



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 325]

THURSDAY, JULY 17.

[1947

Factories and Shops Acts.

## DETERMINATION OF THE CARDBOARD BOX TRADE BOARD.

NOTE.—This Determination applies to the whole of the State.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine lowest prices or rates which may be paid to any person or classes of persons employed either inside or outside a factory or workroom in the process, trade, or business of a maker of cardboard boxes" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence after the 1st May, 1947, the last previous Determination of the Board, shall be revoked and replaced by this Determination.

2.

| First Column.<br>Number of Rate.  | Second Column.<br>Description of Employment.   | Third Column.<br>Weekly Wage. |
|---|--|-------------------------------|
| TABLE "A"—ADULT MALES.<br>(All Sections other than Corrugated Board and Fibre Board Container Section.) |  |                               |
| 1   | Guillotine machine operator .. .. .  | £ s. d.<br>6 7 6              |
| 2   | Carton cutting and creasing forme setter .. .. .   | 6 11 6                        |
| 3   | Skilled hand ("skilled hand" means an adult whose duty it is to set for other employees the machines in the cardboard box department, container department, and/or in the carton department) .. .. . | 6 7 6                         |
| 4   | Combination tube and shell machinist .. .. .   | 6 7 6                         |
| 5   | Employee operating automatic carton gluing machine .. .. .   | 6 2 0                         |
| 6   | Employee operating scoring and double-folding automatic tube gluing machine .. .. .  | 6 3 0                         |
| 7   | Twin or single die-scoring, cutting and printing slide machinist .. .. .   | 6 2 0                         |
| 8   | Carton cylinder press machinist .. .. .  | 6 9 6                         |
| 9   | Employee operating carton platen press, when the machine is capable of taking a sheet 30 inches x 40 inches in size .. .. .  | 6 7 6                         |
| 10  | Employee operating carton platen press, when the machine is not capable of taking a sheet 30 inches x 40 inches in size .. .. .  | 6 5 6                         |
| 11  | Two-way or double cutter and scorer machinist .. .. .  | 6 2 0                         |
| 12  | One-way rotary cutter and scorer machinist .. .. .   | 6 2 0                         |
| 13  | Gang slitting machinist .. .. .  | 6 2 0                         |
| 14  | Mounting machinist .. .. .   | 6 2 0                         |
| 15  | Cylindrical tube winding machinist .. .. .   | 6 2 0                         |
| 16  | Cylindrical tube cutting machinist .. .. .   | 5 19 0                        |
| 17  | Employee working any other kind of machine .. .. .   | 5 19 0                        |
| 18  | Storeman .. .. .   | 5 19 0                        |
| 19  | Packer and/or despatcher .. .. .   | 5 13 0                        |
| 20  | Feeder on carton cylinder machine .. .. .  | 5 10 0                        |
| 21  | Any other adult male .. .. .   |                               |
| 22  | An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.       |                               |
| Corrugated Board and Fibre Board Container Section.   |  |                               |
| 1   | Corrugated board machinist making two-faced boards .. .. .   | 6 5 6                         |
| 2   | Corrugated board machinist making one-faced boards .. .. .   | 5 19 0                        |
| 3   | Corrugated board machinist's assistant .. .. .   | 5 15 0                        |
| 4   | Fibre board (paster) machinist .. .. .   | 6 5 6                         |
| 5   | Fibre board (paster) machinist's assistant .. .. .   | 5 15 0                        |
| 6   | Corrugated board printing machinist .. .. .  | 6 2 0                         |
| 7   | Corrugated board printing machinist's assistant .. .. .  | 5 13 0                        |
| 8   | Fibre board printing machinist .. .. .   | 6 2 0                         |
| 9   | Fibre board printing machinist's assistant .. .. .   | 5 13 0                        |
| 10  | Corrugated board cutter and/or slotter .. .. .   | 5 18 0                        |
| 11  | Corrugated board sawyer .. .. .  | 5 19 0                        |
| 12  | Corrugated board scorer and slitter .. .. .  | 5 18 0                        |
| 13  | Corrugated board automatic scorer and slotter and slitter .. .. .  | 5 18 0                        |
| 14  | Fibre board automatic scorer and slotter and slitter .. .. .   | 5 18 0                        |
| 15  | Fibre board and/or slotter and/or bender .. .. .   | 5 18 0                        |
| 16  | Employee in charge of silicate dissolving plant .. .. .  | 5 18 0                        |
| 17  | Employee on wire-stitching machine used in connexion with corrugated and/or fibre board work .. .. .   | 5 16 0                        |
| 18  | Corrugated board taping machinist .. .. .  | 5 18 0                        |
| 19  | Employee working any other kind of machine .. .. .   | 5 16 0                        |
| 20  | Storeman .. .. .   | 5 19 0                        |
| 21  | Packer and/or despatcher .. .. .   | 5 19 0                        |
| 22  | Any other adult male .. .. .   | 5 10 0                        |
| 23  | An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.       |                               |

| First Column.<br>Number of Rate.  | Second Column.<br>Description of Employment.  | Third Column.<br>Weekly Wage. |
|---|---|-------------------------------|
| TABLE "B"—ADULT FEMALES.<br>(Including non-adult females of at least five years' experience.) |   |                               |
| 1   | Female head packer when employed as such .. .. .  | £ s. d.<br>3 9 0              |
| 2   | Packer .. .. .  | 3 5 0                         |
| 3   | Female feeder employed on carton cylinder machine .. .. .   | 3 7 0                         |
| 4   | Female employee on hand work making and/or covering boxes, containers, shelf stock or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material—<br>(a) When covered with paper .. .. .<br>(b) When covered with cloth (cloth includes buckram, plush, silk, or similar material) .. .. . | 3 7 0<br>3 12 0               |
| 5   | Female employee—<br>(a) Controlling Stokes and Smith (or similar) covering machine .. .. .<br>(b) Controlling and/or setting up automatic carton gluing machine.. .. .<br>(c) Employed on any other machine used in cardboard box making, container making or carton making .. .. .   | 3 9 0<br>3 9 0<br>3 6 0       |
| 6   | Female carton maker, including puller out and stripper .. .. .  | 3 5 0                         |
| 7   | Female employee employed in connexion with corrugated boxes or corrugated containers (including shell cases and/or sleeves) or fibre board boxes, or an employee employed on a taping machine .. .. .   | 3 6 0                         |
| 8   | Female employee employed in connexion with containers, including folders, and an employee taking off from taping or sheeting or slitting machines .. .. .   | 3 6 0                         |
| 9   | Female employee in charge of, or who supervises, directs, or is responsible for the work of—<br>(a) from three to eight employees (both inclusive) .. .. .<br>(b) from nine to fifteen employees (both inclusive) .. .. .<br>(c) over fifteen employees .. .. .   | 3 13 0<br>4 0 6<br>4 6 6      |
| 10  | Female employee not otherwise specified .. .. .   | 3 1 0                         |

## FEMALE TO BE PAID MALE RATE.

3. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

## RATES FOR JUNIORS.

## 4. Where the work is performed by a male junior—

|  | Per Week.<br>£ s. d. |
|--|----------------------|
| (i) Under 15 years of age .. .. .            | 1 3 6                |
| (ii) Between 15 and 16 years of age .. .. .  | 1 10 0               |
| (iii) Between 16 and 17 years of age .. .. . | 1 18 0               |
| (iv) Between 17 and 18 years of age .. .. .  | 2 11 0               |
| (v) Between 18 and 19 years of age .. .. .   | 3 4 0                |
| (vi) Between 19 and 20 years of age .. .. .  | 3 17 0               |
| (vii) Between 20 and 21 years of age .. .. . | 4 11 0               |

A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.

## Where the work is performed by a female junior—

|                                       | Per Week.<br>£ s. d. |
|---------------------------------------|----------------------|
| (i) First year's experience .. .. .   | 1 3 6                |
| (ii) Second year's experience .. .. . | 1 8 6                |
| (iii) Third year's experience .. .. . | 1 15 6               |
| (iv) Fourth year's experience .. .. . | 2 2 0                |
| (v) Fifth year's experience .. .. .   | 2 15 0               |

(vi) And thereafter the minimum wage prescribed for females for the class of work she is doing.

(vii) A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 5s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.

(viii) In the above provisions as to work performed by females, "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.

## LIMITATION OF EMPLOYMENT OF JUNIORS.

5. (a) No department shall be manned exclusively by juniors.

(b) Not more than two male juniors shall be employed to each male adult employed as a weekly employee in each department.

(c) No junior under 18 years of age shall be employed on a power-driven guillotine, or on a platen machine or cylinder machine used for carton cutting.

## HOLIDAYS.

6. (a) An employee shall be entitled to be absent from his employment without deduction of pay on any holiday. In this Determination "holiday" means the day observed as any of the following days:—New Year's Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Christmas Day, Boxing Day, Australia Day, King's Birthday, and Melbourne Cup Day.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holiday prescribed by this Determination.

(c) Where an employee is dismissed within one week before any holiday (or within one week before the first day of several holidays), his re-engagement by the same employer within one week after such holiday (or, as the case may be, within one week after the last day of such several holidays), shall be *prima facie* evidence that his employment was terminated in breach of sub-clause (b) hereof.

(d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

(e) Where an employee is absent from his or her employment on the day before or the day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.

(f) When an employee is absent from his or her employment for a period exceeding fourteen days through illness, or with the consent of the employer, the employee shall not be entitled to payment for any public holidays occurring during such period of absence in excess of the period of fourteen days.

(g) The wage payable to a weekly pieceworker under this clause shall be that fixed for a timeworker in the same occupation. A junior male shall be paid the time wage appropriate to his age and a junior female the time wage appropriate to her years of experience, provided that a female worker of more than five years' experience shall be deemed to be an adult for the purpose of computing the amount payable to her under this clause.

(h) The provisions of this clause 6 shall apply only to weekly employees.

#### CONSTANT SERVICE LEAVE.

7. (a) In addition to the holidays provided for by clause 6 hereof, an employee, whether a time-worker or a piece-worker, who remains in the service of the same employer for at least a year, shall, if the employment has not been terminated, be entitled to two weeks' leave of absence on full pay during each year of service, or bonus as provided in sub-clause (e) hereof where the service is being terminated.

(b) The employer shall have the right to fix the time when such leave will be given, but must fix a time so that the leave then accrued due will be wholly given in one continuous period within fifteen months after the beginning of the period of service in respect of which the leave is due.

(c) The employer may, if he thinks fit, give at any time in advance the period of continuous leave on full pay prospectively due.

(d) Where any of the holidays provided for in clause 6 hereof so falls in the week as in the ordinary course to entitle an employee to be paid in respect of that holiday although he does not work thereon, and that holiday happens to fall within that employee's period of leave of absence, the days in that period shall be reckoned in addition to that holiday. Provided that if in consequence of compliance with this sub-clause the said period so reckoned includes three Sundays, one additional day, not being a non-working day, shall be added to and form part of the said period.

(e) If an employment which has continued for a period of at least six calendar months is terminated before the employee has received constant service leave, the employee shall be paid a bonus consisting of the percentage of two weeks' wages which the time of service for which no leave has been given bears to twelve calendar months.

(f) If the employee is a piece-worker the pay to be given for the period of leave of absence or as a bonus where leave is not given shall be at the rate fixed for a time-worker doing the same class of work as that of the employee.

(g) Where the employer is a successor or assignee or transmittee of a business, and an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transmittee, the employee in respect of the period during which he was in the service of the predecessor shall for the purposes of this clause be deemed to have been in the service of the employer.

(h) For the purposes of this clause the service shall be deemed to have continued and to continue unbroken and constant notwithstanding any interruption or termination of the employment by the employer if such interruption or termination has been or be made merely with the intention of avoiding obligation hereunder in respect of leave of absence or bonus.

(i) For the purposes of this clause, the calendar months shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question, and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month, and if there be no such day in such subsequent month, shall be reckoned as ending at the end of such subsequent month.

(j) Each employee before going on leave shall be paid two weeks' wages. A piece-worker shall be paid the wage referred to in sub-clause (f) hereof.

(k) An employee who is to be given leave as provided in sub-clause (a) herein, shall be given at least two weeks' notice of the commencing date on which he will be required to take his leave.

#### FEMALES NOT TO FEED OR OPERATE MACHINES.

8. A female shall not be required or permitted to feed any platen machine used for carton cutting; or operate any guillotine machine.

#### REST INTERVAL FOR FEMALES.

9. There shall be an interval of ten minutes at a time fixed by the employer between 10 a.m. and 11 a.m. for rest on each day, Monday to Saturday inclusive, in each week for each female employee on time work or on piecework, such time to count as time worked. Reasonable facilities shall be provided by the employer for the employee to have refreshments during such interval if the employee so desires.

#### FIVE-DAY WEEK.

10. When the employer desires to work the ordinary working hours in a five-day week, he may do so. The employer and the employees may thereupon agree upon the hours of commencing and finishing work with a starting time not earlier than 7.30 a.m., and a finishing time not later than 6 p.m., and in the event of such agreement being made, the hours so agreed shall be substituted or the hours fixed by this Determination, notwithstanding anything to the contrary contained in clauses 11 (b), 13 (b) and (c), and 13 (k) hereof. In default of agreement, such hours may be decided by this Wages Board.

#### HOURS.

11. (a) The day-work hours of duty of employees shall not exceed eight hours on Monday to Friday inclusive and four hours on Saturday, and shall not exceed 44 hours in any week, to be worked between 8 a.m. and 6 p.m. on Monday to Friday inclusive, and between 8 a.m. and noon on Saturday.

(b) The daily working hours of each office shall be conspicuously displayed in each workroom, and shall continue unchanged until altered by agreement between the employer and his employees, and in default of such agreement, as settled by this Wages Board.

#### NIGHT WORK.

12. (a) Night-shift work is work other than overtime work done between the hours of 6 p.m. and 8 a.m.

(b) The hours of duty for night-shift workers shall not exceed 44 per week, to be worked within ten hours a shift on Monday to Friday inclusive.

(c) The hours of commencing and finishing duty on each shift, of all employees on night shift or unusual shift, shall be arranged between each particular employer and his employees, and in default of such agreement, as settled by this Wages Board.

(d) A female employee or an employee under seventeen years of age shall not perform night-shift work.

(e) On any day when the hours of any night shift overlap the day-shift hours, the night-shift hours shall be observed, and the night-shift wage shall be paid for such day.

#### OVERTIME.

13. (a) All overtime rates earned by an employee shall be paid in full, and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.

(b) All duty performed by timeworkers in excess of or outside the hours mentioned in clauses 11 or 12 hereof, or in excess of the hours of a shift, shall be overtime, and shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(c) All duty performed by pieceworkers in excess of or outside the hours mentioned in clauses 11 or 12 hereof, or in excess of the hours of a shift, shall be overtime, and shall be paid for at the rate of rate and a half for the first three hours and double rate thereafter.

(d) (i) Where a weekly timeworker works on any day of his annual leave or on any public holiday mentioned in clause 6 hereof when he is entitled to be away from his employment, he shall be paid therefor at not less per hour than the hourly rate of his weekly wage, in addition to the weekly wage, and shall be given not less than four hours' work, or pay equivalent thereto.

(ii) Where a weekly pieceworker works on any such day of annual leave, or on any such public holiday, he shall be paid therefor one day's pay of the corresponding timeworker, and the usual piecework rate or rates for work done by him. He shall also be provided with at least four hours' work, and in the event of insufficient piecework being provided to keep him continuously employed for such four hours he shall be paid for any non-working time at the timeworker's ordinary hourly rate.

(iii) Should a weekly timeworker, or weekly pieceworker, who has worked on a holiday within the hours of his ordinary working day, work on such holiday before the ordinary hour of commencing work or after the ordinary hour of finishing work, he shall be paid double the ordinary timework rate or double the ordinary piecework rate, as the case may be, for the hours worked before the ordinary hour of commencing work or after the ordinary hour of finishing work.

(iv) This sub-clause (d) shall, with the necessary changes, be read to apply equally to a night worker as to a day worker.

(e) (i) Double time or double rate shall be paid for all work done on Saturday afternoon, and (with a minimum of four hours' work or pay equivalent thereto) on Sunday.

(ii) Where the hours of the ordinary working week are worked within five days any work done on the sixth day shall be paid for at time and a half or rate and a half for the first four hours worked before noon and at double time or double rate thereafter.

(iii) Where the hours of the ordinary working week are worked within five night shifts, any work done on the sixth night shift shall be paid for at double time or double rate.

(f) An employee, if called upon to work overtime in excess of one hour after the usual finishing time of any shift, shall be paid for two hours' work at overtime rates at the least. Where notice of overtime in excess of one hour has not been given to an adult male employee during the previous shift, or where notice of overtime has been given to him, but overtime has not been worked, 2s. shall be paid as an allowance for tea money. The same allowance shall be made for each meal reasonably occurring during such overtime work. Where any junior, apprentice or female is required to work overtime, or is given notice of overtime and such overtime is not worked, 1s. shall be paid as an allowance for tea money. The same allowance shall be made for each meal reasonably occurring during such overtime work.

(g) (i) Any employee required to work more than six consecutive shifts without a clear interval of 36 hours after the sixth shift shall be paid double rates for all work performed by him after the sixth shift until he shall have had such clear interval of 36 hours between shifts.

(ii) An employee who during the course of a week's work is transferred from day shift to night shift, or from night shift to day shift, shall be allowed at least a ten-hours' break between the time of finishing his day shift and the time of commencing his night shift or from the time of finishing his night shift and the time of commencing his day shift, as the case may be. If such ten hours' break is not allowed, the employee shall be paid overtime rates for the shift immediately following the change.

(h) No employee under 16 years of age shall be employed on overtime. No employee under 17 years of age, nor any female, shall be on duty in any event before 8 a.m. or later than 9 p.m. on any working day, subject to clauses 10 and 11 (a) hereof.

(i) An employer shall not require or permit any female employee to work overtime after 6 p.m. unless at least one other female person is working with her.

(j) An employer shall not require or permit an employee to work overtime or on night shift in connexion with power-driven machinery unless he works in company with at least one other person.

(k) One hour's time at the least, in addition to the actual time worked and/or the time the employee is required to stand by for work shall be paid for as a "call" to any employee brought in to do any work not in the ordinary working hours, such to be paid for at the rate of time and a half or rate and a half, except on Saturday afternoon, and on Sunday, when double time or double rates shall be paid.

#### EMPLOYEE MISSING USUAL CONVEYANCE.

14. Whenever the finishing time of any employee working overtime or working on any temporary night shift is such as to cause him to miss the usual means of conveyance home, he shall be conveyed home in a suitable manner, without delay, at expense of the employer.

#### MEAL PERIOD.

15. (a) The minimum time allowance for meals shall be three-quarters of an hour, and the maximum allowance one hour. Provided that an employer and a majority of not less than three-fourths of his employees may agree to a reduced period, but not less than half an hour.

(b) No employee shall be compelled to break shift except for meals, and no shift shall exceed five hours without a break for meals.

(c) Where an employee is required to work during his usual meal period he shall be paid one-half extra on the hourly rate of his weekly wage for the time so worked, and be allowed his usual meal period as soon as it can be arranged.

(d) The lunch period of any employee shall be between the hours of noon and 2 p.m.

#### TERMS OF EMPLOYMENT AND SICK PAY.

16. (a) No person shall be employed except as—

- (i) a weekly timeworker; or
- (ii) a weekly pieceworker; or
- (iii) a casual timeworker; or
- (iv) a casual pieceworker.

(b) A weekly timeworker, to become entitled to payment of a weekly wage, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by such employee.

(c) (i) A weekly timeworker not attending for duty shall lose his pay for the actual time lost unless he produces or forwards within twenty-eight hours of the commencement of such absence evidence or a message satisfactory to the employer that his non-attendance was due to personal ill-health necessitating such absence, but notwithstanding that he may be employed by different employers he shall not be entitled to payment for non-attendance on the ground of personal ill-health for more than 44 hours in each year. Such year shall begin on the 23rd February.

(ii) A weekly pieceworker shall be excused from presenting himself for employment at the proper time and place each day because of personal ill-health and shall be paid at the corresponding timeworker's wage for the period of ill-health in all respects as if during such period he had been a weekly timeworker employed on such days and during such hours as are usually worked by timeworkers upon any day shift, and he shall comply with and be subject to the conditions for timeworkers prescribed in paragraph (i) hereof.

(iii) If an employer within 48 hours after the receipt by him of a written message sent by (or on behalf of) an absent employee, alleging that his absence is due to personal ill-health, fails to despatch or give to the employee a written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to personal ill-health.

(iv) If an employer within 48 hours after the receipt by him of such message despatches, or gives to the employee a written notice that he does not accept such message as satisfactory evidence of personal ill-health, but requires further evidence, the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of personal ill-health, he shall pay or refund any fee and incidental expenses necessarily paid or incurred by the employee. The employee shall submit to medical examination at the employer's expense if so required, and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(v) If an employer rejects a claim for sick pay this Wages Board shall have power, upon application by the Printing Industry Employees Union of Australia, or by the employee concerned, to hear such claim, and to make such order thereon as it thinks appropriate; and the employee, if required to attend this Wages Board on the hearing of his claim, shall, if his claim succeeds, but not otherwise be entitled to be paid by the employer for the time of his attendance, if a timeworker, at his usual rate, or if a pieceworker, at the corresponding timeworker's rate.

