plates	ace, sole and	slip, or	$\begin{array}{cccc} 4 & 4\frac{1}{2} \\ 0 & 1\frac{1}{2} \\ 0 & 1\frac{1}{2} \\ 0 & 1\frac{1}{2} \end{array}$	1 2½	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	1 0

MISCELLANEOUS.	•

- C3 A11 7					i	per pair.	per pair.
anvas Shoes—All sizes—			()) 1	. 11	, ,	s. d.	s. d.
Best, faced with Russian, imi		ian, kid	(all colour	s), white	lamb,		
calf, buckskin, or imitation	•••	•••	•••	•••	•••	2 01	•••
White bottoms	•••	•••	•••	•••	***	***	1 4
Common, basil fittings		•••		•••		0 8 1	•••
Edges only, water or coloured		l y trimm	ed	•••		•••	0 6
Canvas shoes, not otherwise		• • • •			•••	0 113	
Edges only, water or coloure			•	•••		•••	0 81
Black canvas shoes, patent	facings, to	e-caps a	nd straps	(women	's and		
children's only)			• • • •			$1 2\frac{1}{2}$	
Leather or other toes, 11d. e	xtra.						
White bottoms	• • • •			•••	• •••	•••	1 1
ouse Boots							
Lasting, velvet or felt				•••		0 101	
Golosh counters, ½d. extra.					- 1	~	
Black edges					[0 41
Black bottoms, with grain on		а.			- {		"2
Black bottoms, with grain off					1		
Lasting, elastic-side boots or			out toe-car	s, balf-m	ilitary		
heels, not to exceed 7 inch			•••			1 21	•
Leather or other toes, 11d. e.					1	2	
White bottoms							0 113
Black edges							0 41
Black bottoms, with grain on		••	•••	•••	[•••	· .2
Black bottoms, with grain of	F 93d over				İ		
ppers—All sizes—	i, z ₄ u, czu	и.			.		
Fancy, foxhead, venetian, or	nanwaa				1	0 43	
TD	canvas		•••			0 6	•••
Edges only, heels only trimme				•••	•••		0 2
Split, glace hide, tan hide,			h aannat			•••	0 2
box hide, austral, chrome s	пеер, втас		suede, a	ma terine		0 61	
enumerated elsewhere	···	•••	•••	•••	•••	$0.6\frac{1}{2}$	***
Leather or other toes, 11d. ex	tra.				- 1		
Leather stiffeners, 11d. extra.							0 42
Edges only, water or colour, to		•••	***	***	•••		0 43
Black bottoms, with grain on,					-	i	
Black bottoms, with grain off	,∠¥u. exti:	t.				1	0.101
White bottoms	•••	***	•••	•••	•••	_{0,1} [0 101
Lasting		. ;	• • • • • • • • • • • • • • • • • • • •	•••	•••	$0.8\frac{1}{2}$	••.
Slippers, with slip heel not to	-	inch in h	eight	•••	•••	0 101	···-
Edges only trimmed		•••	•••	•••		•••	0 7
Black bottoms, with grain on,					j	ļ	
Black bottoms, with grain off	, Z≩d. ¢xtr	a.					
White bottoms	•••	•••	•••	•••			1 01
Hand worked		•••	•••	•••		24	1 83
Buckskin, crup, glace kid, walls	aby, glove l	kid, whit	e kid, pate	ent, or box	calf—		_
			-		- 1	1 01	1 3
Men's Women's	•••	• • •	• • •	***	*** [1 3 1	1 0

With 5.4 per cent. added.