(vi) In any case where the period of 48 hours referred to in paragraphs (iii) and (iv) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day, and in any case where illness commences after the finish of such last working day the said period of 48 hours shall be deemed to commence at the starting hour of the next ordinary working day.

(vii) A weekly employee shall not be entitled to the sick pay benefits of this clause until he has worked in the employment of his employer for a period of three working weeks.

(d) A weekly pieceworker is a pieceworker engaged as a weekly employee. The following conditions apply to the employment of a weekly pieceworker:—

- (i) On each working day or night of the week he shall present himself for employment at the usual time for beginning work at the place of business of the employer unless informed before leaving work by the employer that his attendance on any day or any night is not required.
- (ii) If he has not been informed as provided in the foregoing paragraph, and actually presents himself on any such day or any such night he shall receive not less than four hours' continuous employment or be paid for such four hours (or any part of such four hours as would be non-working time) at the appropriate rate for a timeworker. Provided that a weekly pieceworker on day work working on a Saturday shall receive not less than three hours' work or be paid for such three hours (or any part of such three hours as would be non-working time) at the rate aforesaid, and his shift shall finish not later than noon.
- (iii) (1) The provisions of this paragraph (iii) shall have full force and effect notwithstanding anything contained in this Determination, or in the Schedule thereto.

(2) In this paragraph the words "the corresponding timeworker" mean—

- (a) As to an adult male, as defined by clause 31 (d) hereof— an adult male weekly timeworker employed in the same calling as the weekly pieceworker who is concerned;
- (b) As to an adult female, as defined by clause 31 (d) hereof—an adult female weekly timeworker employed in the same calling as the weekly pieceworker who is concerned; and
- (c) As to a male junior—a male junior weekly timeworker of the same age employed in the same calling as the weekly pieceworker who is concerned; and
- (d) As to a female junior or any female of less than five years' experience—a female junior weekly timeworker of corresponding experience employed in the same calling as the weekly pieceworker concerned.

(3) For any week in which he has worked the full hours of duty, the weekly pieceworker shall be paid at least the corresponding timeworkers' wage.

(4) For any week in which, though he has complied with the provisions of paragraph (i) hereof, he is not required to work the full hours of duty, he shall be paid for that week the corresponding timeworkers' wage.

(5) If in any week there occurs a public holiday, as provided in clause 6 hereof, upon which the weekly pieceworker is not required to work, he shall be paid, in addition to his aggregate piecework earnings for that week, a sum equivalent to that paid to the corresponding timeworker for such public holiday.

(iv) Notwithstanding anything in this Determination contained, lateness shall not, except as in this condition provided, affect the right of a pieceworker to the benefits of this sub-clause (d). A pieceworker's earnings shall not be subjected to deduction for lateness or lost time unless such lateness or lost time would cause an employer to make a payment which he otherwise would not be required to make. Subject to this condition, where a pieceworker is late or loses time on any day he shall be subject only to such a deduction from any moneys due to him as is proportionate to the time actually lost by him.

(e) (i) The employment of a weekly timeworker or pieceworker may be terminated by a week's notice on either side or by the employer at his option by payment of a week's wages in lieu of notice, and such notice may be given on any day of the week to take effect one week after the day on which it is given. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such case wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot usefully be employed because of any strike of the Printing Industry Employees Union of Australia, or any other union, or through any breakdown of machinery or any stoppage of work for any cause for which the employer cannot be held responsible.

Provided always that the notice referred to in this paragraph shall not be given so as to take effect concurrently with any constant service leave to which the employee may be entitled, and such notice or payment in lieu of notice shall be additional to any bonus payable to the employee under clause 7 of this Determination.

(ii) In the event of work being temporarily stopped by a breakdown of machinery, or by any cause for which the employer cannot be held responsible, and the employee has lost at least two days' pay the employee, whether a weekly timeworker or weekly pieceworker, may inform the employer of his intention to terminate his employment, whereupon the employment shall be terminated without the employee being required to give the week's notice mentioned in paragraph (i) hereof, and he shall be paid such moneys as are due to him under this Determination.

(f) Where a weekly pieceworker gives or receives a week's notice of the termination of his employment, he shall during the week that such notice runs, be given the same amount of piecework as it has been customary for him to perform during the period of his engagement.

(g) If an employee's services be terminated during the course of the week, he shall be paid all money due to him at the termination of his service, or all money due to such employee shall be forwarded to him by post within 24 hours thereafter. Without prejudice to his liability to legal proceedings in respect of such non-observance, an employer not observing this provision shall pay such employee an extra full day's pay for each day after the employer's usual pay day upon which he applies at the employer's place of business for payment of the amount due to him, and does not receive it.

#### CASUAL EMPLOYEES.

17. (a) An employer when engaging a person for casual employment shall inform him then and there that he is to be employed as a casual. Except where this is done the employee shall be a weekly timeworker or weekly pieceworker. A casual employee, after two weeks of continuous employment as a casual employee, shall become a weekly timeworker or weekly pieceworker.

(b) If a casual employee commences duty on any day, or is directed to attend for duty and actually attends on any day, such employee, if a timeworker, shall in respect of such day be paid at the rate herein provided and for six hours (either day or night) at the least, except on Saturday, when he shall be paid for three hours at the least, and if a pieceworker, shall, in respect of such day, be given four hours' work at the least, or paid for four hours (or any part of such four hours as would be non-working time) at the appropriate rate for a time worker, except on Saturday, when he shall be given three hours' work at the least or paid for three hours (or any part of such three hours as would be non-working time) at the corresponding timeworker's rate.

(c) A casual employee, whether working at piecework or timework and whether working on day or night shift, shall be paid for such work the piecework rate or the hourly rate proscribed for such work, with the addition of 12½ per cent.

(d) A casual employee, when working overtime shall have his rate of pay as a casual employee increased by the same proportion (e.g., one-half, or double as the case may be) as the weekly worker's rate applicable to the class of work done by the casual employees directed to be increased under this Determination for work done on overtime, with the addition of 12½ per cent.

## MIXED FUNCTIONS.

18. Where during any day a timeworker or pieceworker is employed on work requiring the performance of functions involving different rates of wages prescribed by this Determination, the minimum rate of wage to be paid to the employee for that day shall be calculated as if the employee performed such only of the said functions as involved the highest rate of wage.

## PIECEWORK.

19. (a) The minimum piecework rates payable to an employee by an employer shall be the rates prescribed in the Schedule to this Determination.

The Schedule hereinbefore mentioned is hereby incorporated in this Determination.

(b) The piecework rates payable to adults and juniors shall be uniform and not differential, and in this Determination are so calculated as to enable an average adult worker to earn (when employed at such piecework rates), at each class of work at least—

(i) If employed during the hours fixed for timeworkers a sum equal to such timeworker's wage with the addition of  $12\frac{1}{2}$  per cent.; and

(ii) If employed during any hour or hours or any part of any hour so that he shall earn such proportion of the weekly timeworker's wage as accords with the time the pieceworker is actually employed upon each class of work, with, in addition, the further sum of  $12\frac{1}{2}$  per cent. of such proportion.

(c) When an employee is employed upon piecework to perform any of the functions or duties for which a time wage is fixed by this Determination and for which a piecework rate is not fixed, then the minimum piecework rates for such work shall be so calculated by the employer that an average adult worker may earn at the least at such piecework rate, if employed during the hours fixed for work for timeworkers, a sum equal to such timeworker's wage, with the addition of  $12\frac{1}{2}$  per cent., and such piecework rates shall be notified to the employee before the work is commenced by him. All such piecework rates so fixed shall be posted and kept posted in a conspicuous and easily accessible place in the workroom. Any such rate which provides a wage not less than that stipulated herein for an average adult worker, and which has been in operation for one month, shall remain unchanged unless a change is agreed to by the Printing Industry Employees Union of Australia or is made by this Wages Board.

(d) No undue advantage shall be given to one pieceworker over another. This provision applies to the quantity and to the classes or quality of work to be supplied to the employee.

(e) Pieceworkers required to clean bench, glue board or table, or floor, or any machine, shall be paid for the time he or she is occupied on such work at the rate provided herein for time-work for the class of work on which the employee is usually employed.

(f) Pieceworkers shall have their work counted out for them and so arranged in a convenient place that no time will be lost. Glue, paste, and all other essentials shall be provided by the employer in proper condition to permit of the work being facilitated, and such materials shall be of good average quality.

(g) (i) The pieceworker shall be provided with a book in which the pieceworker is to enter the work performed by such pieceworker in such a manner as to clearly set out each and every operation performed by such pieceworker.

(ii) To the entries made as set out in the foregoing paragraph the employer shall affix the correct price of the work in ink, and shall return the book to the employee at the end of each day's work or within four hours of commencing work on the following day.

(iii) The pieceworker shall be entitled to take away such book at the end of each day's work, but shall bring such book back to the factory when arriving at the factory to commence work each day. Such book shall be and remain the property of the pieceworker.

(iv) All waiting time shall be entered in such book by the pieceworker.

(v) Nothing in this sub-clause (g) shall operate to prevent an employer from having his own book or other form of record for his own purposes kept in any manner he may desire, and in such book or other form of record he may require the pieceworker to make such entries as he deems to be necessary.

(h) When pieceworkers are kept waiting for work or any materials, all waiting time shall be totalled up when the day's work is finished, and paid for at not less than the corresponding timeworker's rate. A pieceworker shall be deemed to be waiting for work unless directed not to remain on the employer's premises for work.

(j) A weekly pieceworker of more than five years' experience in the branch of the industry in which he is employed shall not for any other reason than inefficiency be changed to time-work (1) unless paid the corresponding timeworker's hourly rate with  $12\frac{1}{2}$  per cent. in addition; or (2) unless given one week's notice by the employer of his intention to require him to work as a timeworker.

(k) No system of payment by results other than that authorized by this Determination shall be permitted unless agreed to by the Printing Industry Employees Union of Australia or sanctioned by this Wages Board.

(l) Any system of payment by results in operation at the commencement date of this Determination may continue to operate, provided that its terms shall be posted in a conspicuous place in each work-room in which the work is being done, and kept posted. The terms of any such system may be changed from time to time with the consent in writing of the said Union or by a Determination of this Wages Board. Any such system when discontinued shall not be revived, except as provided in sub-clause (k) herein.

## WAGES AND PAY DAY.

20. (a) Subject to clause 16 (e) hereof, an employee shall be paid his wages on Thursday or Friday in each week, and not more than two days' pay shall be kept in hand by the employer.

(b) Notwithstanding anything to the contrary contained herein, an employer shall not be required to pay to an employee any amount which is in dispute as sick pay (should the employee become entitled to the sick pay claimed) until the pay day of the pay week following the pay week in which the claim for sick pay was made to the employer.

## WORK NOT TO BE TAKEN OFF EMPLOYER'S PREMISES.

21. No work shall be taken off the employer's premises to be executed by any employee.

## TIME BOOK.

22. (a) Each employer shall keep a time and wages book, correctly and fully written in ink, showing the name of each employee, and his occupation, the hours worked (including overtime) each day or night, and in respect of waiting time paid for under clause 19 (d) hereof the time of the commencement and the ending of each period of waiting time, and the wages, overtime and allowance paid each week: provided that the employer may at his option use a mechanical clock in lieu of a time book for the purpose of recording the time of each employee. The book, or, when a clock is installed, the time cards, shall be open for inspection by a duly accredited official of the Printing Industry Employees Union of Australia, or of the employer's employees, during the usual office hours at the office or other convenient place. The inspecting official shall be entitled to take and carry away a copy of any entry in such book or time card, and may in any relevant proceeding tender such copies in evidence. Every book or time card kept or made under this clause shall for at least twelve months after the making of any record thereon be kept by the employer at his place of business and shall be there open for inspection under this clause.

(b) The employer shall also keep for inspection a record of the age of each male junior and the age and experience of each female junior.

(c) Twenty-four hours' notice of the intention to inspect the time book shall be given to the employer whose book is to be inspected.

## AUTHORIZED PERSON MAY ENTER FACTORY.

23. (a) (1) The secretary-treasurer of the Printing Industry Employees Union of Australia, and  
 (2) The secretary of the appropriate branch or sub-branch thereof of the said union, or  
 (3) An officer of the appropriate branch or sub-branch thereof of the said union accredited in writing by the secretary of the branch

shall have power to enter and inspect during working hours any part of a printing factory or workshop in which any piecework operation is being carried on, and to interview the employees in regard to piecework rates and conditions of employment.

(b) At least four hours' notice shall be given to the employer or his representative by any such person or persons prior to his or their actual going on the premises, and the employer shall be notified of his or their arrival, and he or his representative shall be entitled to accompany any such person or persons, and shall provide access to the wages book and time sheet and records of any piecework employee. Upon request of the said person the employer or his representative shall produce any work or part of any work done or in the course of being done by a piecework employee. The work and duties of the employees shall be interfered with as little as possible by any such person.

## UNION OFFICIAL VISITING FACTORY.

24. Duly accredited representatives of the Printing Industry Employees Union of Australia shall have the right to enter employers' working establishments during the midday meal time for the purpose of interviewing employees on legitimate union business, on the following conditions:—

- (a) That the representative produces his authority to the employer or his representative.  
 (b) That the representative interviews employees only at places where they are taking their meals.  
 (c) That not more than two such representatives shall at any one time visit or be in any one working establishment, and if there are two representatives they shall both be there at the same time.  
 (d) That if a working establishment shall have been visited by any such representative during a week it shall not be visited afterwards during the same week by any such representative.  
 (e) That if any employer alleges that a representative is unduly interfering with his working establishment, or is creating disaffection amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the said union shall have the right to bring such refusal before this Wages Board which may thereupon rescind or otherwise deal with such refusal.

## UNION DELEGATE.

25. Not more than two delegates, chosen by and from the employees of an employer, shall be allowed the necessary time in working hours to interview the employer or his representative for the purpose of submitting grievances. If the members so chosen be pieceworkers they shall be paid for such time the timeworker's wage in their branch of the industry.

## SEATING PROVISION.

26. (a) Any male employee whose work requires him to be seated shall be provided with a reasonably comfortable seat.  
 (b) Any female employee whose work permits of her being seated or requires her to be seated shall be provided with a reasonably comfortable seat.

## DETERMINATION, ETC., TO BE POSTED.

27. A copy of this Determination shall be kept posted in a prominent place in each workroom where it may be read by employees. The Printing Industry Employees Union of Australia shall be permitted to post notices as to union meetings on a board at each establishment in a reasonable manner.

## HEALTH NOTICES.

28. Notices containing advice for the preservation of the health and protection of workmen, if provided by the Printing Industry Employees Union of Australia, shall be kept prominently posted and displayed in all workrooms by the employer.

## HEALTH PROVISIONS.

29. (a) Dry cleaning shall not be permitted or carried out in any factory, workshop, or place. All establishments and workshops shall be efficiently ventilated.  
 (b) The employer shall provide a suitable place for employees to wash their hands.  
 (c) Proper facilities shall be provided by the employer so that the clothing of employees taken off during working hours may be protected from the dust of the workroom.  
 (d) Where artificial light is in use, effective shades shall be provided by the employer to prevent eye strain. Artificial light shall be so situated as to enable the employee to work without unnecessary strain to the eyes.

## FIRST-AID CHEST.

30. The employer shall provide a first-aid chest, which shall be a suitable dustproof receptacle, made of either metal or wood, for the use of the employees, in some accessible place. Such chest shall be equipped and supplied with the following articles, namely:—

| Article.   | Quantities to be Kept in Ambulance Chest in—                            |   |
|--|---|---|
|  | Factories and Workshops in which not more than 50 Persons are Employed. | Any Factory or Workshop in which more than 50 Persons are Employed. |
| Antiseptic solution .. .. .  | 1 bottle  | 1 bottle  |
| Bandages, cotton and gauze .. .. .   | $\frac{1}{2}$ doz. assorted sizes                                       | 1 doz. assorted sizes   |
| Castor oil .. .. .   | $\frac{1}{2}$ ounce   | 2 ounces  |
| Iodine, tincture of .. .. .  | 1 ounce   | 2 ounces  |
| Manual, First-aid .. .. .  | ..  | ..  |
| Petrolatum, carbolized .. .. .   | 1 jar   | 1 jar   |
| Picric acid solution, made according to the following recipe or prescription:—<br>1½ teaspoonsful of powdered picric acid, 3 ounces of absolute alcohol,<br>and 2 pints of distilled water | ..  | ..  |
| Pins, safety .. .. .   | 1 packet  | 1 packet  |
| Sal-volatile .. .. .   | 1 ounce   | 6 ounces  |
| Scissors .. .. .   | 1 pair  | 1 pair  |
| Tourniquet .. .. .   | 1   | 1   |
| Tweezers .. .. .   | 1 pair  | 1 pair  |
| Cotton, absorbent .. .. .  | An adequate assortment  | An adequate assortment  |
| Gauze, sterilized, plain .. .. .   |   |   |
| Lint, absorbent .. .. .  |   |   |
| Plaster, adhesive .. .. .  |   |   |

## INTERPRETATION OF THE DETERMINATION.

31. (a) A timeworker's hourly rate for any work for which a weekly rate is prescribed by this Determination shall be ascertained by dividing the weekly rate by the number of hours which constitute the employee's ordinary working week.

(b) The word "factory" or the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out by employees.

(c) A day's work shall mean work done between the usual hours of commencing and finishing work on any day or night shift, or any mixed day and night shift.

(d) "Adult male" shall mean (1) any male employee over 21 years of age, or (2) any employee who has completed his period of apprenticeship but is under 21 years of age; and "adult female" shall mean (1) any female employees over 21 years of age, or (2) any female employee of any age who has had five years' experience in the industry.

(e) A duly accredited or authorized official or person, member of the Printing Industry Employees Union of Australia, shall mean any officer or member of the said union or of the appropriate branch or sub-branch thereof who may be accredited in writing by the secretary-treasurer of the said union or by the appropriate branch secretary, and shall include the said secretary-treasurer and branch secretary. The words "branch secretary" shall mean the secretary of any State Branch of the said union.

A schedule of piecework prices has been fixed by the Board.

## PERIODICAL ADJUSTMENT OF WAGES.

32. (a) The wages rates set out in clause 2 are based upon the following basic wage and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, this Board hereby determines that the rates for male adults and female adults shall each half year be automatically adjusted as prescribed in clause 33 (b).

## Basic Wage.

| Place.                     | Basic Wage for Adult Males.           |                        |                      | Base Rate for Adult Females<br>(i.e., 54% of<br>Total Basic<br>Wage for Males<br>to Nearest 6d.). | Index Number<br>Set Assigned. |
|----------------------------|---------------------------------------|------------------------|----------------------|---|-------------------------------|
|                            | Needs Basic<br>Wage.<br>(Adjustable). | Loading<br>(Constant). | Total<br>Basic Wage. |   |                               |
|                            | £ s. d.                               | £ s. d.                | £ s. d.              | £ s. d.   |                               |
| Throughout the State .. .. | 5 1 0                                 | 0 6 0                  | 5 7 0                | 2 18 0  | Melbourne                     |

## ADJUSTMENT OF BASIC WAGE.

33. (b) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(c) Until the beginning of the first pay period to commence in November, 1947, the amounts of the basic wage shall be as prescribed in clause 32 (a).

(d) During each future successive half-year period beginning with the first pay period to commence in a November, a May, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number for the six months ending March or September next preceding the half-year for which the adjustment is made by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(e) The wages for male juniors and for female juniors shall be the undermentioned percentages of the contemporaneous basic wage and in addition thereto the constant loadings and additional amounts specified:—

|                                      | Percentage of<br>Needs<br>Basic Wage. | Constant Loading. | Additional Amounts. |
|--------------------------------------|---------------------------------------|-------------------|---------------------|
| <i>Male Junior.</i>                  | %                                     | s. d.             | s. d.               |
| Under 15 years of age .. ..          | 22                                    | 0 6               | 1 0                 |
| Between 15 and 16 years of age .. .. | 28                                    | 0 6               | 1 0                 |
| Between 16 and 17 years of age .. .. | 35                                    | 1 0               | 1 6                 |
| Between 17 and 18 years of age .. .. | 48                                    | 1 0               | 1 6                 |
| Between 18 and 19 years of age .. .. | 60                                    | 1 6               | 2 0                 |
| Between 19 and 20 years of age .. .. | 72                                    | 2 0               | 2 6                 |
| Between 20 and 21 years of age .. .. | 85                                    | 2 0               | 3 0                 |
| <i>Female Junior.</i>                |                                       |                   |                     |
| First year's experience .. ..        | 22                                    | 0 6               | 1 0                 |
| Second year's experience .. ..       | 26                                    | 0 6               | 1 6                 |
| Third year's experience .. ..        | 32                                    | 1 0               | 2 0                 |
| Fourth year's experience .. ..       | 38                                    | 1 0               | 2 6                 |
| Fifth year's experience .. ..        | 50                                    | 1 6               | 3 0                 |

The rates prescribed for male juniors and for female juniors shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(f) The weekly earnings of a pieceworker shall be increased or decreased in the following manner:—

At the end of each working week, the aggregate earnings of the pieceworker for such week shall be ascertained according to the piecework provisions of this Determination, and where the pieceworker has worked on each and every day ordinarily worked in such week such aggregate earnings shall be increased or decreased by the sum of 1s. 1½d. for each shilling by which the basic wage has been increased or decreased in accordance with the foregoing provisions of this clause, but where the pieceworker has not worked on each and every day ordinarily worked in such week, then the aggregate earnings shall be increased or decreased by a part of such sum proportionate to the number of days worked calculated to the nearest penny.