MISCELLANEOUS -continued

							Making.	Finishing.
Ch'	hhan						per pair.	per pair
loots and Shoes, ready for r	u o ber					a alita a		
All men's and women		.1.			•••		$0 - 6\frac{1}{2}$	
Women's, 2nd and 3sewn	rd class	es, less ti	han corre	sponding	lines, m	achine	0 3 1	
All others, less than o	orrespo		s, machin				ບ 2້	
Cennis Shoes-		-						+,
Men's—Class 1								1 24
Class 2		••• -	•••					1 0
Class 3		•••	•••					0 91
Women's Class 1	•••			•••	•••			1 1 104
Class 2		.:.	•••					0 10
Class 3					•••			∮ છ છા≨ું

INFANTS' BOOTS AND SHOES, O'S TO 6'S, NEEDLEWORK, BY HAND

. Making.											
В	ioots—	.,				•	8	d			
	Sewing and turning, leather or linen lined		•••	•••	•••		4	61			
	Extras-With patent vamps or goloshes		•••				ψ,	63			
	All white work	•••	• • • •	•••			1	$2\frac{1}{4}$			
S	hoes				•	-					
۰	Sewing and turning, leather lined					٠	4	$0\frac{1}{2}$			
	Sewing and turning, linen lined	•••	•••	•••		٠,٠.	·4	61			
	Extras-With patent vamps or goloshes	•••	•••			**	()	6			
	All white work	•••	•••	•••			4	· 2			
	₹										

			1	Tinishing.					Per do	sen paire.
Infants' Boots and S	Shoes								8.	d.
0's-3's		•••	•••	***	•••	•••	***	٠	4	1
4's-6's		•••	•••	•••	•••	•••	***	5.5	₹.	.0
Extra—All white	work	•••	•••	•••	•••	•••	•••	•••	ı	$2\frac{1}{4}$

Pumps.

Classification of Leathers—Classes 1, 2, and 3, same as for machine sewn.

Class 4. Patent railing, glaze sheep and cloth.

FINISHING-WHITE TO HEEL. .

		_				Men's. Women's.			10's-13's,		7's-9's.	4°e−18'e.	
						per	pair.	per .	d.	∘per :	d,	per våir.	per par s. d.
Class 1	••	•••	•••	•••	•••	2	(O3	1	8 1	1	21	0 113	
Class 2			•••	•••	•••	1	8 3	ŀ	54		114	0 9	
Class 8		•••	•••	***	***	i	$5\frac{1}{2}$	1	$2\frac{1}{4}$	0	114	0 91	
Class 4	 mon Court	Shoes a	 nd Slippe	r Pumps—	•••	1		1	•				0 5
Class 4		••	***	•••		0	111	0	91		• •	1	\

EXTRAS ON LIGHT WORK.