(g) For the purpose of ascertaining the amount of any increase or decrease in the earnings of a pieceworker in accordance with the provisions of sub-clause (d) of this clause, the total basic wage prescribed shall be taken to have been £4 9s. per week.



## SCHEDULE "A".

## PIECEWORK RATES AND CONDITIONS FOR CARDBOARD BOX-MAKING.

The minimum rates to be paid for the classes of work hereinafter referred to in Parts 1, 2, and 3 of this Schedule when performed by piecework employees and the conditions which shall govern and apply to all such pieceworkers shall, subject to clauses 16 and 19 of this Determination, be the rates of pay and the conditions prescribed for the classes of work hereinafter set out.

In addition to the piecework rates set out in this Schedule a pieceworker shall be paid 27s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week be worked.

## PART 1.—CLAUSES APPLYING TO BOTH HAND AND MACHINE WORK.

## 1. Measurements: The following shall be observed:—

- (a) To get any combined measurement of a rectangular shape, measure only one length and one width, and add together; add one depth where depth is mentioned. Where the shape is triangular, measure the triangle over its longest and shortest sides, or over two sides where all the sides are equal in length, and add together; add one depth where the depth is mentioned.
- (b) To get the measurement of a box or lid, or anything connected with a box or lid when of a shape not rectangular, nor triangular, nor round, nor oval, the measurements shall (except where otherwise directed) be taken at the longest measurements in length and width, and then add one depth where depth is mentioned. When of a shape round or oval, the measurement shall be taken round the circumference and the resulting measurement halved, then add one depth where depth is mentioned.
- (c) An extension top or bottom shall be measured to include the extension, as later shown under the heading "Tops or Bottoms, (3)."
- (d) Subject to anything expressly stated in this Schedule to the contrary, "running inches" shall be ascertained over the longest measurements of the paper or material, and "width" shall be ascertained at the widest points of the paper or material.

## 2. Measurements on a box or lid shall be inside measurements.

3. When any measurement is described as "to" or "up to" it shall include the number to which it refers, and when any prescribed number of inches is exceeded the rate to be paid shall be the next highest rate prescribed.

4. The rates fixed in this Schedule are for boxes or lids, or parts in or in connexion therewith, made with any kind of material other than wood, and with any kind of adhesive. Where made wholly or partly of wood the rates herein shall be doubled except in respect to lathing and mousing.

5. Piecework rates for the making of a box or lid do not include lidding, nesting, tying or parcelling, for which operations separate rates are prescribed.

6. When a pieceworker is required to use different coloured papers as covering, in prescribed quantities, she shall, unless such coloured papers and quantities are counted for her and so arranged as not to impede her work, be paid one-tenth above the rate fixed for the appropriate operations performed by her.

7. The rates of this Schedule shall be increased by one-half for each operation performed on a box or lid, or on any part of a box or lid, or on anything to be used in connexion with a box or lid, which is star-shaped, heart-shaped, half-moon or horseshoe-shaped, or similarly shaped; and by one-quarter when of any other shape, but not including any rectangular or triangular shape, and not including any round or oval shape having a circumference 22 inches or over and of a depth  $3\frac{1}{2}$  inches or over.

The foregoing extra charges shall not apply to (a) full top papers or bottom papers for rectangular or triangular boxes or lids, with the corners cut out, for which see the section headed "Tops or Bottoms," 1 (b), in Part 2 of this Schedule; or to (b) snipping, nesting, tying, parcelling, or taping; or to (c) affixing labels or seals.

8. Where for any reason any pieceworker has to perform any operation on work which has been given to her in any quantity less than three dozen she shall be paid for each and every operation performed on such work at the corresponding timeworker's rate, with 12½ per cent. in addition, or at a piecework rate complying with the terms of clause 19 (b) of this Determination agreed upon between the employer and the Union, or failing agreement by them, as determined by this Wages Board; provided that this clause shall not apply where an employee is occupied upon any such quantity for a period longer than one hour. In addition to any other work to which this clause applies it shall apply to nesting, tying, parcelling and taping.

9. When a rate is fixed for an operation and associated with it there is a minimum payment per gross (as distinct from the lowest prescribed piecework rate) such minimum payment shall be made in all cases where the pieceworker is unable to earn such minimum payment if paid such lowest prescribed rate only.

Extra charges contained in this Schedule shall not be included to make up the minimum.

Where the quantity of work done by any pieceworker is less than one gross, the payment for such quantity shall be in proportion to the minimum payment per gross.

10. Where strawboard or leatherboard is referred to herein, the term shall be taken to include similar materials in each class.

11. The equivalent thickness of each one ounce in the weight of any board shall be 3/1000ths of an inch, that is to say, a 10-oz. board, or a board of a caliper of .030, equals 30/1000ths of an inch.

12. Each extra charge under the Schedule shall be computed independently of any other extra charge which any class of work may carry; that is to say, the charge for any work (before adding any extra charges), shall be ascertained, and where such charge has to be increased by one-fourth and one-half, it shall, if of 1s., become 1s. 3d. and then 1s. 9d.

13. In this Schedule, wherever appearing, the contraction "l" shall mean length, "w" width, and "d" depth.

14. In this Schedule any reference to the Union shall mean the Victorian Branch of the Printing Industry Employees' Union of Australia.

15. Waiting Time: See Determination clause 19 (A): also Part 3, Machine Work, of this Schedule.

## PART 2.—HAND WORK ONLY.

(Classes of work arranged alphabetically.)

*Backs (length and width of back).*

## (a) Backs (when back paper is a separate piece from the box band)—

|          |      |     |                             |
|----------|------|-----|-----------------------------|
| Up to 10 | 15   | 20  | 25 inches.                  |
| Rate 8d. | 10d. | 1s. | 1s. 3d. per gross of backs. |

## (b) Backs (when back paper is a separate piece from the box band, and when the back acts as a hinge or extends over a hinge)—

|           |     |         |                             |
|-----------|-----|---------|-----------------------------|
| Up to 10  | 15  | 20      | 25 inches.                  |
| Rate 10d. | 1s. | 1s. 3d. | 1s. 6d. per gross of backs. |

*Banding, Ordinary Topping and Bottoming, and Inside Lining.*

Column 1 defined:—Where the shape is rectangular, or triangular, the figure below is the combined measurement of one longest side and one shortest side, or the combined measurement of two sides where all sides are equal; where the shape is round or oval, the figure below is the circumference divided by two; where the shape is other than as aforementioned, the figure below is the length measured at the longest point plus the width measured at the widest point.

| Column 1.                         | Column 2.<br>Box or Lid or<br>Tray Banding. | Column 3.<br>Ordinary Topping<br>or Bottoming. | Column 4.<br>Inside Lining. |
|-----------------------------------|---|--|-----------------------------|
|                                   | £ s. d.                                     | £ s. d.  | £ s. d.                     |
| Up to 10 in. x up to 1 in. deep   | 0 1 8                                       | 0 0 7  | 0 3 4                       |
| Up to 10 in. x up to 2 in. deep   | 0 1 10                                      | 0 0 7  | 0 3 8                       |
| Up to 10 in. x up to 3 in. deep   | 0 2 0                                       | 0 0 7  | 0 4 0                       |
| Up to 10 in. x up to 4½ in. deep  | 0 2 4                                       | 0 0 7  | 0 4 8                       |
| Up to 10 in. x up to 6 in. deep   | 0 2 8                                       | 0 0 7  | 0 5 4                       |
| Up to 10 in. x up to 7½ in. deep  | 0 3 1                                       | 0 0 7  | 0 6 2                       |
| Up to 10 in. x up to 9 in. deep   | 0 3 6                                       | 0 0 7  | 0 7 0                       |
| Up to 15 in. x up to 1 in. deep   | 0 1 11                                      | 0 1 0  | 0 3 10                      |
| Up to 15 in. x up to 2 in. deep   | 0 2 2                                       | 0 1 0  | 0 4 4                       |
| Up to 15 in. x up to 3 in. deep   | 0 2 5                                       | 0 1 0  | 0 4 10                      |
| Up to 15 in. x up to 4½ in. deep  | 0 2 9                                       | 0 1 0  | 0 5 6                       |
| Up to 15 in. x up to 6 in. deep   | 0 3 1                                       | 0 1 0  | 0 6 2                       |
| Up to 15 in. x up to 7½ in. deep  | 0 3 5                                       | 0 1 0  | 0 6 10                      |
| Up to 15 in. x up to 9 in. deep   | 0 3 10                                      | 0 1 0  | 0 7 8                       |
| Up to 15 in. x up to 10½ in. deep | 0 4 3                                       | 0 1 0  | 0 8 6                       |
| Up to 15 in. x up to 12 in. deep  | 0 4 9                                       | 0 1 0  | 0 9 6                       |
| Up to 15 in. x up to 14 in. deep  | 0 5 4                                       | 0 1 0  | 0 10 8                      |
| Up to 15 in. x up to 16 in. deep  | 0 5 9                                       | 0 1 0  | 0 11 6                      |
| Up to 20 in. x up to 1 in. deep   | 0 2 3                                       | 0 1 1  | 0 4 6                       |
| Up to 20 in. x up to 2 in. deep   | 0 2 6                                       | 0 1 1  | 0 5 0                       |
| Up to 20 in. x up to 3 in. deep   | 0 2 9                                       | 0 1 1  | 0 5 6                       |
| Up to 20 in. x up to 4½ in. deep  | 0 3 5                                       | 0 1 1  | 0 6 10                      |
| Up to 20 in. x up to 6 in. deep   | 0 3 10                                      | 0 1 1  | 0 7 8                       |
| Up to 20 in. x up to 7½ in. deep  | 0 4 3                                       | 0 1 1  | 0 8 6                       |
| Up to 20 in. x up to 9 in. deep   | 0 4 8                                       | 0 1 1  | 0 9 4                       |
| Up to 20 in. x up to 10½ in. deep | 0 5 3                                       | 0 1 1  | 0 10 6                      |
| Up to 20 in. x up to 12 in. deep  | 0 5 10                                      | 0 1 1  | 0 11 8                      |
| Up to 20 in. x up to 14 in. deep  | 0 6 4                                       | 0 1 1  | 0 12 8                      |
| Up to 20 in. x up to 16 in. deep  | 0 7 0                                       | 0 1 1  | 0 14 0                      |
| Up to 25 in. x up to 1 in. deep   | 0 2 11                                      | 0 1 3  | 0 5 10                      |
| Up to 25 in. x up to 2 in. deep   | 0 3 2                                       | 0 1 3  | 0 6 4                       |
| Up to 25 in. x up to 3 in. deep   | 0 3 9                                       | 0 1 3  | 0 7 6                       |
| Up to 25 in. x up to 4½ in. deep  | 0 4 4                                       | 0 1 3  | 0 8 8                       |
| Up to 25 in. x up to 6 in. deep   | 0 4 8                                       | 0 1 3  | 0 9 4                       |
| Up to 25 in. x up to 7½ in. deep  | 0 5 6                                       | 0 1 3  | 0 11 0                      |
| Up to 25 in. x up to 9 in. deep   | 0 5 11                                      | 0 1 3  | 0 11 10                     |
| Up to 25 in. x up to 10½ in. deep | 0 6 5                                       | 0 1 3  | 0 12 10                     |
| Up to 25 in. x up to 12 in. deep  | 0 6 9                                       | 0 1 3  | 0 13 6                      |
| Up to 25 in. x up to 14 in. deep  | 0 7 2                                       | 0 1 3  | 0 14 4                      |
| Up to 25 in. x up to 16 in. deep  | 0 8 1                                       | 0 1 3  | 0 16 2                      |
| Up to 30 in. x up to 1 in. deep   | 0 3 8                                       | 0 1 7  | 0 7 4                       |
| Up to 30 in. x up to 2 in. deep   | 0 3 11                                      | 0 1 7  | 0 7 10                      |
| Up to 30 in. x up to 3 in. deep   | 0 4 5                                       | 0 1 7  | 0 8 10                      |
| Up to 30 in. x up to 4½ in. deep  | 0 5 1                                       | 0 1 7  | 0 10 2                      |
| Up to 30 in. x up to 6 in. deep   | 0 5 7                                       | 0 1 7  | 0 11 2                      |
| Up to 30 in. x up to 7½ in. deep  | 0 6 1                                       | 0 1 7  | 0 12 2                      |
| Up to 30 in. x up to 9 in. deep   | 0 6 8                                       | 0 1 7  | 0 13 4                      |
| Up to 30 in. x up to 10½ in. deep | 0 7 2                                       | 0 1 7  | 0 14 4                      |
| Up to 30 in. x up to 12 in. deep  | 0 7 7                                       | 0 1 7  | 0 15 2                      |
| Up to 30 in. x up to 14 in. deep  | 0 8 0                                       | 0 1 7  | 0 16 0                      |
| Up to 30 in. x up to 16 in. deep  | 0 8 9                                       | 0 1 7  | 0 17 6                      |
| Up to 35 in. x up to 1 in. deep   | 0 4 0                                       | 0 1 10   | 0 8 0                       |
| Up to 35 in. x up to 2 in. deep   | 0 4 6                                       | 0 1 10   | 0 9 0                       |
| Up to 35 in. x up to 3 in. deep   | 0 5 0                                       | 0 1 10   | 0 10 0                      |
| Up to 35 in. x up to 4½ in. deep  | 0 5 9                                       | 0 1 10   | 0 11 6                      |
| Up to 35 in. x up to 6 in. deep   | 0 6 3                                       | 0 1 10   | 0 12 6                      |
| Up to 35 in. x up to 7½ in. deep  | 0 6 9                                       | 0 1 10   | 0 13 6                      |
| Up to 35 in. x up to 9 in. deep   | 0 7 2                                       | 0 1 10   | 0 14 4                      |
| Up to 35 in. x up to 10½ in. deep | 0 7 9                                       | 0 1 10   | 0 15 6                      |
| Up to 35 in. x up to 12 in. deep  | 0 8 2                                       | 0 1 10   | 0 16 4                      |
| Up to 35 in. x up to 14 in. deep  | 0 9 2                                       | 0 1 10   | 0 18 4                      |
| Up to 35 in. x up to 16 in. deep  | 0 10 2                                      | 0 1 10   | 1 0 4                       |
| Up to 40 in. x up to 1 in. deep   | 0 4 7                                       | 0 2 1  | 0 9 2                       |
| Up to 40 in. x up to 2 in. deep   | 0 5 1                                       | 0 2 1  | 0 10 2                      |
| Up to 40 in. x up to 3 in. deep   | 0 5 10                                      | 0 2 1  | 0 11 8                      |
| Up to 40 in. x up to 4½ in. deep  | 0 6 9                                       | 0 2 1  | 0 13 6                      |
| Up to 40 in. x up to 6 in. deep   | 0 7 2                                       | 0 2 1  | 0 14 4                      |
| Up to 40 in. x up to 7½ in. deep  | 0 7 9                                       | 0 2 1  | 0 15 6                      |
| Up to 40 in. x up to 9 in. deep   | 0 8 3                                       | 0 2 1  | 0 16 6                      |
| Up to 40 in. x up to 10½ in. deep | 0 8 10                                      | 0 2 1  | 0 17 8                      |
| Up to 40 in. x up to 12 in. deep  | 0 9 9                                       | 0 2 1  | 0 19 6                      |
| Up to 40 in. x up to 14 in. deep  | 0 10 9                                      | 0 2 1  | 1 1 6                       |
| Up to 40 in. x up to 16 in. deep  | 0 11 9                                      | 0 2 1  | 1 3 6                       |
| Up to 45 in. x up to 1 in. deep   | 0 5 0                                       | 0 2 6  | 0 10 0                      |
| Up to 45 in. x up to 2 in. deep   | 0 5 7                                       | 0 2 6  | 0 11 2                      |
| Up to 45 in. x up to 3 in. deep   | 0 6 5                                       | 0 2 6  | 0 12 10                     |
| Up to 45 in. x up to 4½ in. deep  | 0 7 2                                       | 0 2 6  | 0 14 4                      |
| Up to 45 in. x up to 6 in. deep   | 0 7 8                                       | 0 2 6  | 0 15 4                      |
| Up to 45 in. x up to 7½ in. deep  | 0 8 2                                       | 0 2 6  | 0 16 4                      |
| Up to 45 in. x up to 9 in. deep   | 0 8 9                                       | 0 2 6  | 0 17 6                      |
| Up to 45 in. x up to 10½ in. deep | 0 9 3                                       | 0 2 6  | 0 18 6                      |
| Up to 45 in. x up to 12 in. deep  | 0 10 0                                      | 0 2 6  | 1 0 0                       |
| Up to 45 in. x up to 14 in. deep  | 0 10 9                                      | 0 2 6  | 1 1 6                       |
| Up to 45 in. x up to 16 in. deep  | 0 12 0                                      | 0 2 6  | 1 4 0                       |
| Up to 50 in. x up to 1 in. deep   | 0 5 7                                       | 0 3 3  | 0 11 2                      |
| Up to 50 in. x up to 2 in. deep   | 0 6 4                                       | 0 3 3  | 0 12 8                      |
| Up to 50 in. x up to 3 in. deep   | 0 7 1                                       | 0 3 3  | 0 14 2                      |
| Up to 50 in. x up to 4½ in. deep  | 0 7 10                                      | 0 3 3  | 0 15 8                      |

| Column 1.                                 | Column 2.<br>Box or Lid or<br>Tray Banding. | Column 3.<br>Ordinary Topping<br>or Bottoming. | Column 4.<br>Inside Lining. |
|---|---|--|-----------------------------|
|   | £ s. d.                                     | £ s. d.  | £ s. d.                     |
| Up to 50 in. x up to 6 in. deep .. .. .   | 0 8 3                                       | 0 3 3  | 0 16 6                      |
| Up to 50 in. x up to 7½ in. deep .. .. .  | 0 8 9                                       | 0 3 3  | 0 17 6                      |
| Up to 50 in. x up to 9 in. deep .. .. .   | 0 9 5                                       | 0 3 3  | 0 18 10                     |
| Up to 50 in. x up to 10½ in. deep .. .. . | 0 9 11                                      | 0 3 3  | 0 19 10                     |
| Up to 50 in. x up to 12 in. deep .. .. .  | 0 10 9                                      | 0 3 3  | 1 1 6                       |
| Up to 50 in. x up to 14 in. deep .. .. .  | 0 11 9                                      | 0 3 3  | 1 3 6                       |
| Up to 50 in. x up to 16 in. deep .. .. .  | 0 12 9                                      | 0 3 3  | 1 5 6                       |
| Up to 55 in. x up to 1 in. deep .. .. .   | 0 6 0                                       | 0 3 9  | 0 12 0                      |
| Up to 55 in. x up to 2 in. deep .. .. .   | 0 7 2                                       | 0 3 9  | 0 14 4                      |
| Up to 55 in. x up to 3 in. deep .. .. .   | 0 8 8                                       | 0 3 9  | 0 17 4                      |
| Up to 55 in. x up to 4½ in. deep .. .. .  | 0 9 2                                       | 0 3 9  | 0 18 4                      |
| Up to 55 in. x up to 6 in. deep .. .. .   | 0 9 9                                       | 0 3 9  | 0 19 6                      |
| Up to 55 in. x up to 7½ in. deep .. .. .  | 0 10 3                                      | 0 3 9  | 1 0 6                       |
| Up to 55 in. x up to 9 in. deep .. .. .   | 0 10 9                                      | 0 3 9  | 1 1 6                       |
| Up to 55 in. x up to 10½ in. deep .. .. . | 0 11 3                                      | 0 3 9  | 1 2 6                       |
| Up to 55 in. x up to 12 in. deep .. .. .  | 0 11 10                                     | 0 3 9  | 1 3 8                       |
| Up to 55 in. x up to 14 in. deep .. .. .  | 0 12 11                                     | 0 3 9  | 1 5 10                      |
| Up to 55 in. x up to 16 in. deep .. .. .  | 0 13 9                                      | 0 3 9  | 1 7 6                       |
| Up to 60 in. x up to 1 in. deep .. .. .   | 0 6 7                                       | 0 4 8  | 0 13 2                      |
| Up to 60 in. x up to 2 in. deep .. .. .   | 0 7 11                                      | 0 4 8  | 0 15 10                     |
| Up to 60 in. x up to 3 in. deep .. .. .   | 0 9 3                                       | 0 4 8  | 0 18 6                      |
| Up to 60 in. x up to 4½ in. deep .. .. .  | 0 10 3                                      | 0 4 8  | 1 0 6                       |
| Up to 60 in. x up to 6 in. deep .. .. .   | 0 10 9                                      | 0 4 8  | 1 1 6                       |
| Up to 60 in. x up to 7½ in. deep .. .. .  | 0 11 3                                      | 0 4 8  | 1 2 6                       |
| Up to 60 in. x up to 9 in. deep .. .. .   | 0 11 10                                     | 0 4 8  | 1 3 8                       |
| Up to 60 in. x up to 10½ in. deep .. .. . | 0 12 4                                      | 0 4 8  | 1 4 8                       |
| Up to 60 in. x up to 12 in. deep .. .. .  | 0 12 10                                     | 0 4 8  | 1 5 8                       |
| Up to 60 in. x up to 14 in. deep .. .. .  | 0 13 10                                     | 0 4 8  | 1 7 8                       |
| Up to 60 in. x up to 16 in. deep .. .. .  | 0 15 0                                      | 0 4 8  | 1 10 0                      |

The foregoing prices are for one gross of boxes, lids, trays, or slides. (Subject, as to slides, to the charges contained under the heading "Slide".)

For other kinds of Tops or Bottoms see Section headed "Tops or Bottoms" (including Sub-section 8, Loose Wrapping Lids) and for other kinds of Linings, see Section headed "Lining on Set-up Work" in this Part of the Schedule.

#### Banding Extras.

The following matters relate to the foregoing banding, &c., tables:—

- Box or lid band, where full depth inside as well as outside—the banding rate shall be paid, increased by one-half.
- Box or lid band, where full depth inside as well as outside, and small portion turns on inside top or inside bottom—the banding rate shall be paid increased by three-fourths.
- Where banding extends over the mouth of the box and covers a lath made of material other than wood, the banding rate shall be paid, increased by one-eighth, and where wood is used, the rate shall be increased by one-fifth.
- Where banding is required to show one or two edges on lid or box or tray or slide it shall be paid for at the banding rate.
- Where a box band or lid band covers three sides, the banding rate shall be paid as though the box or lid were covered on all sides.
- Where banding is used to block "blocked in" tops or bottoms, the banding rate shall be paid, increased by one-third.
- Where banding or full topping or full bottoming has to be performed on a box or lid or tray, measuring in combined length and width more than 4 inches, which has not been stayed, and such banding gives to the box or lid or tray the shape as though it were stayed, the appropriate rate shall be paid, increased by one-fourth.

#### Binding.

- Binding (after box or lid is set up), ½d. per gross of running inches of binding material.
- Minimum per gross of pieces of binding material used, 9d. No payment shall be made for joins.

Binding, as distinguished from edging, or staying, is re-inforcing material used to bind a box or lid, to give it extra strength.

#### Blocking.

- Blocking lid or box, using paper strips—1½d. per gross of running inches.  
Minimum per gross of boxes or lids, 1s. 3d.

(b) Blocking lid or box, using adhesive only, without the aid of paper strips, shall be charged as though the operation was performed with paper strips, less one-quarter.

#### Blocks, &c., gluing in to or on to Boxes.

- Blocks, tray ledges, or supports, measuring—  
Up to 6 inches, per gross of blocks—9d.  
Over 6 and up to 10 inches, per gross of blocks—10½d.  
Over 10 and up to 20 inches, per gross of blocks—1s. 2d.  
Over 20 and up to 30 inches, per gross of blocks—1s. 6d.  
Over 30 inches, per gross of blocks—2s.

(b) A block tray ledge, or support, when made up, shall be measured length plus width plus depth, where it has a measurable depth.

(c) Where blocks, tray ledges, or supports have to be stayed and/or covered they shall be paid for at the appropriate staying and/or banding and/or topping rate.

Bottoms (see Banding, &c., Table; also Section headed "Tops or Bottoms").

#### Calico, Cloth, &c.

Where in any class of work materials such as calico (except where used on hinging or the reinforcing of tabs), cloth, croydon, holland, bookcloth, flax sheeting, or varnished or metallic paper, or such like papers are used, the rate fixed for the operation involving the use of any such material shall be increased by one-fifth.

*Collars.*

For the operation of covering and gluing in of collars, the pieceworker shall be paid the appropriate rate, for the work performed, in the Section headed "Shoulders" in this Part of the Schedule.

*Containers for Powder Boxes and Like Boxes.*

- (a) Baking paper containers, with folded tops, and putting into powder boxes, per gross of containers—3s. 9d.  
 (b) Making paper containers with folded tops, outside or inside, which are affixed to mouth of box, per gross of containers—1s. 8d.  
 (c) The rates set out in (a) and (b) herein shall apply to boxes not exceeding 5 inches square at the mouth. In any case where the pieceworker is employed on work exceeding this size, she shall be paid at the corresponding timeworkers' rate, with 12½ per cent. in addition, or at a piecework rate complying with the terms of clause 19 (b) of this Determination agreed upon between the employer and the Union, or failing agreement by them, as determined by this Wages Board.

*Corner Tipping.*

(Corner tipping shall mean the fixing diagonally of material across the corners of a box or lid, or the reinforcing at the corner of the staying on a box or lid.)

- (a) Charge the appropriate hand-staying rate, when reinforcing the staying on a box or lid.  
 (b) Charge 8d. per gross of corners when fixing diagonally material across the corners of a box or lid.

*Covered Boards.*

- (a) Covered and faced boards shall be paid for at treble the ordinary topping rate; if covered but not faced, the ordinary topping rate shall be doubled.  
 (b) Fall fronts, covered and faced, or covered but not faced, shall be paid for as provided in paragraph (a) for the respective class of work.  
 (c) "Covered" means lined on one side with a small turn over the edges to the other side.  
 (d) "Faced" means a lining on one side, after the other side has been covered and turned over the edges.  
 (e) For boards covered on one or two sides, and covering not turned over on edges, see Section headed "Lining on Flat," in this Part of the Schedule.  
 (f) Where covered boards have a loose wrap cover, see 8 (g) in the Section headed "Tops or Bottoms" of this Part of the Schedule.

*Edging (see Mouthing).*

*Fall Fronts (see Covered Board Section for rates).*

*Flanged Cards and Loose Ends (l. and w. of cards, or ends, or sides).*

- (a) Affixing loose ends or sides not flanged or one flange to box or lid—  

|          |      |     |      |     |         |          |                          |
|----------|------|-----|------|-----|---------|----------|--------------------------|
| Up to 10 | 15   | 20  | 25   | 30  | 35      | 40       | inches.                  |
| Rate 7d. | 7½d. | 9d. | 10d. | 1s. | 1s. 3d. | 1s. 4½d. | per gross ends or sides. |

 (b) Flanged cards, other than ends or sides, affixed to a box or lid—  

|          |      |         |         |         |         |         |                     |
|----------|------|---------|---------|---------|---------|---------|---------------------|
| Up to 10 | 15   | 20      | 25      | 30      | 35      | 40      | inches.             |
| Rate 9d. | 10d. | 1s. 1d. | 1s. 3d. | 1s. 5d. | 1s. 7d. | 1s. 9d. | per gross of cards. |

 (c) Affixing loose ends or sides to box or lid where box, lid, sides or ends are flanged on three edges—  

|              |         |         |          |         |         |         |                          |
|--------------|---------|---------|----------|---------|---------|---------|--------------------------|
| Up to 10     | 15      | 20      | 25       | 30      | 35      | 40      | inches.                  |
| Rate 2s. 1d. | 2s. 3d. | 2s. 6d. | 2s. 11d. | 3s. 4d. | 3s. 9d. | 4s. 2d. | per gross ends or sides. |

 When measuring any of the foregoing length and width of cards, or ends or sides, include flange.

*Flying of Boxes.*

- (a) Per gross of running inches of flying material, ½d.  
 (b) Minimum per gross of flies, 8d.  
 (c) Where the box contains only one fly, the above rates shall be increased by one-eighth. This extra rate shall not be paid where a box does not exceed 12 inches in length or 4 inches in width.  
 (d) Where tissue paper is used the rates in paragraphs (a), (b), or (c) shall be increased by one-tenth.  
 (e) Where a hinged box is fitted with a fly after being made up, where the combined length and width of box does not exceed 20 inches, it shall be paid 6d. per gross of boxes extra; and 9d. per gross of boxes extra where this measurement is exceeded.  
 (f) A fly in two or more pieces on any one side, shall be subject to payment for joins, as set out in the section headed "Joins", later shown in this Schedule.  
 (g) Where the combined length, width, and depth measurement of box is up to 35 in., the rate shall be that prescribed in (a) or (b) herein.  
 (h) Where the combined length, width, and depth measurement of box exceeds 35 in., the rate shall be ¼d., and the minimum per gross of flies, 11d.

*Gluing.*

- (a) Where the paper used for banding, lining, ordinary topping, full topping, ordinary bottoming, full bottoming, labelling, edging, or mouthing, or for any similar purpose—  
 (1) is supplied to a pieceworker continuously and without causing her any delay from a gluing machine which is fed and looked after by some other person, the appropriate rate for the operation performed shall be reduced by one-fourth.  
 (2) is glued by a pieceworker on a power-driven gluing machine (other than a banding machine) which she only uses and feeds, the appropriate rate for the operation performed shall be reduced by one-third.  
 (3) is glued by a pieceworker herself by the use of a Jagenberg roto-gluer, or a machine of like make, the appropriate rate for the work shall be reduced by one-sixth.  
 (b) An employer who by the use of a machine or other device, eliminates hand-gluing by a pieceworker, and thereby provides the pieceworker with her material glued by some other person, other than by a process mentioned above may arrange with the Union an appropriate reduction in the prescribed piecework rate, or failing agreement, may arrange such reduction with this Wages Board.

*Extras:*—Where (1) paper curls when glued, or (2) tissue paper or like thin paper is used, and a pieceworker is materially delayed as a consequence, the appropriate rate for her work shall be increased by one-fourth, or alternately, the pieceworker shall be paid at the corresponding timeworker's rate, with 12½ per cent. in addition, or at a piecework rate complying with the terms of clause 19 (b) of this Determination agreed upon between the employer and the Union, or failing agreement by them, as determined by this Wages Board.

*Hinges.*

- |  |    |    |   |    |
|--|----|----|---|----|
| (a) Using paper or calico, per gross of running inches of hingeing material—inside or outside  | .. | .. | 0 | 1½ |
| (b) Minimum per gross of hinges—inside or outside  | .. | .. | 0 | 10 |
| (c) Using other material than paper or calico, including cloth, creydon, holland, bookcloth, flax sheeting or varnished or metallic paper, or such like papers, per gross of running inches of hingeing material—inside or outside | 0  | 1½ |   |    |
| (d) Minimum per gross of hinges—inside or outside  | .. | .. | 1 | 1  |
| (e) Where an inside hinge is covered by a strip of covering paper, the width of which strip approximates the width of the hinge, the rate for affixing such strip shall be 1d. per gross of running inches of material used.       |    |    |   |    |
| (f) Minimum per gross of strips  | .. | .. | 0 | 8  |

**Joins.**

(a) On banding, topping, bottoming, edging, and like operations (except lacing which is provided for in (e) of clause headed "Lacing"), where any box, or lid, or tray is less than 18 inches, measured over one length and one width, if more than one piece of material is used, shall be charged 3d. per gross of joins, except where any charge is expressly excluded in this Schedule.

(b) Two pieces of material shall mean one join; three pieces, two joins; four pieces, three joins; additional pieces, shall be calculated in the same way.

(c) Flies in two or more pieces on any one side shall be counted as set out in paragraph (b) herein and charged 3d. per gross of joins.

**Labels, Seals, &c.**

l. and w. of label or seal.

(a) Up to 6 10 15 20 25 30 35 40 inches.  
Rate 5d. 6d. 10d. 1s. 1d. 1s. 6d. 1s. 9d. 2s. 2s. 3d. per gross of labels or seals.

(b) Where the depth of a box or lid exceeds 10 inches the foregoing rates shall be increased by one-fourth.

(c) Where any box or lid exceeds 25 inches in its combined length and width, the appropriate rate shall be paid, increased by one-third.

(d) When a label takes the place of a band, top, bottom, or lining it shall be paid for at the rate for the operation it supersedes, in addition to the extra for printed matter contained in the clause headed "Printed Coverings, &c.," in this Part of the Schedule.

(e) Where a hinged box is labelled after being made up, and the lid has to be lifted to place the label in position, and where the combined length and width of box does not exceed 20 inches, it shall be paid 6d. per gross of boxes extra; and 9d. per gross of boxes extra where this measurement is exceeded.

(f) Where labels are affixed to the end of a box, and turned over on to bottom of the box, the appropriate rates shall be increased by one-fourth.

(g) Where seals, &c., are affixed to boxes, lids, or trays, and turned-in on inside, the appropriate rate shall be increased by one-quarter.

(h) The foregoing rates are for labels, seals, &c., on the outside of a box or lid. If such work is done on the inside, after the box or lid is made up, the appropriate rate shall be increased by one-fifth, where the depth of the box or lid does not exceed 2 inches, and by one-fourth, where it exceeds this measurement.

For labelling on hinged lids, see (e) under the heading "Lining on Set-up Work," in this Part.

(i) **Boot Box Labels.**—Where labels for the ends of boot boxes or lids are glued by a pieceworker on a power-driven machine which she only uses and feeds, and the duties of the pieceworker in each week are solely confined to the labelling of boot boxes, the appropriate rate for such labelling shall be 3½d. per gross of labels.

Panels are subject to the charges for labels herein (see section headed "Panels").

**Lacing.**

(a) If put on inside or outside box, lid, or tray, per gross of running inches of lacing material—¾d.

(b) The minimum per gross of pieces of lace, when the lace is inside, shall be 5d., and the minimum per gross of boxes when the lace is outside, shall be 1s. 6d.

(c) Where a hinged box is laced after being made up, and where the combined length and width of box does not exceed 20 inches, it shall be paid 6d. per gross of boxes extra, and 9d. per gross of boxes extra if this measurement is exceeded.

(d) Where lacing has to be performed on a box, lid, or tray, which has not been stayed, and such lacing gives to the box or lid or tray the shape as though it were stayed, the appropriate rate shall be increased by one-fourth.

(e) Lacing on any side or end of a box in two or more pieces shall be charged 3d. per gross of joins.

**Laps, &c.**

Laps (where a piece of strawboard or similar material overlaps and is fixed by adhesive) in the making of a rim or shoulder of a box or lid, or any part thereof, shall be charged—

Up to 10 15 20 25 inches in length of gluing edge.  
Rate 6d. 7½d. 9d. 10½d. per gross of laps.

When strawboard or similar material is joined without an overlap, and is fixed with a piece of staying material, see section headed "Strips" in this Part of the Schedule.

**Lathing Boxes.**

s. d.

(a) Gluing wood laths round mouth of box or lid, per gross of running inches of lathing material .. .. 0 0½

(b) Gluing laths (i.e., flanges or rims), of strawboard, &c., round mouth of box or lid, per gross of running inches of lathing material .. .. 0 0½

(c) Turning down overlap round mouth of box and gluing down overlap on to sides and ends of boxes, per gross of running inches .. .. 0 0½

(d) The minimum per gross of boxes or lids shall be .. .. 1 10½

(e) A pieceworker, if tacking wood laths around mouth of box shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piecework rate complying with the terms of clause 19 (b) of the Determination agreed upon between the employer and the Union, or failing agreement by them, as determined by this Wages Board.

**Lidding, Tying, and Nesting.**

|                                     | Lidding. | Tying. | Nesting. |  |
|-------------------------------------|----------|--------|----------|--|
|                                     | d.       | d.     | d.       |  |
| Up to and including 15 inches .. .. | 3        | 1      | 1½       | Measure length, plus width, plus depth (per gross boxes) |
| Over 15 and up to 30 inches .. ..   | 3        | 2      | 1½       |  |
| Over 30 and up to 45 inches .. ..   | 5        | 3      | 2½       |  |
| Over 45 inches .. ..                | 7        | 4      | 3½       |  |

Nest of 2—pay for nesting 1 gross  
Nest of 3—pay for nesting 2 gross  
Nest of 4—pay for nesting 3 gross  
Pay by largest size.

For each additional nest, pay for an additional gross in each case.

For the operation of turning over flange, round the mouth of a box (as on a millinery box), the pieceworker shall be paid the appropriate lidding rate herein.

Bands of paper placed round bundles covering four sides and caught under string, 1½d. per gross of boxes extra.

*Lidding and Tying of Boot Boxes.*

A pieceworker whose duties in each week are solely confined to the lidding and tying of boot boxes, shall be paid for such work 4½d. per gross of boxes.

*Lining on Set-up Work.*

(a) The price fixed in column 4 of the Banding, &c., Table, in this Part of the Schedule, is for the complete inside lining of a gross of boxes, lids, trays, or slides, and shall be paid whether the lining material covering the sides and ends is turned on to the top or bottom of any box, lid, tray, or slide, or is done in some other way.

(b) Where any work has to be completely lined inside, the pieceworker shall have the right to complete the lining of the sides, ends, and the top or bottom of her work; in any case where she is not required to do all these several operations, she shall be paid as though she had done them all.

(c) Where a hinged box or lid is lined after being made up, and where the combined length and width of box does not exceed 20 inches, it shall be paid 6d. per gross of boxes extra, and 9d. per gross where this measurement is exceeded.

(d) When a set-up lid is lined on the inside top, or a set-up box is lined on the inside bottom, and such lining does not turn on to the sides or ends of the lid or box, the appropriate "ordinary topping" or "ordinary bottoming" rate provided in column 3 of Banding, &c., Table, in this Part of the Schedule, shall be paid, increased by one-fifth where the depth does not exceed 1 inch, and by one-fourth where this depth is exceeded.

(e) Where a plain or printed lining or label covers the whole or inside of a set-up hinged lid, without extending to the sides or ends, and such lining or label does not cover a hinge, nor extend into the box, the appropriate labelling rate shall be paid; where such lining or label covers a hinge, or extends into the box, the appropriate labelling rate shall be paid and one-fourth in addition. Where the lining or label extends to the sides or ends, it shall be paid for as provided in (a) herein.

*Lining on Flat (i.e., before the work is set up).*

Where one piece of material is used to line one piece of board the appropriate "ordinary topping" or "ordinary bottoming" rate provided in column 3 of Banding, &c., Table, in this Part of the Schedule, shall be paid. Where more than one piece of material is used, the payment shall be for each piece of material.

*Loose Ends, &c. (See Flanged Cards and Loose Ends, &c.)**Loose Pieces, &c. (See also (f) of Partitions, &c.)*

(a) Putting loose lining, division pieces, loose cards, or loose shelves into boxes, without gluing or placing such into position, whether of corrugated or plain material, per gross of boxes—

|                                   | s. | d. |
|-----------------------------------|----|----|
| One piece in each box .. .. .     | 0  | 1½ |
| Two pieces in each box .. .. .    | 0  | 2½ |
| Three pieces in each box .. .. .  | 0  | 3  |
| Four pieces in each box .. .. .   | 0  | 3½ |
| Six pieces in each box .. .. .    | 0  | 5  |
| Eight pieces in each box .. .. .  | 0  | 7  |
| Ten pieces in each box .. .. .    | 0  | 9  |
| Twelve pieces in each box .. .. . | 0  | 10 |

(b) Where corrugated or plain material has to be placed in position, without glue, the rate shall be increased by one-half; if with glue, the rate shall be quadrupled. If lining goes round sides and ends of box, count one piece for each side or end.

*Mouthing or Edging, or Trimming.*

|   | s. | d. |
|---|----|----|
| (a) Boxes or lids or trays or slides per gross of running inches of edging or mouthing material .. .. . | 0  | 0½ |
| (b) Minimum per gross of mouthings or edgings .. .. .   | 1  | 0  |

Where the edging or mouthing material is in pieces the minimum charge herein shall apply to each piece of material used. No charge shall be made for joins.

|   |   |    |
|---|---|----|
| (c) Partitions, divisions, &c., per gross of running inches of edging or mouthing material .. .. .        | 0 | 0½ |
| (d) Minimum per gross of pieces of edging or mouthing material. No charge shall be made for joins .. .. . | 0 | 0  |
| (e) Cards, boards, &c., per gross of running inches of edging or mouthing material .. .. .                | 0 | 0½ |
| (f) Minimum per gross of edgings or mouthings .. .. .   | 1 | 0  |

Where the edging or mouthing material is in pieces the minimum charge herein shall apply to each piece of material used. No charge shall be made for joins.

|  |   |   |
|--|---|---|
| (g) Mouthing on boxes where lath is wood or other material, per gross of running inches of mouthing material .. .. . | 0 | 1 |
| (h) Minimum per gross of boxes .. .. .   | 2 | 0 |

(i) Where edging is used to block "blocked in" tops or bottoms, the appropriate rate in paragraph (a) in the section in this Schedule headed "Blocking" shall be paid, increased by one-eighth.