	Men's and	Youths'.	Women's	nd Maider.	Boys' and Otris', 4's to 13's.		
· Items.	Making.	Finishing.	Making.	Finishing.	Making.	Finishing.	
	per pair. d.	per pair.	per pair.	per pair.	per pair,	per pair.	
Sevel edges, foreparts		11/2		11/2		1 1	
Black channels, not drawn out		$3\frac{7}{4}$	1	31	ļ :	. 1 2	
Black channels, drawn out		$7\frac{3}{4}$		5 7	•••	31	
Sordered and bunked, foreparts only		5		3 3		. 25	
ordered and bunked, waists		11	٠	$1\frac{1}{2}$	•••	1 1	
ordered only, waists included if desired		31		3 1/2		11	
ottoms, black (except patent ankle-straps)		$2\frac{1}{2}$		14		2	
ottoms, spankum (either by maker or		, ,	1 ,,	1 ,,	1 .	1,	
finisher)	11	1 ½	11	1 1 2 .	$1\frac{1}{2}$	1/2	
ottoms, slicked (other than bricks)*	31	•••	21	:	$2\frac{1}{2}$	•••	
ottoms, screwed or imitation screwed	31	•••	31	•••	25	1	
ottoms, plain-headed plugs	1 1	$\frac{2}{2}$	14	11	1	11	
unked, only foreparts						1.4	
unked, only foreparts, & inch and under		1 <u>1 1 </u>		1 1 2		- 1	
unked, waists	ls. 101d.	- 7	ls. 6d.		1s. 6d.	²	
racing lumps, cork inserted (rand finished before		•••	, 041		1		
boot is wholly put up)	11	1 0	9 .	9	51	6	
dumps, cork inserted, ready-made rand	71	$1\frac{1}{2}$	5	11		1 1.	
lumps, outside or inside, one row of joutside	5		. 5	"	31	2	
rivets, or plain-headed plugs (inside	32		33		$2\frac{1}{2}$	l	
lumps, outside or inside, two rows of foutside	71		61		3 3		
rivets or screws, or imitation	. 2		1	.	∤	1	
screws or pin points (inside	6		ā		31		
lumps, inside, 1 inch and over in rough; with-				ļ	1	1	
out rivets or plugs, other than bricks	31		31		11		
lumps, hevel, outside or inside, all classes		1 0		91		53	
lumps, square, outside or inside, all classes	}			_		1	
(3 inch and over when finished), other than	{		1				
bricks		5					
lumps, square, outside or inside, all classes,	ļ !		Ì		İ	1	
one row of rivets			41/2	31	. 31	$2\frac{1}{2}$	
clours, white only	11/2	1 1/2	11	11	1 1 2		
opper toes	I		1 1/2		1 1/2.		
ork inserted in welt in ordinary double soles	31/2	***	31/4		$\frac{2}{2}$		
ork inserted in welt (when middle prepared	.		l				
by employer)	11/2	,	11/2		11		
ork imitation and divided edge clumps, in-			<u> </u>		1		
side or outside		7 ½	···;	53	٠	37	
overs lasted in	1 1 1 2		11/2		1 2	,	
overs, cutting off		1 ½		1 1 1/2		. 2	
rowing or dull marking, strips and top-		,	1	,	1	1	
pieces		2	···	31/2	•••	91	
rowing, fancy, all lines		3 1	91	37	91	37	
rup, with calf caps	2 3	***	31/2		$3\frac{1}{2}$		
rup, without caps	7 4	•••	5 93	1			
rup, with crup caps	114	21	83	21	. 54	13	
iddle waists		3 1 3 1		$\frac{3\frac{1}{4}}{3\frac{3}{4}}$		21	
iddle waists, spire 1 inch from joint		5 5	;	5	• • • • • • • • • • • • • • • • • • • •	31	
iddle waists, spire over 1 inch		,,		"		Y T	
ammering down pegs or rivets, where lasts	11		113		11/2		
are worn	11/2	•••	1 .2		1 2	'''	
centre of top-piece, up to 2 inches	31	21/2	21	$2\frac{1}{2}$!	
eels over 2 inches	5	31	52	5			
eels, screwed, or imitation screwed top-		~•			1		
pieces	11		13		11		
eels, bordered top-pieces	2	11/2		11	*	11	
eels, chopped		1 ½				12	
eels, imitation Wurtemberg, measured from	'''	- 2		1			
centre of top-piece up to $1\frac{1}{2}$ inches	21,	$2\frac{1}{2}$	21/2	21/2			
feels, imitation Wurtemberg, measured from	"	z		*		l	
centre of top-piece over 15 inches	5	5	5	51	ļ		
feel pins, on ordinary work	11		11	*	11/4		
leels, shaved with No. 9 shave or over, under					· •		
	1	i	í	1	l .	1	
11 inches high, measured from centre of	1		1	41	í	1	

EXTRAS ON LIGHT WORK-continued.