(j) Where edging or mouthing has to be performed on a box or lid which has not been stayed, and such edging or mouthing gives to the box or lid the shape as though it were stayed, the appropriate rate shall be increased by one-fourth.

(k) For rates for Edging Extension Tops or Bottoms, see Tops or Bottoms (3) (f), (g), and (k).

(l) For rates for the mouthing, edging, trimming, banding, or otherwise covering of a shoulder, see the section of this Part of the Schedule headed "Shoulders".

*Nesting. (See Lidding, Tying, and Nesting.)**Panels.*

Panels shall be paid for as labels, and the rates and conditions contained in paragraphs (a) to (h) under the heading "Labels, Seals, &c.", of this Part of the Schedule shall apply.

*Parcelling and Labelling or Marking Parcels.*

|   | Gr. boxes |
|---|-----------|
|   | s. d.     |
| Packing in parcels of ¼ doz. (36 parcels to gross) .. .. .                | 1 5       |
| Packing in parcels of ½ doz. (24 parcels to gross) .. .. .                | 1 1       |
| Packing in parcels of ¾ doz. (18 parcels to gross) .. .. .                | 0 9½      |
| Packing in parcels of 1 doz. (12 parcels to gross) .. .. .                | 0 6½      |
| Packing in parcels of 1½ doz. (8 parcels to gross) .. .. .                | 0 4½      |
| Packing in parcels of 2 doz. (6 parcels to gross) .. .. .                 | 0 3½      |
| Packing in parcels of 3 doz. (4 parcels to gross) .. .. .                 | 0 2½      |
| Packing in parcels of 4 doz. (3 parcels to gross) .. .. .                 | 0 2½      |
| Packing in parcels of 6 doz. or over (2 parcels or less to gross) .. .. . | 0 2       |

*Partitions.*

(a) Fixing in boxes with adhesive, single flanged partition (not slotted), per gross of partitions (include end and bottom flanges when measuring)—

|          | 1. and w. of partition. |         |         |         |         |         |         |         |            |
|----------|-------------------------|---------|---------|---------|---------|---------|---------|---------|------------|
| Up to 10 | 15                      | 20      | 25      | 30      | 35      | 40      | 45      | 50      | inches.    |
| Rate 9d. | 1s. 1d.                 | 1s. 2d. | 1s. 3d. | 1s. 4d. | 1s. 5d. | 1s. 6d. | 1s. 7d. | 1s. 8d. | per gross. |

(b) Fixing in boxes, with adhesive, partitions made of one piece of material, scored or creased to form a number of compartments, and fixed at bottoms or at sides, per gross of boxes—

Up to and including 5 compartments in each box—

| Up to 10                                       | 15       | 20        | 25       | 30       | 35      | 40 inches.          |
|--|----------|-----------|----------|----------|---------|---------------------|
| Rate 2s. 3d.                                   | 2s. 8d.  | 3s.       | 3s. 4d.  | 3s. 9d.  | 4s. 2d. | 4s. 6d. per gross.  |
| Over 5 and up to 10 compartments in each box—  |          |           |          |          |         |                     |
| Rate 3s. 5d.                                   | 3s. 9d.  | 4s. 1d.   | 4s. 6d.  | 4s. 10d. | 5s. 3d. | 5s. 7d. per gross.  |
| Over 10 and up to 15 compartments in each box— |          |           |          |          |         |                     |
| Rate 4s. 6d.                                   | 4s. 11d. | 5s. 3d.   | 5s. 7d.  | 6s.      | 6s. 5d. | 6s. 9d. per gross.  |
| Over 15 and up to 20 compartments in each box— |          |           |          |          |         |                     |
| Rate 6s. 9d.                                   | 7s. 2d.  | 7s. 6d.   | 7s. 10d. | 8s. 3d.  | 8s. 8d. | 9s. . per gross.    |
| Over 20 compartments in each box—              |          |           |          |          |         |                     |
| Rate 10s. 2d.                                  | 10s. 6d. | 10s. 10d. | 11s. 3d. | 11s. 8d. | 12s.    | 12s. 4d. per gross. |

Where fixed at the bottom and sides the foregoing rates shall be increased by one-fourth.

(c) Partitions shall be charged by length and width of material, measured flat.

(d) *Compartments Made by Boxes.*—Where boxes are inserted into other boxes so as to make compartments (as distinct from nests), such inserting work shall be paid—

(1) Where the number of boxes inserted, and not fixed with adhesive, is—

|   | s. | d. |
|---|----|----|
| Up to 6 .. .. .                               | 0  | 8  |
| For each additional 6 or part thereof .. .. . | 0  | 7  |

(2) Where the number of boxes inserted, and fixed by adhesive, is—

|   | s. | d. |
|---|----|----|
| Up to 6 .. .. .                               | 1  | 9  |
| For each additional 6 or part thereof .. .. . | 1  | 2  |

(3) The prices are per gross of outer boxes. Inserted boxes shall not be counted.

(e) *Locking Slotted Partitions.*—

|   | s. | d. |
|---|----|----|
| Up to and including 4 compartments, per gross sets of any size .. .. .          | 0  | 4  |
| Over 4 and up to 6 compartments, per gross sets of any size .. .. .             | 0  | 5  |
| Over 6 and up to 12 compartments, per gross sets of any size .. .. .            | 0  | 9  |
| Over 12 and up to 18 compartments, per gross sets of any size .. .. .           | 1  | 6  |
| Over 18 and up to 24 compartments, per gross sets of any size .. .. .           | 2  | 0  |
| Over 24 and up to 30 compartments, per gross sets of any size .. .. .           | 3  | 0  |
| For each additional six compartments, charge per gross sets of any size .. .. . | 0  | 9  |

Where slotted partitions of more than 46 compartments have to be locked together the pieceworker shall be paid at the corresponding timeworker's rate, with 12½ per cent. in addition, or at a piecework rate complying with the terms of clause 19 (b) of this Determination agreed upon between the employer and the Union, or failing agreement by them, as determined by this Wages Board.

(f) Opening and putting locked partition sets into boxes per gross of boxes of any size—

|   | s. | d. |
|---|----|----|
| Up to and including 12 compartments, per gross sets .. .. . | 0  | 5  |
| Over 12 and up to 28 compartments, per gross sets .. .. .   | 0  | 6  |
| Over 28 and up to 48 compartments, per gross sets .. .. .   | 0  | 8  |
| Over 48 compartments, per gross set .. .. .                 | 0  | 11 |

(Locked partitions placed into boxes, unopened, shall be charged under the Loose Pieces, &c., clause.)

(g) If partition sets have buffer spaces all round, add one-half to rates provided in paragraph (f).

But if buffers have to be fixed with adhesive, the rates in paragraph (f) shall be quadrupled.

*Plush, Silk, &c.* (See also *Calico, Cloth, &c.*)

Boxes or lids or pads for inside of box, when in any case made of or lined with silk, plush, or like material, shall be done by a timeworker, provided that should a pieceworker be required to do such work she shall be paid at the corresponding timeworker's rate, with 12½ per cent. in addition, or at a piecework rate complying with the terms of clause 19 (b) of this Determination agreed upon between the employer and the Union, or failing agreement by them, as determined by this Wages Board.

*Powder Boxes.* (See *Containers for Powder Boxes.*)

*Printed Coverings, &c.*

(a) When any top, bottom, band, or lining has matter printed thereon which printing has to be placed in a specific position, aligned, or sighted, the price to be paid for the appropriate operation shall be one-eighth extra, with a minimum of 6d. per gross of boxes or lids, except where any band or lining is in two pieces, each printed, when the minimum shall be 9d. per gross of boxes or lids, and where three or more pieces, each printed, is. per gross of boxes or lids; where full fast top or bottom covers have had the corners cut out the charges of this clause shall apply to such covers.

(b) When any top, bottom, band or lining has printing thereon in bronze or like powder used in printing, or in bronzo or like inks, which printing has to be placed in a specific position, aligned, or sighted, the foregoing charges in paragraph (a) shall be doubled; where the printing has not to be placed in a specific position, aligned, or sighted, the charges shall be those contained in such paragraph (a).

*Ribbons.—Attaching Ribbon and Lying Bows.*

|  | s. | d. |
|--|----|----|
| (a) Ribbon up to 1 inch wide and up to 24 inches long, per gross of bows .. .. . | 3  | 6  |
| (b) Ditto, over 24 inches long, per gross of bows .. .. .                        | 4  | 0  |
| (c) Ribbon over 1 inch wide and up to 24 inches long, per gross of bows .. .. .  | 5  | 0  |
| (d) Ditto, over 24 inches long, per gross of bows .. .. .                        | 6  | 6  |

(e) The placing of ribbon and tying and attaching of bows are included in each of the foregoing rates, which are based upon the length of ribbon used, including that used in making the bow.

(f) Where a ribbon is attached without a bow being tied, the above rates shall be reduced by one-half.

*Seals, &c.* (See *Labels, Seals, &c.*)

*Shoulders.* (See also *Laps or Strips.*)

l., w., and d. of shoulder.

(a) Covering shoulders, where covering also acts as an inside lining—

| Up to 10     | 15       | 20      | 25      | 30      | 35      | 40       | 45       | 50 inches.          |
|--------------|----------|---------|---------|---------|---------|----------|----------|---------------------|
| Rate 2s. 3d. | 2s. 11d. | 3s. 6d. | 4s. 6d. | 5s. 1d. | 6s. 9d. | 8s. 10d. | 9s. 10d. | 10s. 9d. per gross. |

(b) Covering shoulders, when covering also acts as an inside lining, and such covering is turned over both edges of the shoulder, the appropriate rate in (a) shall be increased by one-sixth.

## (c) Covering shoulders, where covering does not act as an inside lining, and the covering material is—

| Up to 2 inches wide—                   |         | l. and w. of shoulder. |         |          |          |          |         |         |                     |
|--|---------|------------------------|---------|----------|----------|----------|---------|---------|---------------------|
| Up to 10                               | 15      | 20                     | 25      | 30       | 35       | 40       | 45      | 50      | inches.             |
| Rate                                   | 1s.     | 1s. 2d.                | 1s. 4d. | 1s. 6d.  | 1s. 8d.  | 1s. 10d. | 2s.     | 2s. 2d. | 2s. 4d. per gross.  |
| Over 2 inches and up to 4 inches wide— |         |                        |         |          |          |          |         |         |                     |
| Rate                                   | 1s. 3d. | 1s. 5d.                | 1s. 7d. | 1s. 9d.  | 1s. 11d. | 2s. 1d.  | 2s. 3d. | 2s. 5d. | 2s. 7d. per gross.  |
| Over 4 inches wide—                    |         |                        |         |          |          |          |         |         |                     |
| Rate                                   | 1s. 4d. | 1s. 6d.                | 1s. 8d. | 1s. 10d. | 2s.      | 2s. 4d.  | 2s. 6d. | 2s. 8d. | 2s. 10d. per gross. |

Where the shoulder is in two pieces, before covering, and the corners are not stayed, the appropriate rate thereon shall be paid, increased by one-fifth.

## (d) Sticking-in of Shoulders—

| Up to 10 |         | l., w., and d. of shoulders. |         |         |          |     |         |         |                    |
|----------|---------|------------------------------|---------|---------|----------|-----|---------|---------|--------------------|
| Up to 10 | 15      | 20                           | 25      | 30      | 35       | 40  | 45      | 50      | inches.            |
| Rate     | 1s. 2d. | 1s. 4d.                      | 1s. 6d. | 1s. 8d. | 1s. 10d. | 2s. | 2s. 2d. | 2s. 4d. | 2s. 6d. per gross. |

## (e) Sticking-in of shoulders in more than one piece—

| Up to 10 | 15      | 20      | 25      | 30  | 35      | 40      | 45      | 50       | inches.        |
|----------|---------|---------|---------|-----|---------|---------|---------|----------|----------------|
| Rate     | 1s. 4d. | 1s. 6d. | 1s. 9d. | 2s. | 2s. 3d. | 2s. 6d. | 2s. 8d. | 2s. 10d. | 3s. per gross. |

The rates in (d) and (e) are per gross of shoulders.

(f) Where staying is done it shall be paid for at the appropriate staying rate (see the Section headed "Staying" in this Part of the Schedule).

*Slide.*

The price to be paid for banding a slide shall be 10 per cent. above that paid for banding the box which is to be inserted into it, or 15 per cent. where the slide has not been joined up, but where the slide has to be placed on a rod to keep it in shape after being made, 12½ per cent. or 17½ per cent. respectively shall be paid.

*Snipping.*

(a) Snipping, where not more than four corner snips are done on a box, lid, tray, or slide, shall not carry any extra charge.

(b) Snipping, where more than four corner snips are done on a box, lid, tray, or slide shall be paid for at 1d. per gross of snips. Only the number in excess of four shall be included in the calculation.

(c) A corner snip is that made at any of the usual corners of a box, lid, tray, or slide.

(d) Snipping, except as in paragraphs (a) and (b) herein, shall be paid for at 1d. per gross of snips.

*Staying. (See also Strips.)*

(a) Boxes, lids, trays or shoulders, per gross of running inches of staying material—1½d.

(b) The minimum per gross of boxes, lids, or trays shall be 1s., and per gross of shoulders—6d.

(c) Where staying is turned-in, the rates shall be increased by one-fourth.

(d) Where staying is done on boxes, lids, or trays made of boards (of any material) thinner than caliper .018—18/1000ths of an inch—or done where the boards (of any material) are thicker than caliper .060—60/1000ths of an inch—the rate shall be increased by one-eighth.

(e) Where box or lid or shoulder is over 15 inches long the rate shall be increased one-fourth.

(f) Corner Tipping (see the Section headed "Corner Tipping" in this Part of the Schedule).

(g) Attaching loose ends or sides to box or lid (see the Section headed "Flanged Cards, &c.", in this Part of the Schedule.)

*Strips.*

When it is necessary to join strips (i.e., work on strawboard, or like material, which is scored and folded over on the flat to permit of two edges meeting and being joined with staying material) the pieceworker shall be paid at the corresponding timeworker's rate, with 12½ per cent. in addition, or at a piecework rate complying with the terms of clause 19 (b) of this Determination agreed upon between the employer and the Union, or failing agreement by them, as determined by this Wages Board.

*Struts.*

The fixing of struts by the use of adhesive, per gross of struts—

| Up to 5 | 10      | 16      | 20      | inches long on any one side of strut. |
|---------|---------|---------|---------|---------------------------------------|
| 1s.     | 1s. 3d. | 1s. 6d. | 1s. 9d. |                                       |

*Tapes, Tabs, Tassels.*

|  | s. | d.   |
|--|----|------|
| (a) Tape fastening, glued in a box, per gross of fastenings  | .. | 0 7  |
| (b) Where tapes or tassels are threaded through holes, not glued, and holes are made—  |    |      |
| By the pieceworker, per gross of holes   | .. | 0 6  |
| For the pieceworker, per gross of holes  | .. | 0 5  |
| (c) Where tapes or tassels are threaded through holes, glued, and holes are made—  |    |      |
| By the pieceworker, per gross of holes   | .. | 0 7  |
| For the pieceworker, per gross of holes  | .. | 0 6  |
| (d) Tape stays to hinged lids, &c., glued, where threaded through holes and such holes are made—   |    |      |
| By the pieceworker, per gross of holes   | .. | 0 10 |
| For the pieceworker, per gross of holes  | .. | 0 9  |
| (e) Where the pieceworker has to make the holes referred to in paragraphs (b), (c), or (d), by the aid of a guide the appropriate rate shall be increased by one-fifth.  |    |      |
| (f) Tape stays to hinged lids, &c., glued, per gross of fastenings   | .. | 0 7  |
| (g) Attaching lids with tape to boxes, rectangular, round, or oval, including tying, per gross of tapes  | .. | 1 0  |
| (h) Where a tape is tied, an additional 8d. per gross of ties shall be paid on any of the foregoing rate. A tape placed round the outside of a box, if tied, without being glued, shall carry this rate. This paragraph (h) does not apply to paragraph (g). |    |      |
| (i) Tabs, gluing, per gross of tabs  | .. | 0 6  |
| (j) Tabs, making and gluing, per gross of tabs   | .. | 1 6  |

(k) Reinforcings: Where the pieceworker has to reinforce any of the work described in any of the foregoing paragraphs the appropriate rate for the work performed shall be increased by 3d. per gross of reinforcements.

(l) Where reinforcing material has to be cut to varying widths to coincide with the width of the portion of the covering material which has been "turned-in" by the pieceworker in any of the foregoing items, the appropriate rate shall be increased by 4½d. per gross of reinforcements.

(m) Taps glued at one end shall be counted as one fastening; if glued at two ends, two fastenings; additional gluings shall be counted accordingly.



*Thumbholing.*

- (a) Thumbholes, by hand, lid, or box, per gross of thumbholes .. .. . s. d.  
 (b) Thumbholes, by hand, lid, or box, where box has hinged lid affixed, per gross of thumbholes .. .. . 0 6

*Tops or Bottoms. (See also Banding, &c.)*

(For Ordinary Tops, see "Banding, &c.", table in this Part of the Schedule.)

1. *Full Tops, &c.*—

- (a) When a lid has a full top the rate to be paid shall be the appropriate rates for an ordinary top and a lid band, added together. When a box has a full bottom, the rate to be paid shall be the appropriate rates for an ordinary bottom and a box band added together.
- (b) When full covers (other than printed covers—for which see paragraph (a) under the heading "Printed Coverings, &c.", in this Part) are supplied to the piecemaker with the corners cut out, the rate shall be reduced by one-eighth.
- (c) Where full covers are loose wrapped, see paragraph "8. Loose Wrapping Lids," of this section of the Schedule.
- (d) Where extension top or bottom covers have the corners cut out, see (i) and (j) of paragraph "3. Extension Tops and Bottoms".

2. *Cap Tops*—

length and width of box or lid

- (a) Where tops or bottoms are partly turned up on four sides of box or lid (known as "cap" tops or bottoms)—
- |              |         |         |     |         |                             |
|--------------|---------|---------|-----|---------|-----------------------------|
| Up to 10     | 15      | 20      | 25  | 30      | inches.                     |
| Rate 1s. 3d. | 1s. 9d. | 2s. 3d. | 3s. | 3s. 9d. | per gross of boxes or lids. |
- (b) Where cap topping has to be performed on a box or lid which has not been stayed, and such cap topping gives to the box or lid the shape as though it were stayed, the appropriate rate in (a) shall be increased by one-fourth.
- (c) Where cap tops or bottoms are used to block a "blocked-in" box or lid the appropriate rate in paragraph (a) shall be increased by one-third.

3. *Extension Tops or Bottoms*—

l. and w. of boards.

- (a) Covering boards, which are to act as extension tops or bottoms—
- |              |     |         |         |         |                      |                      |
|--------------|-----|---------|---------|---------|----------------------|----------------------|
| Up to 10     | 15  | 20      | 25      | 30      | 35                   | inches.              |
| Rate 1s. 2d. | 2s. | 2s. 2d. | 2s. 6d. | 3s. 2d. | 3s. 8d.              | per gross of boards. |
| Up to 40     | 45  | 50      | 55      | 60      | inches.              |                      |
| Rate 4s. 2d. | 5s. | 6s. 6d. | 7s. 6d. | 9s. 4d. | per gross of boards. |                      |
- (b) Covering and fixing picture or like boards to the top of extension tops shall be paid for as in (a) and (b) hereof.
- (c) Covering boards which are to act as extension tops or bottoms, two boards in thickness, one being smaller than the other, causing a margin around the lower board—
- length and width of larger board.
- |              |         |         |         |         |                             |
|--------------|---------|---------|---------|---------|-----------------------------|
| Up to 10     | 15      | 20      | 25      | 30      | inches.                     |
| Rate 2s. 6d. | 3s. 6d. | 4s. 6d. | 5s. 6d. | 6s. 6d. | per gross of double boards. |
- (d) Mounting the smaller boards referred to (c) hereof on to a larger board—
- length and width of smaller board.
- |          |     |         |         |         |                              |
|----------|-----|---------|---------|---------|------------------------------|
| Up to 10 | 15  | 20      | 25      | 30      | inches.                      |
| Rate 9d. | 1s. | 1s. 3d. | 1s. 6d. | 1s. 9d. | per gross of mounted boards. |
- (e) Gluing uncovered extensions to flat blanks, using a self-registering frame—
- length and width of extension.
- |          |     |     |                          |
|----------|-----|-----|--------------------------|
| Up to 10 | 15  | 20  | inches.                  |
| Rate 5d. | 6d. | 7d. | per gross of extensions. |
- (f) Where boards are edged before being affixed to a box or lid the edging rate of  $\frac{1}{4}$ d. per gross of running inches of edging material shall be paid.
- Minimum per gross of boards, 1s.
- (g) Where edged boards are topped or bottomed, the topping or bottoming rate for edged work shall apply. (See sub-clause 4 below.)
- (h) Gluing extensions or cards on boxes or lids—
- l. and w. of extension top or bottom or card.
- |          |     |         |         |         |     |         |                             |
|----------|-----|---------|---------|---------|-----|---------|-----------------------------|
| Up to 10 | 15  | 20      | 25      | 30      | 35  | 40      | inches.                     |
| Rate 9d. | 1s. | 1s. 3d. | 1s. 6d. | 1s. 9d. | 2s. | 2s. 3d. | per gross of boxes or lids. |

- (i) Covering an extension after being affixed, where covering extends partly to sides and ends of box or lid, the rate shall be where such extension—

Extends up to  $\frac{1}{4}$  inch each of its four edges—

l. and w. of extension top or bottom.

|              |         |         |         |         |         |         |            |
|--------------|---------|---------|---------|---------|---------|---------|------------|
| Up to 10     | 15      | 20      | 25      | 30      | 35      | 40      | inches.    |
| Rate 2s. 3d. | 2s. 9d. | 3s. 6d. | 4s. 3d. | 5s. 3d. | 6s. 3d. | 7s. 3d. | per gross. |

Extends over  $\frac{1}{4}$  inch—

|              |         |         |     |         |         |         |            |
|--------------|---------|---------|-----|---------|---------|---------|------------|
| Rate 2s. 7d. | 3s. 3d. | 4s. 1d. | 5s. | 6s. 2d. | 7s. 3d. | 8s. 6d. | per gross. |
|--------------|---------|---------|-----|---------|---------|---------|------------|

The rate is per gross of boxes or lids.

Where the four corners of the covering material are cut out for the piecemaker, the appropriate rate shall be reduced by 10 per cent. This reduction shall not be made if the corners, as cut, do not provide a perfect guide to the piecemaker in placing the covering material, or do not eliminate further cutting by the piecemaker, or where the charges provided under the heading "Printed Coverings, &c.," apply.

Where banding is done it shall be paid for in addition to the foregoing rates.

- (j) Covering extensions after being affixed, where covering extends in one piece over whole of sides and ends of box or lid and small portion turns inside, the rate shall be where such extension—

Extends up to  $\frac{1}{4}$  inch on each of its four edges—

l. and w. and d. of box or lid.

|              |         |         |         |          |         |          |      |          |            |
|--------------|---------|---------|---------|----------|---------|----------|------|----------|------------|
| Up to 10     | 15      | 20      | 25      | 30       | 35      | 40       | 45   | 50       | inches.    |
| Rate 3s. 6d. | 4s. 2d. | 5s. 2d. | 6s. 4d. | 7s. 10d. | 9s. 3d. | 10s. 7d. | 12s. | 13s. 6d. | per gross. |

Extends over  $\frac{1}{4}$  inch—

|               |         |          |         |          |          |      |          |          |            |
|---------------|---------|----------|---------|----------|----------|------|----------|----------|------------|
| Rate 3s. 11d. | 4s. 8d. | 5s. 10d. | 7s. 1d. | 8s. 10d. | 10s. 5d. | 12s. | 13s. 5d. | 15s. 2d. | per gross. |
|---------------|---------|----------|---------|----------|----------|------|----------|----------|------------|

The rate is per gross of boxes or lids.

Where the four corners of the covering material are cut out for the piecemaker, the appropriate rate shall be reduced by 30 per cent. This reduction shall not be made if the corners, as cut, do not provide a perfect guide to the piecemaker in placing the covering material, or do not eliminate further cutting by the piecemaker or where the charges provided under the heading "Printed Coverings, &c.," apply.

(k) Edging extension tops and bottoms, after being affixed, shall be paid for where such extension—

|   |  |    |    |    |                   |
|---|--|----|----|----|-------------------|
| Extends up to $\frac{1}{2}$ inch.         | Per gross of running inches of edging material | .. | .. | .. | s. d.             |
| Minimum per gross of tops or bottoms, 2s. |  |    |    |    | 0 1               |
| Extends over $\frac{1}{2}$ inch.          | Per gross of running inches of edging material | .. | .. | .. | 0 1 $\frac{1}{2}$ |
| Minimum per gross of tops or bottoms, 3s. |  |    |    |    |                   |

4. *Tops or Bottoms on Edged Work* (except Padded Tops) shall be paid one-fifth above the appropriate Topping rate or Bottoming rate in column 3 of the "Banding, &c.," table, in this Part of the Schedule.

5. *One Piece Top, &c.*—Where the top, back, and bottom are in one piece the rate fixed for each operation, as the "Banding, &c.," table, and in the Section headed "Backs," in this Part of the Schedule, shall be combined, and such combined rate shall be paid, less one-fourth.

6. *One Piece Top and Back, &c.*—Where the top and back, or the bottom and back, are in one piece, the rate fixed for each operation, as contained in the "Banding, &c.," table, and in the Section headed "Backs" in this Part of the Schedule, shall be combined, and such combined rate shall be paid, less one-eighth.

7. *Topping Flat Hinged Lid.*—

|              |     |         |                   |         |                    |
|--------------|-----|---------|-------------------|---------|--------------------|
|              |     |         | l. and w. of lid. |         |                    |
| Up to 10     | 15  | 20      | 25                | 30      | 35 inches.         |
| Rate 1s. 2d. | 2s. | 2s. 2d. | 2s. 6d.           | 3s. 2d. | 3s. 8d. per gross. |

8. *Loose Wrapping Lids or Card Tops.*

(a) Loose wrapping lids shall be paid for at the rate for full tops, as contained in the Banding, &c., table in this Part of the Schedule, increasing by one-half. This shall include folding to any style necessary.

(b) Loose wrapping card tops, as referred to in sub-clause (f) of 9 hereunder, shall be paid for as set out in the Section headed "Covered Boards" in this Part of the Schedule, with one-half in addition.

9. *Padded Tops or a Card Top.*—

(a) Padding and covering flush padded lids—

(1) Where covering extends partly to sides and ends of lids—

|                |         |     |         |         |          |                    |
|----------------|---------|-----|---------|---------|----------|--------------------|
| Up to ..       | 10      | 15  | 20      | 25      | 30       | inches.            |
| Using Wadding  | 4s.     | 5s. | 6s. 3d. | 8s. 6d. | 11s. 3d. | per gross of lids. |
| Other Material | 3s. 3d. | 4s. | 5s.     | 7s.     | 9s. 9d.  | per gross of lids. |

Measure one length and one width of lid.

(2) Where a flush padded lid has to be glued and inserted into a special rim, i.e., a rim other than the ordinary rim, the rate for such gluing and inserting—

|              |     |         |     |         |                    |
|--------------|-----|---------|-----|---------|--------------------|
| Up to 10 ..  | 15  | 20      | 25  | 30      | inches.            |
| Rate 1s. 6d. | 2s. | 2s. 6d. | 3s. | 3s. 6d. | per gross of lids. |

(3) Where covering extends in one piece over the sides and ends of the lid and small portion turns inside—

|                |         |         |         |          |      |                    |
|----------------|---------|---------|---------|----------|------|--------------------|
| Up to ..       | 10      | 15      | 20      | 25       | 30   | inches.            |
| Using Wadding  | 5s. 6d. | 6s. 9d. | 8s. 3d. | 10s. 9d. | 14s. | per gross of lids. |
| Other Material | 4s. 6d. | 5s. 9d. | 7s.     | 9s. 3d.  | 12s. | per gross of lids. |

Measure one length and one width of lid.

(b) Padding and covering extension padded tops—

(1) Where covering extends partly to sides and ends of lid:

|                |         |         |         |          |      |                    |
|----------------|---------|---------|---------|----------|------|--------------------|
| Up to ..       | 10      | 15      | 20      | 25       | 30   | inches.            |
| Using Wadding  | 5s. 6d. | 6s. 9d. | 8s. 3d. | 10s. 9d. | 14s. | per gross of lids. |
| Other Material | 4s. 6d. | 5s. 9d. | 7s.     | 9s. 3d.  | 12s. | per gross of lids. |

Measure one length and one width of lid.

(2) Where covering extends in one piece over the sides and ends of the lid, and small portions turn inside:

|                |         |         |         |          |          |                    |
|----------------|---------|---------|---------|----------|----------|--------------------|
| Up to ..       | 10      | 15      | 20      | 25       | 30       | inches.            |
| Using Wadding  | 6s. 9d. | 8s. 3d. | 10s.    | 13s. 6d. | 17s. 6d. | per gross of lids. |
| Other Material | 5s. 9d. | 7s.     | 8s. 6d. | 11s. 3d. | 15s. 6d. | per gross of lids. |

Measure one length, width, and depth of lid.

(3) The rates in paragraphs (1) and (2) herein do not provide for the affixing of the extension, which affixing shall be paid for as set out in 3 (h) of the Section headed "Tops or Bottoms" in this Part of the Schedule.

(c) Making and covering pads when same are made separate from the lid—

|                |         |         |         |         |         |                    |
|----------------|---------|---------|---------|---------|---------|--------------------|
| Up to ..       | 10      | 15      | 20      | 25      | 30      | inches.            |
| Using Wadding  | 3s.     | 3s. 9d. | 4s. 9d. | 6s. 3d. | 8s. 3d. | per gross of pads. |
| Other Material | 2s. 3d. | 2s. 9d. | 3s. 6d. | 4s. 9d. | 6s. 6d. | per gross of pads. |

Measure one length and one width of pad.

(d) Affixing pads to top of lid—

|                |         |                        |         |         |     |                    |
|----------------|---------|------------------------|---------|---------|-----|--------------------|
| Up to ..       | 10      | 15                     | 20      | 25      | 30  | inches.            |
| Using Wadding  | 1s. 3d. | 1s. 9d.                | 2s. 3d. | 3s.     | 4s. | per gross of pads. |
| Other Material | 1s.     | 1s. 4 $\frac{1}{2}$ d. | 1s. 9d. | 2s. 3d. | 3s. | per gross of pads. |

Measure one length and one width of pad.

(e) Where edging and/or banding is performed in any of the foregoing connexions the appropriate edging and/or banding rate shall be paid for such operations in addition.

(f) Where a card top is made from board of any material (other than corrugated board), without the addition of wadding, payment shall be made for such work under the "Covered Board" Section in this Part of the Schedule, with the extra payment for loose wrapping (see 8 above) where such is done.

(g) Affixing pads (as in (f) herein) to top of lid—

|          |                        |         |         |     |                    |
|----------|------------------------|---------|---------|-----|--------------------|
| Up to 10 | 15                     | 20      | 25      | 30  | inches.            |
| Rate 1s. | 1s. 4 $\frac{1}{2}$ d. | 1s. 9d. | 2s. 3d. | 3s. | per gross of pads. |

Measure one length and one width of pad.

10. *Domed Tops.*—For the doming of tops, or where a domed top is covered after the doming has been done, the pieceworker shall be paid at the corresponding timeworker's rate, with 12 $\frac{1}{2}$  per cent. in addition, or at a piecework rate complying with the terms of clause 19 (b) of this Determination agreed upon between the employer and the Union, or failing agreement by them, as determined by the Wages Board.

*Trimming.* (See *Mouthing, &c.*)

*Tying.* (See *Lidding and Nesting.*)

PART 3.—MACHINE WORK ONLY.  
(Classes of work arranged alphabetically.)

*Power and Treadle Machines.*

The rates herein are for power-driven machines. Where machines are not power-driven (except banding machines and topping or bottoming machines, and the metal edging machines), the rate appropriate for the class of work done shall (unless otherwise specified) be increased by one-third.

*Speeds for Machines.*

Where a pieceworker complains about the speed of any machine at which she is working, and where the speed of any machine is slower or faster than the speed which permits of an average adult pieceworker earning, whilst employed for one hour at the rate fixed for piecework on the machine, at least 12½ per cent. in excess of the corresponding adult timeworkers' rate per hour, and the speed of the machine cannot be so adjusted as to enable her to earn accordingly, the piecework rate for any work to be done on such machine shall be that agreed upon by the Union and the employer, or in the event of a disagreement, by this Wages Board.

*Waiting Time.*

(a) Where a pieceworker is setting her machine, or is assisting while her machine is being set or attended to, she shall be paid in any such event at the corresponding timeworker's rate, with the addition of 12½ per cent.

(b) Where the pieceworker is waiting while her machine is being set or attended to, or is waiting for her work to be approved by a person in authority, or where her machine is not available to her for any reason, she shall be paid in any such event at the corresponding timeworker's rate.

(See Section headed "Setting Machine," later referred to in this Part.)

*Curling Paper or Thin Paper.*

Where (1) paper curls when glued, or (2) tissue paper or like thin paper is used; or (3) printing has to be "sighted"—and a pieceworker is materially delayed as a consequence, the appropriate rate for her work shall be increased by one-fourth, or alternately, the pieceworker shall be paid at the corresponding timeworker's rate, with 12½ per cent. in addition, or at a piecework rate complying with the terms of clause 19 (b) of this Determination agreed upon between the employer and the Union, or failing agreement by them as determined by this Wages Board.

*Classes of Work.**Backs.* 1. and w. of back.

(a) Backs (when back paper is a separate piece from the box band)—

|           |     |     |      |
|-----------|-----|-----|------|
| Up to 10  | 15  | 20  | 25   |
| Rate 6½d. | 8d. | 9d. | 10d. |

(b) Backs (when back paper is a separate piece from the box band, and when the back acts as a hinge or extends over a hinge)—

|           |      |       |         |
|-----------|------|-------|---------|
| Up to 10  | 15   | 20    | 25      |
| Rate 8½d. | 10d. | 11½d. | 1s. 1d. |

*Banding—Ordinary and Full Topping and Bottoming.*

Column 1 defined:—Where the shape is rectangular, or triangular, the figure below is the combined measurement of one longest side and one shortest side, or the combined measurement of two sides where all sides are equal; where the shape is round or oval, the figure below is the circumference divided by two; where the shape is other than as aforementioned, the figure below is the length measured at the longest point plus the width measured at the widest point.

| Column 1.                          | Column 2.<br>Box or Lid or<br>Tray Banding. | Column 3.<br>Ordinary Topping<br>or Bottoming. | Column 4.<br>Full Top or<br>Full Bottom. |
|------------------------------------|---|--|--|
| s. d.                              | s. d.                                       | s. d.  | s. d.                                    |
| Up to 6 in. x up to 1 in. deep..   | 0 9   | 0 4  | 1 0                                      |
| Up to 6 in. x up to 2 in. deep..   | 0 9½  | 0 4½   | 1 1                                      |
| Up to 6 in. x up to 3 in. deep..   | 0 9½  | 0 4½   | 1 2                                      |
| Up to 10 in. x up to 1 in. deep..  | 0 10  | 0 4½   | 1 0                                      |
| Up to 10 in. x up to 2 in. deep..  | 0 10½                                       | 0 5  | 1 1                                      |
| Up to 10 in. x up to 3 in. deep..  | 0 11  | 0 5½   | 1 2                                      |
| Up to 10 in. x up to 4 in. deep..  | 0 11½                                       | 0 6  | ..                                       |
| Up to 10 in. x up to 6 in. deep..  | 1 0½  | 0 6½   | ..                                       |
| Up to 15 in. x up to 1 in. deep..  | 0 10½                                       | 0 5  | 1 1                                      |
| Up to 15 in. x up to 2 in. deep..  | 0 11  | 0 5½   | 1 2                                      |
| Up to 15 in. x up to 3 in. deep..  | 0 11½                                       | 0 6  | 1 3                                      |
| Up to 15 in. x up to 4 in. deep..  | 1 0   | 0 6½   | ..                                       |
| Up to 15 in. x up to 6 in. deep..  | 1 2   | 0 7  | ..                                       |
| Up to 15 in. x up to 7 in. deep..  | 1 6   | 0 9  | ..                                       |
| Up to 20 in. x up to 1 in. deep..  | 0 11  | 0 5½   | 1 1½                                     |
| Up to 20 in. x up to 2 in. deep..  | 0 11½                                       | 0 6½   | 1 3                                      |
| Up to 20 in. x up to 3 in. deep..  | 1 0   | 0 7  | 1 4                                      |
| Up to 20 in. x up to 4 in. deep..  | 1 0½  | 0 7½   | ..                                       |
| Up to 20 in. x up to 6 in. deep..  | 1 3   | 0 8  | ..                                       |
| Up to 20 in. x up to 7 in. deep..  | 1 8   | 0 10   | ..                                       |
| Up to 20 in. x up to 9 in. deep..  | 2 1   | 1 0  | ..                                       |
| Up to 20 in. x up to 10 in. deep.. | 2 7   | 1 2  | ..                                       |
| Up to 25 in. x up to 1 in. deep..  | 1 3   | 0 6  | 1 5                                      |
| Up to 25 in. x up to 2 in. deep..  | 1 4   | 0 6½   | 1 6                                      |
| Up to 25 in. x up to 3 in. deep..  | 1 5   | 0 7  | 1 8                                      |
| Up to 25 in. x up to 4 in. deep..  | 1 6   | 0 8  | ..                                       |
| Up to 25 in. x up to 6 in. deep..  | 1 8   | 0 10   | ..                                       |
| Up to 25 in. x up to 7 in. deep..  | 1 11  | 1 0  | ..                                       |
| Up to 25 in. x up to 9 in. deep..  | 2 4   | 1 1  | ..                                       |
| Up to 25 in. x up to 10 in. deep.. | 2 9   | 1 3  | ..                                       |
| Up to 25 in. x up to 12 in. deep.. | 3 4   | 1 6  | ..                                       |
| Up to 30 in. x up to 1 in. deep..  | 1 6   | 0 7  | 1 8                                      |
| Up to 30 in. x up to 2 in. deep..  | 1 7   | 0 8  | 1 10                                     |
| Up to 30 in. x up to 3 in. deep..  | 1 8   | 0 9  | 2 0                                      |
| Up to 30 in. x up to 4 in. deep..  | 1 9   | 0 10   | ..                                       |
| Up to 30 in. x up to 6 in. deep..  | 1 11  | 0 11   | ..                                       |
| Up to 30 in. x up to 7 in. deep..  | 2 1   | 1 1  | ..                                       |
| Up to 30 in. x up to 9 in. deep..  | 2 6   | 1 2  | ..                                       |
| Up to 30 in. x up to 10 in. deep.. | 2 11  | 1 5  | ..                                       |
| Up to 30 in. x up to 12 in. deep.. | 3 4   | 1 7  | ..                                       |

*Banding—Ordinary and Full Topping and Bottoming—continued.*

| Column 1.                           | Column 2.<br>Box or Lid or<br>Tray Banding. | Column 3.<br>Ordinary Topping<br>or Bottoming. | Column 4.<br>Full Top or<br>Full Bottom. |
|-------------------------------------|---|--|--|
|                                     | <i>s. d.</i>                                | <i>s. d.</i>                                   | <i>s. d.</i>                             |
| Up to 30 in. x up to 14 in. deep..  | 3 10  | 1 10   | ..                                       |
| Up to 35 in. x up to 1 in. deep..   | 1 8   | 0 8  | 2 1                                      |
| Up to 35 in. x up to 2 in. deep..   | 1 9   | 0 9  | 2 4                                      |
| Up to 35 in. x up to 3 in. deep..   | 1 10  | 0 10   | 2 7                                      |
| Up to 35 in. x up to 4½ in. deep..  | 1 11  | 0 11   | ..                                       |
| Up to 35 in. x up to 6 in. deep..   | 2 1   | 1 0  | ..                                       |
| Up to 35 in. x up to 7½ in. deep..  | 2 3   | 1 2  | ..                                       |
| Up to 35 in. x up to 9 in. deep..   | 2 8   | 1 4  | ..                                       |
| Up to 35 in. x up to 10½ in. deep.. | 3 1   | 1 6  | ..                                       |
| Up to 35 in. x up to 12 in. deep..  | 3 6   | 1 8  | ..                                       |
| Up to 35 in. x up to 14 in. deep..  | 4 0   | 1 10   | ..                                       |
| Up to 40 in. x up to 1 in. deep..   | 2 0   | 0 10   | 2 6                                      |
| Up to 40 in. x up to 2 in. deep..   | 2 2   | 0 11   | 2 9                                      |
| Up to 40 in. x up to 3 in. deep..   | 2 4   | 1 0  | 3 0                                      |
| Up to 40 in. x up to 4½ in. deep..  | 2 6   | 1 1  | ..                                       |
| Up to 40 in. x up to 6 in. deep..   | 2 8   | 1 3  | ..                                       |
| Up to 40 in. x up to 7½ in. deep..  | 3 0   | 1 5  | ..                                       |
| Up to 40 in. x up to 9 in. deep..   | 3 6   | 1 7  | ..                                       |
| Up to 40 in. x up to 10½ in. deep.. | 4 0   | 1 9  | ..                                       |
| Up to 40 in. x up to 12 in. deep..  | 4 6   | 1 11   | ..                                       |
| Up to 40 in. x up to 14 in. deep..  | 5 0   | 2 1  | ..                                       |
| Up to 45 in. x up to 1 in. deep..   | 2 6   | 1 0  | 3 3                                      |
| Up to 45 in. x up to 2 in. deep..   | 2 8   | 1 1  | 3 6                                      |
| Up to 45 in. x up to 3 in. deep..   | 2 10  | 1 2  | 3 9                                      |
| Up to 45 in. x up to 4½ in. deep..  | 3 0   | 1 4  | ..                                       |
| Up to 45 in. x up to 6 in. deep..   | 3 2   | 1 6  | ..                                       |
| Up to 45 in. x up to 7½ in. deep..  | 3 6   | 1 8  | ..                                       |
| Up to 45 in. x up to 9 in. deep..   | 4 0   | 1 10   | ..                                       |
| Up to 45 in. x up to 10½ in. deep.. | 4 6   | 2 0  | ..                                       |
| Up to 45 in. x up to 12 in. deep..  | 5 0   | 2 3  | ..                                       |
| Up to 45 in. x up to 14 in. deep..  | 5 6   | 2 6  | ..                                       |

Where any work of one size upon which a pieceworker will be employed continuously is issued to a pieceworker in quantities of five gross or over, the foregoing rates for Banding or Tops or Bottoms in Columns 2, 3, and 4 shall be reduced by 7½ per cent.