ftens.	Men's an	l Youths'.	Women's	and Maids'.	Poys' and Girls', 4's to 18's.		
-	Making.	Finishing.	Making.	Finishing.	Making	Finishing	
	per pair.	per peir.	per pair.	per pair.	per pair.	per pair.	
Hoels, ventilated, all lines	<i>a</i> . 11 1	d. 3⅓	d. 11 1	d. 31/2	d. 11 1	d. 31	
lungarian nails, including top-piece—	4	•	4	ļ ·		,	
Two rows round and three rows in centre	$3\frac{3}{4}$		•••		21	•••	
Two rows round and two rows in centre	3 }		•••	•••	$\frac{21}{2}$		
One row round and two rows in centre	21/2		2	•••	11	•••	
adestructible toes in all classes	31/4		31/4		$2\frac{\mathbf{I}}{2}$		
nitation-stitched foreparts, middle stitched before being put on	11		11		11		
eather tips, when made by maker	1 1 .		1 1		i j		
achine-sewn waist other than clumps-	- 2		-2			1	
One row of rivets or plain-headed plugs in			1			ł	
foreparts	32		34		33		
Two rows of rivets or screws or imitation		1		1	7.9		
screws or pin points	61		61		57		
leasures (not including heel pins)— When lasts fitted up	9.1	1	9.1	1	21		
When lasts fitted up Lasts to be fitted by maker	3 1	•••	3½ 11½	***	81		
Patent vamps or vamps and goloshes	11 1 31	31	31	11	11	}	
Patent toe-caps on all classes (except on	34	34	1	-2	12	2	
patent vamps)	¥		1 1		1/2		
'in points, top-pieces	1 1		1 1		1/2		
tounding stuff, soles and insoles from the			•	1	_		
rough	5		5		33 11		
Counding stuff, already cut, toes	11		11/2		1 1	•••	
Counding stuff, already cut, heel to toe	$2\frac{1}{2}$		$2\frac{7}{2}$		11	01	
Rubber lift in heel	11	31	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	31	$\frac{1\frac{1}{4}}{1\frac{1}{4}}$	21	
Samples	11	3 1	11	31	13	11	
Samples	1 1] 1]	11/2	1 ½	1 2	, 3	12	
sole and slip, with waist-pieces	1 2		1		1 1		
Spike toe, in size 7, ½ inch back from toe,	2	"	2		2		
under 1½ inches	31		,				
spike toe, in size 7, ½ inch back from toe,		!					
11 inches	11		•••	•••	•••		
pike toe	•••		1 1	•••		***	
Sprig foreparts, not filed—	9.8	}			31		
Two rows round and three rows in centre	$\frac{3\frac{3}{4}}{31}$			***	25		
One row round and two rows in centre	$\frac{3\frac{1}{4}}{2\frac{1}{6}}$		2		21		
Sprig foreparts, filed—	22	,	~] -3	1	
Two rows round and three rows in centre	61				31		
Two rows round and two rows in centre	5		33		31/4		
One row round and two rows in centre	33		31		$2\frac{1}{2}$		
prigged toe and joints, one row	14		1 1	•••	1 1	•••	
Sprigged toe and joints, two rows	21,	•••	21/2	""	$2\frac{1}{2}$	"	
Sprigged toe and joint, filing (either by maker	1	1	1	1	1	Į.	
or finisher) Sprige or nails, additional rows—per row	1 1 1	1 1	1	1 2	1	2 2	
Spur box	3s. 9d.	111	⁴		·4		
Stitched foreparts, not pricked	31	3	34	31	21/2	$2\frac{1}{2}$	
Stitched foreparts, pricked up	31	63	"	7 🕏		5	
Stitched foreparts to heel, not pricked up	5	43	51	51/4	31	31	
Stitched foreparts to heel, pricked up	5	114		113		7	
Stitched aloft, foreparts chopped	31	7-1	31/4	71	31	51	
Stitched aloft to heel	5	•••	5		$3\frac{1}{4}$.		
Stitched aloft, foreparts not chopped if finished	91	31		31	1	21	
bottoms	31	"4"	•	1 4	"	ļ	
being 2d.)	5	111		1114		71	
Strips, half-moon or one peak		$2\frac{1}{2}$		$1\frac{1}{2}$		71	
Strips, peaked		3 7		31		$\frac{1}{2}$	
Strips, spire		61		51		34	
Taking piece out of breast of top piece, and]	1	ļ	,	ļ	,	
colouring to taste of employer	1 "11	1/2	"1,	3	"11	1 3	
Chrough or runner	11/2	113	11/2	• • • • • • • • • • • • • • • • • • • •	11/4	1	
Through Thigh boots	113	113) :::	::	1	:::	
Thigh boots	1 17	1 74		1	1		
instead (sprigs not filed)	Nil		Nil	•••	Nil		
Top pieces black or coloured, all lines		1 1		1/2		1 2	

EXTRAS ON LIGHT WORK-continued.

	Men's an	d Youths'.	Women's a	nd Maids'.	Boys' and Girls', 4's to 18's.		
Items	Making.	Finishing.	Making.	Finishing.	Making.	Finishing,	
	per pair.	per pair.	per pair. d .	per pair. d .	per pair. d .	per pair.	
Waists, farcy, any colour, all lines		31	•••	31		3 1	
Waists, brown		$1\frac{1}{2}$ $1\frac{1}{2}$	•••	1 1 1		1½ 1½ 3½	
Waists, black	•••	11/2		1 🖟		14	
Waists, corrugated or scored	•••	5		5		31	
Wellingtons, long and short	5	5			·		
Welts, yellow		5		31		21	
Welts, wide, made in any class, over 1 inch when finished measured from outside joints	31	31	 !}	 14	11	11,	
Welts, wide—except in stitched	•		£ .	. *3	1 2	1 12	
Welts, half-wide, except in stitched, inch when finished measured from outside joints Note.—With reference to welts, half the extra to be paid to the person	11/2	11	***	***			
closing channel and half to person		i	l	1	1		
putting on stuff.	1	-	1	•			
Wooden heels, preparing seat for	11/2		11		11		
Wooden heels, putting on by hand	14		1 🖟		$1\frac{1}{2}$		
Wurtemberg pumps and welts, split soles	 	31		31	~	31	

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

DEDUCTIONS.

				ļ	Men's and	Boys'.	Women's and	Girls'.	Boys' an	d Girle'.
					Youths'.	10's-18's.	Maids',	7's-13's.	7's-12's.	3'8-6'€.
					per pair.	per pair.	per pair.	per pair.	per pair.	per pair,
Heeling-					d.	d.	d.	· d.	d.	d.
Class 1	•••				3 3	$\frac{3\frac{1}{2}}{2\frac{3}{4}}$	3 3	27	•••	
Class 2			•••		$3\frac{1}{2}$	23	3]	$2\frac{1}{2}$	•••	
Class 3		•••	•••		3	2 2	33 31 23 23 2	2		
Bottoms not finish	ed—All c	lasses	•••		5	2	2	11	•••	1 1/2
Finishing Wooden	heels—							i		1
Class 1	•••	•••		•••	61 33 23 23		61 32 2 3	• • • •	33	
Class 2	•••	•••	•••	•••	33		34	•••	23	
Class 3	***	•••	•••	•••	23		2 3		2	
Fitting Stuff-					_	[_	1	١.	١,
Stiffeners a	nd toes, r	eady for t	18e	•••	ì		1		1 2	1
Re-lasting, closing	z channel	s, and p	atting on	split				Į.		1
- lifts-								i	i .	1
Class 1	•••	•••	•	•••	$2\frac{3}{4}$		녆		1	·
Class 2	•••	•••	•••	•	$2\frac{1}{2}$ $2\frac{1}{2}$	1	134 134 154 2		1 1	l
Class 3	•••	•••	•••	•••	24		14		1,	
Welts				•••	2 3 .		Z		14	

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.

HERLING PUMPS, INCLUDING SPLIT LIFT WHEN USED.

	 			Men's and Youths'.	Boys'. 10's to 18's.	Women's and Maids'.	Girle'. 7's to 18's.
Class 1 Class 2 Class 3	 	•••	 	per pair. d. 7 \frac{1}{2} 5 3 \frac{1}{2}	per pair. d. 514 334 234	per pair. d. 71 42 42 31	per pair. d. 5 31 24