*Banding Extras, etc.*

(a) The foregoing prices are for one gross of boxes, lids, trays, or slides. (Subject as to slides, to the charges contained under the heading "Slide".)

(b) Box or lid band, where full depth inside as well as outside—the banding rate shall be increased by three-fourths.

(c) Box or lid band, where full depth inside as well as outside and small portion turns on inside top or inside of bottom—the banding rate shall be doubled.

(d) Where banding extends over the mouth of the box and covers a lath made of material other than wood, the banding rate shall be paid, plus one-eighth, and where wood is used, plus one-fifth.

(e) Where banding is required to show one or two edges on lid, box, tray, or slide, it shall be paid for at the banding rate.

(f) Where a box band, tray band, or lid band covers three sides, and only the ends turn on to the fourth side, or turn in on inside, the banding rate shall be paid as though the box, lid, or tray were covered on all sides; where a band wholly or partially covers three sides only, the banding rate, less one-third, shall be paid as though the box or lid were covered on all sides.

(g) Where the box, lid, or tray is banded and edged in the one operation, the banding rate shall be increased by one-half, without payment for edging.

(h) Where banding has to be performed on a box, lid, or tray which has not been and stayed such banding gives to the box, lid, or tray the shape as though it were stayed, the rate shall be increased by one-quarter, provided that this extra rate shall not apply where the combined length and width is not greater than 6 inches.

(i) Where the box, lid, or tray is banded and laced in the one operation, the banding rate shall be increased by two-thirds, without payment for lacing.

*Bending (on a Vertical Machine).*

(a) Length and width of blank.

|                     | Length and Width of Blank.           |   |                                     |
|---------------------|--------------------------------------|---|-------------------------------------|
|                     | Up to 20 in. per<br>Gross of Blanks. | Over 20 in. and up<br>to 40 in. per<br>Gross of Blanks. | Over 40 in. per<br>Gross of Blanks. |
| Four bends .. .. .  | <i>d.</i><br>2                       | <i>d.</i><br>2½   | <i>d.</i><br>3½                     |
| Three bends .. .. . | 0 1½                                 | 2½  | 3                                   |
| Two bends .. .. .   | 1½                                   | 2½  | 2½                                  |
| One bend .. .. .    | 1½                                   | 2   | 2½                                  |

When two bends are unequal distances from the edges, pay single bend rate for each bend, except when step gauge is used.

(b) Where the material fed to the machine is heavier than 60/1000ths of an inch, the appropriate rate shall be increased by one-fourth.

(c) Angle bending rates shall be those appropriate for the work to be done, as set out in the foregoing paragraphs, increased by one-half.

(d) Where any work has more than one "at view," i.e., more than one on the stock to be bent, and the pieceworker has to "break" the work at the scoring, to make into single blanks, she shall be paid ½d. per gross of blanks in addition to the appropriate rate in the foregoing paragraph.

*Bottoms.* (See *Banding Table*, also *Tops or Bottoms*.)

*Corner Cutting.*

*On Single Cornering Machine—*

|   | Length and Width of Blank.           |   |                                     |
|---|--------------------------------------|---|-------------------------------------|
|   | Up to 20 in. per<br>Gross of Blanks. | Over 20 in. and up<br>to 40 in. per<br>Gross of Blanks. | Over 40 in. per<br>Gross of Blanks. |
|   | <i>d.</i>                            | <i>d.</i>   | <i>d.</i>                           |
| Four corners—cut on a blank—                        |                                      |   |                                     |
| Of a thickness not exceeding .048 or 16 oz. . . . . | 1                                    | 1½  | 2                                   |
| Of a thickness exceeding .048 or 16 oz. . . . .     | 1½                                   | 1¾  | 2½                                  |

Two Corners.—The rate for two corners cut on a blank shall be one-half of the foregoing.

*On Double Cornering Machine.*

Four Corners—Cut on a blank :

|   | Per gross of blanks. |           |           |
|---|----------------------|-----------|-----------|
|   | <i>d.</i>            | <i>d.</i> | <i>d.</i> |
| Of a thickness not exceeding .048 or 16 oz. . . . . | 0½                   | 1         | 1½        |
| Of a thickness exceeding .048 or 16 oz. . . . .     | 1½                   | 1¾        | 2½        |

Two Corners.—The rate for two corners cut on a blank shall be one-half of the foregoing.

- Where the corner has to be fed in twice, or where the corner is larger than the machine can cut in one operation, necessitating two cuts being made to complete the corner, the rate shall be increased by one-half.
- Where any corner is cut deeper than 4 inches the appropriate rate shall be increased by one-eighth.
- Where a mitre cut or a V cut is made in material the rates for corner-cutting herein shall be paid.
- Where any operation combines slotting and cutting, the payment shall be as provided under the section headed "Slotting Corners" in this Part of the Schedule.
- Where a corner cutter or slotter is used to cut off material, the pieceworker shall be paid the rate appropriate for the corner-cutting machine, or the slotting machine at which the operation is performed, and for each time the material has to be fed into the machine.
- Where any work has more than one "at view," i.e., more than one on the stock to be corner cut, and the pieceworker has to "break" the work at the scoring to make into single blanks, she shall be paid ¼d. per gross of blanks in addition to the appropriate rate in the foregoing paragraphs.

*On a Quad Cornering Machine.*—Any pieceworker if working a machine cutting four corners in one operation shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piecework rate complying with the terms of clause 19 (b) of this Determination agreed upon between the employer and the Union, or failing agreement by them, as determined by this Wages Board.

*Covering Machines (Stokes's and Smith's, and similar makes).*

(a) Where a pieceworker is provided with less than 35 gross of any work, the following rates shall be paid.

Where a pieceworker is provided with 35 gross or over of any work of one size upon which she is to be employed continuously, the appropriate rate for the work shall be reduced by ¼d. per gross.

length, width, and depth of box or lid.

(1) Machinist or gluer covering ordinary boxes or lids—

|           |      |      |      |     |                             |
|-----------|------|------|------|-----|-----------------------------|
| Up to 10  | 15   | 20   | 25   | 30  | inches.                     |
| Rate 4½d. | 4¾d. | 5¼d. | 6¼d. | 8d. | per gross of boxes or lids. |

(2) Machinist on loose wrapped boxes or lids (not being extension)—

|          |      |     |      |       |                             |
|----------|------|-----|------|-------|-----------------------------|
| Up to 10 | 15   | 20  | 25   | 30    | inches.                     |
| Rate 6d. | 6½d. | 7d. | 8½d. | 10½d. | per gross of boxes or lids. |

When the gluing of a loose wrap cover is done on a Stokes's and Smith's selective gluer the rates set out herein (1) shall be paid.

(3) Machinist or gluer covering lids with extension tops, or boxes with extension bottoms—

|           |      |      |      |      |                             |
|-----------|------|------|------|------|-----------------------------|
| Up to 10  | 15   | 20   | 25   | 30   | inches.                     |
| Rate 6½d. | 6¾d. | 7¾d. | 9½d. | 11d. | per gross of boxes or lids. |

(b) The rates in paragraph (a) herein are for any box or lid of a depth not greater than 2½ inches.

(c) Where any box or lid is deeper than 2½ inches, the appropriate rate in paragraph (a) herein shall be increased by one-eighth.

(d) In any of the following circumstances, the appropriate rate in paragraphs (a) to (c) herein shall be increased by one-sixth:—

- Where the machinist on a covering machine of Stokes's and Smith's make, or any similar make, has not the work to be covered prepared for her and conveniently arranged, so as to permit of the continuous operation of the machine.
- Where the pieceworker is delayed in her work by the employment of a timework employee who works in association with her, or by the non-employment of an assistant.
- Where the machinist, during the progress of her work, has to carry away her work.

*Covered Boards.*

(a) Covered and faced boards shall be paid for a treble the ordinary topping rate; if covered but not faced, the ordinary topping rate shall be doubled.

(b) Fall fronts, covered and faced, or covered but not faced, shall be paid for as provided in paragraph (a) hereof for the respective class of work.

(c) "Covered" means lined on one side with a small turn over the edges to the back.

(d) "Faced" means a lining on one side, after the other side has been covered and turned over the edges.

*Edging.* (See *Mouthing*, also (g) of *Banding of this Part 3*.)

*Ending on a Single Ending or Double Ending Machine—*

Ending shall be done only by males on timework.

*Lacing.* (See also (i) of *Banding of this Part 3*.)

A pieceworker when employed on a lacing machine shall be paid at the corresponding timeworker's rate, with 12½ per cent. in addition, or at a piecework rate complying with the terms of clause 19 (b) of this Determination agreed upon between the employer and the Union or failing agreement by them as determined by this Wages Board.

*Metal Edging.*

- (a) Per gross of running inches of metal .. .. . s. d.  
 .. .. . 0 1½  
 (b) Minimum per gross of boxes or lids shall be .. .. . 1 0

(c) Where the material used exceeds caliper .060, or 60/1000ths of an inch in thickness, the rates shall be increased by one-fourth.

*Mouthing or Edging or Trimming.*

- (a) Boxes or lids or trays or slides per gross of running inches of edging or mouthing material .. .. . 0 0½  
 (b) Minimum per gross of mouthing or edgings .. .. . 0 10  
 (c) Partitions, divisions, &c., per gross of running inches of edging or mouthing material .. .. . 0 0½  
 (d) Minimum per gross of pieces of edging or mouthing material .. .. . 0 8  
 (e) Cards, boards, &c., per gross of running inches of edging or mouthing material .. .. . 0 0½  
 (f) Minimum per gross of edgings or mouthings .. .. . 0 10  
 (g) Mouthing on boxes where lath is wood or other material, per gross of running inches of mouthing material 0 1  
 (h) Minimum per gross of boxes .. .. . 2 0

(i) Where edging is used to block "blocked in" tops or bottoms, the appropriate rate in paragraph (a) in the Section in this Schedule headed "Blocking" shall be paid, increased by one-eighth.

(j) Where edging or mouthing has to be performed on a box or lid which has not been stayed, and such edging or mouthing gives to the box or lid the shape as though it were stayed, the appropriate rate shall be increased by one-fourth.

(k) Where the operations of Banding and Edging are combined, see "Banding Extras (g)", in this Part of the Schedule.

*Punching.*

Where a machine is used to punch holes in any box or part thereof, through which tapes are to pass (per gross of holes) .. .. . 0 1

*Setting Machine.*

(a) The setting of any machine by a pieceworker shall be subject to the provision of the Waiting Time clause at the beginning of this Part of the Schedule.

(b) Where the time occupied in setting any machine does not exceed two minutes, no charge shall be made for setting.

*Slide.*

The price to be paid for banding a slide shall be 10 per cent. above that paid for banding the box which is to be inserted into it, or 15 per cent. where the slide has not been joined up, but where the slide has to be placed on a rod to keep it in shape after being made, 12½ per cent. or 17½ per cent. respectively shall be paid.

*Slotting Corners (by vertical machines)—*

| (a) Slotting Corners.      | Substance of Board.     | Length and Width of Blank. |                          |             |
|----------------------------|-------------------------|----------------------------|--------------------------|-------------|
|                            |                         | Up to 20 in.               | Over 20 and up to 40 in. | Over 40 in. |
|                            |                         | d.                         | d.                       | d.          |
| Four Slots in one blank .. | Up to .060 or 20 oz. .. | 1                          | 1½                       | 2½          |
| Two Slots in one blank ..  | Up to .060 or 20 oz. .. | ¾                          | 1½                       | 2           |
| Angle Slots .. ..          | .. .. .                 | 1½                         | 2½                       | 3½          |

The rate is per gross of blanks.

(b) A pieceworker slotting on boards heavier than caliper .060 (or 20 oz.) shall be paid at the corresponding timeworker's rate, with 12½ per cent. in addition, or at piecework rate complying with the terms of clause 19 (b) of this Determination agreed upon between the employer and the union, or failing agreement by them, as determined by this Wages Board.

(c) The foregoing rates are for two slots cut at one time. Where only one slot is cut at a time, the appropriate rate shall be increased by one-half. This condition shall not apply to angle slots, the rates for which are fixed for the cutting of one slot at a time.

(d) If any slot should be longer than 4½ inches, the appropriate rate shall be increased by one-eighth; provided that where material has to be fed in twice to complete a slot, the appropriate rate shall be increased by three-fourths.

(e) Where a slotter is used alone as a cutter, the appropriate rate for one slot shall be paid, but where slotting and cutting are combined in one operation, the slotting rate provided herein shall be paid.

*Slotting Partitions (or divisions), by vertical machines.*

Any pieceworker, if slotting partitions (or divisions) shall be paid at the corresponding timeworker's rate, with 12½ per cent. in addition, or at a piecework rate complying with the terms of clause 19 (b) of this Determination agreed upon between the employer and the union, or failing agreement by them, as determined by this Wages Board.

*Slotting (Rotary).*

Any pieceworker, if slotting (rotary), shall be paid at the corresponding timeworker's rate, with 12½ per cent. in addition, or at a piecework rate complying with the terms of clause 19 (b) of this Determination agreed upon between the employer and the union, or failing agreement by them, as determined by this Wages Board.

*Snipping.*

(a) Snipping, where not more than four corner snips are done on a box, lid, tray, or slide, shall not carry any extra charge.

(b) Snipping, where more than four corner snips are done on a box, lid, tray, or slide, shall be paid for at 1d. per gross of snips. Only the number in excess of four shall be included in the calculation.

(c) A corner snip is that made at any of the usual corners of a box, lid, tray, or slide.

(d) Snipping, except as in paragraphs (a) and (b) herein, shall be paid for at 1d. per gross of snips.

*Staying on a Single Staying Machine. (Per gross four corners.)*

| Measurements are Length Plus Width. | Up to<br>2 in. Deep. | Over 2 in., to<br>3 in. Deep. | Over 3 in., to<br>4 in. Deep. | Over 4 in., to<br>5 in. Deep. | Over 5 in., to<br>6 in. Deep. | Over 6 in.<br>Deep. |
|-------------------------------------|----------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|---------------------|
|                                     | d.                   | d.                            | d.                            | d.                            | d.                            | s. d.               |
| Up to 10 in. . . . .                | 3½                   | 3½                            | 4½                            | 5½                            | 6½                            | 0 9                 |
| Over 10 in., to 15 in. . . . .      | 3½                   | 4                             | 5                             | 6                             | 7                             | 0 11                |
| Over 15 in., to 20 in. . . . .      | 3¾                   | 4½                            | 5½                            | 6½                            | 7½                            | 1 0                 |
| Over 20 in., to 25 in. . . . .      | 4½                   | 5½                            | 6½                            | 7½                            | 8½                            | 1 4                 |
| Over 25 in., to 30 in. . . . .      | 6                    | 7                             | 8                             | 9                             | 10                            | 1 7                 |
| Over 30 in., to 35 in. . . . .      | 7                    | 8                             | 9                             | 10                            | 11                            | 1 10                |

s. d.

(a) Where a pieceworker is provided with 30 gross or over of work of one size upon which she is to be employed continuously, the appropriate rate for the work shall be reduced by ¼d. per gross.

(b) Where staying is turned-in, the appropriate rate shall be increased by one-half.

(c) Where staying is done on boxes, lids, or trays made of boards (of any material) thinner than 18/1000ths of an inch, or done on boxes or lids where the boards (of any material) are thicker than 60/1000ths of an inch, the appropriate rate shall be increased by one-fifth.

(d) Attaching loose ends to boxes, lids, or trays (as distinct from corner staying) with staying machine—

Per gross of running inches of staying material . . . . . 0 0½

(e) Minimum per gross of ends . . . . . 0 4

(f) Where boxes or lids or trays have an overlap round the mouth which the pieceworker is required to turn down flat on to the sides and/or ends inside before placing on the anvil of machine, the appropriate rate shall be increased by one-half.

(g) Staying boxes or lids after extension tops or bottoms have been affixed thereto, the appropriate rate shall be increased ¼d. per gross.

(h) Where any box, lid, or tray is longer than 18 inches on any one side, the appropriate rate shall be increased by one-eighth.

(i) Where any box, lid, or tray is only stayed on two corners the appropriate rate for four corners shall be decreased by one-fourth.

(j) Where to complete any lid, box, or tray stayed in four corners double handling is necessary, the appropriate rate for four corners shall be increased by one-half.

(k) The rates herein include the turning-up of the work by the pieceworker; but when any turn-up does not exceed ½-inch, 3d. per gross of boxes or lids shall be added.

(l) Where the work is turned-up for the pieceworker, the appropriate rate shall be reduced by one-sixth.

*Staying on a Four Corner Staying Machine.*

A pieceworker when staying on a four corner staying machine, shall be paid at the corresponding timeworker's rate, with 12½ per cent. in addition, or at a piecework rate complying with the terms of clause 19 (b) of this Determination agreed upon between the employer and the union, or failing agreement by them as determined by this Wages Board.

*Studding.*

The rates and other charges as specified for wire-stitching (flat) shall apply to studding.

*Thumbholes.* length, width, and depth of box or lid.

(a) Up to and including 15 inches—two holes in one operation . . . . . 2d. gross boxes.

Over 15 inches—two holes in one operation . . . . . 3d. gross boxes

(b) Where one hole only is cut at a time the appropriate rate shall be increased by one-half.

(c) Where a hinged lid is affixed before thumbholing, the rates in (a) shall be doubled.

*Tops or Bottoms.*

See Machine Banding of this Part 3 of the Schedule.

(a) *Full Tops or Full Bottoms.*—The rate for Full Tops or Full Bottoms, when over 3 inches deep, shall be the rates for Banding and Ordinary Tops added together.

(b) Where any work of one size upon which a pieceworker will be employed continuously is issued to a pieceworker in quantities of five gross or over, the rates in the Banding table, columns 2, 3, and 4, shall be reduced by 7½ per cent.

*Trimming. (See Mouthing, &c.)*

*Waiting Time (see Waiting Time Clause at the beginning of this Part, also Section headed Setting Machine, &c., and Clause 19 (h)).*

*Wire Stitching (Flat).* length, width, and depth of box, lid, or tray

(a) Wire stitching, box, lid, or tray—

Up to 25 inches . . . . . 4½d. per 1,000 stitches.

Over 25 and up to 48 inches . . . . . 6½d. per 1,000 stitches.

Over 48 inches . . . . . 7½d. per 1,000 stitches.

(b) Rates include the pieceworker's time occupied in turning up her work.

(c) The minimum per gross of boxes, lids, or trays, or part thereof, in work carrying six stitches or less, shall be 5d.

(d) Stitching laths (or rims) round mouth of box or lid, where wood is used 1s. 8d. per 1,000 stitches; or where any other material is used, 10d. per 1,000 stitches.

(e) Stitching at corners of flanged edges (on mouth), the appropriate rate shall (if no other stitching is done on the work) be increased by 4d. per 1,000 stitches.

(f) Where wire stitching is done on machines of special design, such as a Pillar Stitcher, used for round boxes or lids, the pieceworker shall be paid at the corresponding timeworker's rate, with 12½ per cent. in addition, or at a piecework rate complying with the terms of clause 19 (b) of this Determination agreed upon between the employer and the union, or failing agreement by them, as determined by this Wages Board.

(g) Where the following classes and weights of boards are used, the appropriate rate shall be increased by 2d. per 1,000 stitches on any material, excepting leatherboard, over caliper .060 or over 20 ounces, or by 3d. per 1,000 stitches on leatherboard of caliper .060 or over.

(h) Where flanged partitions are stitched into a covered box or lid, the appropriate rate shall be increased by 3d. per 1,000 stitches.