Making and Finishing. HAND-SEWN WORK.											
	Iona	Work.					Per p ai t. 8. d.	- 1			
Napoleon or field boots	120109						32 6	i			
Jockey boots	•••				•••			i			
Jack boots			***	•••	,,,		. =	-			
Wellington boots, long	***			•••	•••			1			
Wellington boots, short			•••	•••			3 0 2				
Thigh boots				•••			52 - 6				
Re-footing				••	***		30 0	İ			
;					Gents',		Ladies',				
	Short	Work.		1	Per pair. 8. d.		Per pair. s. d.				
Shooting hoots					s. d. 32 6		29 0				
Shooting boots Short boots and shoes	•••	•••	•••	•••	30 3						
Pumps, Ladies' or Gents'—		•••	•••	•••	•••			- 1			
Romeo or court shoes	•••		,				22 8	.			
Wool or fancy slippers, if bound by	_	•••	,,,,		• • • •						
Wool or fancy slippers, if not bound		•••	1								
Children's Boots or Shoes-	,							- 4			
Sizes 7's to 9's inclusive			•••		•••		17 7	- 1			
Sizes 10's to 13's inclusive	•••				٠			. }			
Sizes 1's and 2's inclusive	•••			***			20 8	- 1			
_						1	Per pair.	1			
Long Work-		EXTRAS.					8. d.				
All long work having patent vamps		•••		•••			2 1	- 1			
All long work having patent or enan		or if ma	de of soi	lable colo	urs	•••	2 1	1			
All legs, if stiffened before being made	ie	•••	•••	•••	•••	• • •	4 14	1			
Stitched seats	•••	•••	•••	•••	•••	•••	2 11	i			
Short Work (Ladies' or Gents')—								- 1			
All clumps	•••	•••	• ••	•••	•••		4 1				
Spur boxes	***	•••	•••	•	•••	•••	5 3				
Middle sole	•••	•••	•••	•••	•••	•••	2 11	- 1			
inch edge (sole and welt)	-14)	•••	•••	•••	•••	•••	1 1	}			
Every inch over inch (sole and we		•••	•••	•••	•••	•••	1 1	1			
Welts 3 inch wide (measured at outsi		•••	•••	•••		•••	$\frac{1}{2}$ $\frac{1}{1}$				
 Welts ½ inch wide (measured at outs) Woist, supported by inner sole or stiff 		•••	•••	•••	•••	•••	2 11				
Rubber lifts, if cemented	lener '		•••	•••	•••		ii				
Dubbon ton pieces if comented	•••	•••	•••	•••			ii				
Scaife's patent soles	•••		•••				4 11	i			
Box corks (gents')	•••	•••		•••			10 4				
Box corks (ladies')		•••	•••	•••	***	•••	8 11	- 1			
Ladies' heels, every inch over 11/2 in				•••	• • • •		0 8	- 1			
Cavity heels	•••	•••	•••	•••			2 11				
Cloth or stockingette vamps or golosi	nes						1 1	1:			
Toe or heel plates	•••			•••	•••		1 i	1			
Nails in soles, if more than twenty	•••		•••	•••	•••		1 1	1.			
Stiff-leg skating boot (if stiffened by	maker)		***	•••			2 11	Į,			
Patent legs, if kept straight	***	•••	•••	•••		•••	1 1	l'			
Stitched over 16 to the inch (ladies')				•••			1 1	- 1			
Stitched over 16 to the inch (ladies')		eel		•••	•••	••	2 1	- [,			
Stitched over 14 to the inch (gents')	•••		•••	•••	•••	•••	1 1				
Stitched over 14 to the inch (gents'),	neel to hee	al	•••	•••	••	• • • •	2 1				
All faced leather, except black box	ealf or glac	e kid	•••	•••		•••	2 1],			
Wurtemberg heels (wooden)			•	•••	•••	•••	$5 \ 2\frac{1}{2}$	i			
Wurtemberg heels (wooden), if sewn	ana stitch	e a	• • •	•••	•••	•••	8 15 1 72 3 21	'			
Wood heels (ready covered)	•••	•••	•••	•••	•••	•••	1 74				
Wood heels (if covered by maker)	•••	•••	•••	•••	•••	•••	$\frac{3}{9}$	i			
Spikes in cricket boots or shoes	as he make	***'	•••	•••	•••	•••	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	1			
Straps, if put on cricket boots or sho All coloured welts on black-work	ce of make		•••	•••	•••	•••	1 1 I 1	Ţ			
Pumps—	•••	•••	•••	•••	•••	•••					
Stiff toes				•			1 1				
Bead on breakable trimmings			•••	•••	•••	••	1 1	- 1			
Velvet or satin			•••	•••			2 11	{			
Outside heels on slippers		•••		•••	•••		2 1	ļ			
Any amployer may fix and nav						ıt makiı	-	ز مادد			

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.

J. B. DEWAN, Secretary.

Melbourne, 20th December, 1938.