(i) Boxes made of leatherboard, of a size not exceeding 9 inches in the combined measurement of length, width, and depth (such as dental or watch boxes), into which an inset has to be stitched, shall be paid for such inseting and stitching, where the stitches are fewer than three, not less than 2s. 8d. per 1,000 stitches. No other charges shall apply to this work.

*Wire Stitching (Corner).*

boxes, lids, or trays.

|  |                 |
|--|-----------------|
| (a) Wire stitching, 4 stitches .. .. . | 5d. per gross.  |
| Wire stitching, 8 stitches .. .. .     | 7½d. per gross. |
| Wire stitching, 12 stitches .. .. .    | 10d. per gross. |

(b) Rates include the pieceworker's time occupied in turning-up her work.

(c) The minimum per gross of boxes, lids, or trays, or part thereof, shall be 5d.

(d) Where the following weights and classes of boards are used, the appropriate charge shall be increased by one-fourth on any material, excepting leatherboard, over caliper .060 or over 20 ounces, or by one-half on leatherboard, of caliper .060 or over.

(e) Stitching laths (or rims) round mouth of box or lid, where wood is used, 1s. 8d. per 1,000 stitches, or where any other material is used, 10d. per 1,000 stitches.

(f) Stitching in the tops or bottoms or round or oval hat or band boxes, shall be paid for at the corresponding timeworker's rate, with 12½ per cent. in addition, or at a pieceworker rate complying with the terms of clause 19 (b) of this Determination agreed upon between the employer and the union, or failing agreement by them, as determined by this Wages Board.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 21st May, 1947.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 326]

THURSDAY, JULY 17.

[1947

Factories and Shops Acts.

## DETERMINATION OF ENTERTAINMENT EMPLOYEES (PERFORMERS) BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Act, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the jurisdiction of any Wages Board heretofore appointed) engaged as performers in radio or other entertainments conducted for private gain has made the following determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 5th July, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### PART I.—Theatrical or Other Entertainments. (OTHER THAN RADIO ENTERTAINMENTS.)

#### RATES OF PAY.

2. The minimum rates of pay to be paid by an employer to an employee for work, inclusive of work in or incidental to either performances or rehearsals or both shall subject to reduction under clause 12 of this Determination be as set out hereunder.

| —     |  | Engaged by the Week. | Not on Tour. | On Tour.  |
|-------|--|----------------------|--------------|-----------|
|       |  |                      | Per Week.    | Per Week. |
|       |  |                      | £ s. d.      | £ s. d.   |
| (i)   | Actor  | .. .. .              | 6 16 0       | 7 13 6    |
| (ii)  | Actress  | .. .. .              | 6 2 6        | 7 0 0     |
| (iii) | Male engaged in the chorus or ballet   | .. .. .              | 6 6 0        | 7 3 6     |
| (iv)  | Female engaged in the chorus or ballet   | .. .. .              | 5 12 0       | 6 9 6     |
| (v)   | Supernumeraries engaged by the week shall be paid 5s. for each rehearsal and 6s. for each performance with a minimum payment per week of £2 10s. |                      |              |           |
| (vi)  | Juvenile Rates—  |                      |              |           |

| (a) |  | Males.   | Not on Tour.<br>Per Week. | On Tour.<br>Per Week. |
|-----|--|--|---------------------------|-----------------------|
|     |  |  | £ s. d.                   | £ s. d.               |
|     |  | Under 14 years of age and not within sub-clause (c) hereof | 1 12 6                    | 2 2 6                 |
|     |  | 14 years of age and under 16 years of age                  | 2 7 6                     | 2 17 6                |
|     |  | 16 years of age and under 18 years of age                  | 3 15 0                    | 4 7 6                 |
|     |  | 18 years of age and under 21 years of age                  | 4 10 0                    | 5 5 0                 |
| (b) |  | Females.   |                           |                       |
|     |  | Under 14 years of age and not within sub-clause (c) hereof | 1 12 6                    | 2 2 6                 |
|     |  | 14 years of age and under 16 years of age                  | 2 7 6                     | 2 17 6                |
|     |  | 16 years of age and under 18 years of age                  | 3 10 0                    | 4 2 6                 |
|     |  | 18 years and under 20 years of age                         | 4 5 0                     | 5 0 0                 |

(c) Children under 14 years of age who are engaged in pantomime who do not appear in the night performances shall be paid £1 per week and shall perform one rehearsal on the stage before commencement of production without payment. The material for the wardrobe for these children will be supplied by the employers; if the employer makes the costume it shall remain the employer's property but otherwise it shall be the property of the child.

(vii) A member of the ballet or chorus who acts as deputy ballet or chorus master or mistress or who, under the instructions and supervision of the producer or stage manager supervises the numbers or acts to be performed by the ballet or chorus during a performance shall be paid not less than 16s. per week in addition to the per week rate.

(viii) If an employee is required by his or her employer to act as understudy he or she shall be paid an additional 5s. per week for each part understudied as required except that in cases where the part or one of the parts understudied is that of the leading actor or comedian or leading actress or comedienne 10s. per week shall be paid for that part instead of or in addition to the 5s. as the case may be.

(ix) A person who is attending rehearsals at the direction of an employer for a future production and who is not at that time employed in any current production by that employer shall for the period between the first date upon which such person is directed to attend for rehearsal and the commencement of the production be paid one half of the rates mentioned in sub-clause (a) (i), (ii), (iii), (iv) and (vi) (plus the full on tour allowance where applicable) for any week in which the number of hours worked at such rehearsals does not exceed 24 and full rates for any week in which such number of hours is 24 or more but if such period exceeds four weeks full rates shall be paid for each week in excess of four.

| Engaged Casually.   |  |    |    |    |    |    |    |    |    | Per Day. |
|---|--|----|----|----|----|----|----|----|----|----------|
|   |  |    |    |    |    |    |    |    |    | £ s. d.  |
| (a)   | Actors and Actresses                                 | .. | .. | .. | .. | .. | .. | .. | .. | 1 5 0    |
|   | Chorus and ballet male and female                    | .. | .. | .. | .. | .. | .. | .. | .. | 1 0 0    |
| <i>Juveniles, Male and Female.</i>  |  |    |    |    |    |    |    |    |    |          |
|   | 14 years and under 16 years of age                   | .. | .. | .. | .. | .. | .. | .. | .. | 0 8 0    |
|   | 16 years and under 18 years of age                   | .. | .. | .. | .. | .. | .. | .. | .. | 0 12 0   |
|   | 18 years and under 21 years of age                   | .. | .. | .. | .. | .. | .. | .. | .. | 0 17 0   |
| The above rates include one rehearsal of one hour if required. For any number of performances above one on any one day for the same employer a further quarter of the above rates shall be paid for the second performance and full rate for each performance above two. If the employee be engaged by more than one employer on any one day the above full rates shall be paid by each employer. Performances at different places on the same day for the same employer shall not be deemed to be employment by different persons. |  |    |    |    |    |    |    |    |    |          |
| <i>Supernumeraries.</i>   |  |    |    |    |    |    |    |    |    | Per Day. |
|   |  |    |    |    |    |    |    |    |    | £ s. d.  |
|   | For attending a rehearsal and performance in one day | .. | .. | .. | .. | .. | .. | .. | .. | 0 16 0   |
|   | For attending two performances in one day            | .. | .. | .. | .. | .. | .. | .. | .. | 0 15 0   |
|   | For attending a rehearsal only in one day            | .. | .. | .. | .. | .. | .. | .. | .. | 0 8 0    |
|   | For attending a performance only in one day          | .. | .. | .. | .. | .. | .. | .. | .. | 0 7 0    |

(b) An employee who lives in and is under casual engagement to perform any work at any place outside the metropolitan area shall have first class rail or other transport provided by the employer and if required to travel at night shall be provided with a sleeping compartment in the case of rail travel. Should the employer not provide such sleeping compartment the employer shall pay to the employee the sum usually charged to the employer by the railway authorities therefor.

The employer shall provide reasonable accommodation at an hotel or boarding house for any such casual employee who is obliged to remain and lodge overnight at any place other than his usual place of abode and in default thereof shall pay such employee the sum of 12s. 6d.

Should the total time of the outward and return journey of a casual employee travelling to and from employment outside the metropolitan area exceed twenty-four hours such employee shall be paid one half of the abovementioned rates for each period of twenty-four hours or part thereof in such excess in addition to the provision of lodging.

(c) Employees engaged by the week while on tour shall be paid their weekly wages from the time the employees leave the place of engagement until they return to that place at the end of the tour, broken weeks at the beginning or end of the tour to be paid for *pro rata*, and the days of departure and return other than Sundays to be each counted as one day worked ;

Provided that such employees whilst travelling on ship, if the employer provide passage, including bed and board, shall in respect only of each complete calendar day of such travelling be entitled only to one-twelfth of their weekly wage.

(d) Notwithstanding any contract or arrangement no employee engaged by the week shall be paid or receive from his employer in respect of the whole period of his employment an aggregate of payments and allowances less than the aggregate of the minimum payments and allowances for ordinary work, overtime work, extra performances, and travelling fares and expenses payable to or receivable by an employee under this Determination in respect of similar employment in the absence of any such contract or arrangement.

#### SPECIAL ATTENDANCES.

3. If for the purpose of wardrobe, photography, or any other matter connected with an employer's business, he requires an employee to attend at any place before the commencement of his period of employment, he shall pay the employee for the time of such attendance *pro rata* at the minimum rate prescribed for the employee by clause 2 of this Determination with a minimum payment as for three hours.

This time of any such attendance during the period of employment shall be counted as time worked.

#### WAGES WHEN PAID.

4. Wages shall be paid to an employee without any deduction (other than advances on account of wages, fines or tax or other deductions which the employer is bound by law to deduct) not later than 10 p.m. on the Friday of each week, except in the case of a broken week, when payment shall be made not later than the same hour on the night of the last performance : Provided that should any employee be short paid or over paid in any week, in the case of short payment he shall receive the amount short paid on the following pay day or as soon thereafter as possible, and in the case of over payment, the amount over paid shall be deducted from the employee's wage on the following pay day or as soon thereafter as possible : Provided further that this clause shall not affect sub-clause (f) of clause 5 and clauses 7 and 17 of this Determination.

#### ENGAGEMENT.

5. (a) In the case of employees not engaged for a tour and not paid the rates for those casually engaged, the employment shall be terminated on either side only by a week's notice, either given in writing or plainly posted up on the call board or other place seen by the employees in the ordinary course of their employment, which notice may be given at any time during the week, and the employee shall only be entitled to payment *pro rata* for the time up to the expiration of the notice.

(b) In the case of an employee engaged for a tour the employment shall continue until the employee is returned to the place of engagement, but may, in the absence of any agreement to the contrary, be then terminated without notice. Should the employee leave the employer's employ during the course of the tour such employee shall be responsible for his own return fare unless such leaving be justified by and directly attributable to a breach of this Determination by the employer with respect to such employee during the employment, in which case the fare shall be payable by the employer.

(c) If any work is done by an employee for the employer after the time of the expiration of the notice under sub-clause (a) hereof or after the termination of a touring engagement under sub-clause (b) hereof otherwise than in pursuance of a separate weekly or touring engagement, it shall be paid for at casual rates.

(d) Employees, to become entitled to be treated as being engaged by the week must perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(e) Nothing in this Determination shall affect any legal right of an employer to dismiss without notice any employee, whether on tour or not, for malingering, neglect of duty or misconduct; and in case of such dismissal, wages shall be payable for the employment up to, but not after, the time of the dismissal.

(f) Notwithstanding anything contained in this Determination an employer may deduct payment of wages for any day on which an employee cannot be employed in his usual class of employment because of—

- (i) any strike;
- (ii) any breakdown of machinery;
- (iii) any stoppage of work unavoidable by the employer.

#### TRY-OUTS.

6. The engagement shall not be deemed to have commenced until after a "try-out" if such "try-out" is desired; and an employee shall not be entitled to any payment until he or she is definitely engaged, except as prescribed herein and for rehearsals as prescribed in paragraph (ix) of sub-clause (a) of clause 2 of this Determination. Any "try-out" involving an appearance in public shall be paid for at the rate of one-sixth of the prescribed minimum weekly rate for the class of employee in question and any "try-out" not involving such public appearance shall not be paid for unless the number thereof exceeds three in any calendar month in which case there shall be paid for each "try-out" in excess the one-sixth rate aforesaid. No "try-out" shall be held on a Sunday.

#### ABSENCE FROM DUTY.

7. (a) Any employee paid per week absent from duty shall lose pay proportionate to the time of such absence unless he produces or forwards to his employer within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the absence was reasonable, because of either—

- (i) any illness of himself due neither to his own default nor to accident arising otherwise than out of and in the course of his employment; or
- (ii) any bodily injury to himself caused by accident arising out of and in the course of his employment.

(b) If any dispute shall arise as to the deduction of pay on the ground that satisfactory evidence has not been produced or forwarded, the question whether the evidence should have been accepted by the employer as satisfactory may be determined by the local secretary or other authorized representative of the Actors' Equity of Australia and the employer or his representative and if they do not agree shall be determined by the Wages Board, and the employer and the employee shall treat the evidence as satisfactory or not satisfactory for the purpose of sub-clause (a) hereof according to the tenor of the determination, which determination shall be conclusive and subject to no appeal.

(c) This clause shall not affect any right of the employer to determine the employment in accordance with clause 5 of this Determination.

#### HOURS.

8. Hours of duty shall not exceed  $8\frac{1}{2}$  in any one day nor 96 in any one fortnight, including both performances and rehearsals.

#### OVERTIME.

9. (a) For all time worked over  $8\frac{1}{2}$  hours in any one day or 96 hours in any one fortnight, the employee shall be paid at the rate of time and a quarter.

(b) If an employee is detained in the theatre by the employer or his representative until after 11.30 p.m. he or she shall be paid for the time he or she is detained after 11.30 p.m. at the rate of time and a half.

(c) If a female employee is detained too late to travel by the last tram, train or vessel to her home (temporary or permanent), as the case may be, the employer shall provide for her proper conveyance to her home. This provision shall also apply to a male employee if his home is more than a mile from the theatre.

#### DEFINITION.

(d) "Time and a quarter" and "time and a half" used in relation to pay, respectively mean at the rate of one and a quarter and one and a half the actual pay of the employee in question, calculated *pro rata* for the time for which the payment is to be made.

#### TIMES OF PERFORMANCE AND REHEARSAL.

10. (a) Where a rehearsal is held on the same day as a performance the rehearsal shall not exceed  $4\frac{1}{2}$  hours in duration. Such rehearsal shall not commence before 10 a.m. and shall finish at or before 4 p.m., with an interval of at least one hour, or at the employer's option the rehearsal may commence at 10 a.m. and continue until 1.30 p.m. without any interval. If no performance is held on the same day as a rehearsal, such rehearsal shall not exceed  $8\frac{1}{2}$  hours in duration, with an interval of at least one hour. The employee shall be dressed and ready to begin rehearsal at the time fixed to start. Each of the intervals shall contain at least one continuous hour clear of any dressing, undressing, re-dressing, making-up or other work. The said intervals shall be given during the period between the hours of noon and 2 p.m. and 6 p.m. and 8 p.m. as the case may be. If the aforesaid hours are exceeded or the said continuous clear hour is curtailed, overtime shall be paid for the extra time worked or for the time of the curtailment.

(b) Where in the ordinary course of business not more than eight performances are given in any one week, no call of any kind shall be made on a day where more than one performance is given except in case of emergency.

#### TIME FOR DRESSING.

11. Thirty minutes shall be allowed an employee for preparatory duties incidental to a performance such as undressing, making-up and re-dressing, and fifteen minutes shall be allowed after a performance for undressing, washing off grease paint, and re-dressing; such time shall count as working time.

#### NUMBER OF PERFORMANCES.

12. (a) The wages prescribed in paragraphs (i), (ii), (iii), (iv) and (vi) of sub-clause (a) of clause 2 of this Determination, shall be the weekly wage for the purposes of calculating hourly rates, overtime, Sunday and holiday rates, rehearsal rates under paragraph (ix) of sub-clause (a) of clause 2 of this Determination and any other rates of pay based on the weekly wage.

(b) The number of ordinary performances for employees engaged in vaudeville and vaudeville revue and other entertainments not of a substantially whole time nature shall in any one week not exceed twelve. For each extra performance beyond twelve the employee shall be paid one-tenth of the weekly wage in addition to such wage.

(c) (i) Except as herein provided the number of ordinary performances per week for employees engaged in grand opera, drama, comedy, comic opera, musical comedy, revue, pantomime or other substantially whole time entertainments shall in any one week not exceed eight and in each such week in which such number is not exceeded the employer shall be entitled to deduct the sum of 10s. from the said amounts mentioned in paragraphs (i), (ii), (iii), (iv) and (vi) of sub-clause (a) of clause 2 of this Determination.

(ii) In the following cases the number of ordinary performances in the week may exceed eight but not exceed twelve namely—

- (a) in any week in which a public holiday or holidays occur one extra ordinary performance may be given on each such holiday;
- (b) during Easter week and Christmas week;
- (c) during the pantomime season in December and January.

In such circumstances such employees shall be paid the full amounts mentioned in sub-clause (a) of clause 2 of this Determination without deduction of the sum of 10s. or any part thereof and in addition the holiday pay under clause 13 of this Determination.

(iii) In any other circumstances in which such employees may give more than eight ordinary performances in any one week they shall be paid one-eighth of the weekly wage for each such performance in addition to such weekly wage.

(d) If an employee is engaged on weekly engagement to appear in two or more different contemporaneous productions for the same employer each production shall be deemed to be a separate week's engagement for the purposes of this Determination and the number of performances in each shall be counted separately for the purposes of this clause but this provision shall not apply—

- (i) When one of the productions is the pantomime during December and January; or
- (ii) when any of the performances are short time appearances at picture theatres, cabarets and other like entertainments.

#### SUNDAYS AND PUBLIC HOLIDAYS.

13. For any work done on Sundays or public holidays, payment shall be made at least as follows:—

(a) *On Sundays—*

- (i) If the engagement is by the week, one-third of the weekly wage received by the employee in addition to his wage for the week.
- (ii) If the engagement is not by the week, at least double the prescribed minimum per day rate.

(b) *On Good Friday, Christmas Day and Eight Hours Day—*

- (i) If the engagement is by the week, one-sixth of the weekly wage received by the employee in addition to his wage for the week or tour.
- (ii) If the engagement is not by the week, double the prescribed minimum per day rate.

(c) *On other holidays—*

- (i) If the engagement is by the week, one-twelfth of the weekly wage received by the employee in addition to his wage for the week or tour.
- (ii) If the engagement is not by the week, one and a half times the prescribed minimum rate per day.

The said other holidays are the days observed in the State where the employment occurs as New Year's Day, Australia Day, Easter Monday, Anzac Day, King's Birthday, Boxing Day and all other days regarded and observed as holidays throughout the State.

(d) In the case of employees engaged by the week, if by reason of any of the holidays referred to in this clause being a holiday no work is done thereon, the wage for the week or tour shall nevertheless be paid without deduction therefor, and such holiday shall, for the purpose of clause 12 of this Determination be treated as if there had occurred thereon one of the eight or two of the twelve performances for which that clause provides.

(e) If an employee is required by his employer to travel on a Sunday, he shall, unless he is paid in pursuance of this clause for working on the said Sunday, receive therefor, if engaged by the week one-twelfth, or if not so engaged, one-half of the prescribed minimum per week or per day rate appropriate for him.

#### TRAVELLING.

14. (a) An employee engaged by the week, when travelling on duty, shall be provided by his employer with first-class accommodation both by rail and boat, but when travelling by a vessel carrying one class only, or by a vessel carrying two classes only, for which the lower class fare is at least 75 per cent. of the higher class fare or by a vessel of at least 6,000 tons carrying first second and third class passengers, in any of which cases he shall, if required, accept the only or the lower or the second-class accommodation as the case may be.

(b) An employee, when travelling on duty at night by train, shall be provided with sleeping accommodation, and if such sleeping accommodation is not available the employee shall be paid the sum which would be charged to the employer by the appropriate railway department for such sleeping accommodation if it were available.

#### TRANSPORTATION OF LUGGAGE.

15. All luggage required by the employee in the execution of his duties shall be taken from the wharf or railway station to the theatre and from the theatre to the wharf or railway station, and from theatre to theatre, at the employer's expense. All reasonable care, but no responsibility, shall be taken by the employer.

In the case of canvas theatres (country touring tent shows) if the employer's canvas theatre or other place of performance is over half a mile by the shortest available route from the wharf or railway station and there are no trams or other public transport services readily available at the time of arrival or departure of the employees for the commencement or at the conclusion of the show in the town the employer shall at his expense provide transport for the employees and their luggage to and from the station or wharf and the place of performance.

#### WARDROBE AND MAKE-UP.

16. (a) The employer shall provide make-up in the case of supernumeraries.

(b) Actors and actresses shall provide their own make-up. When the employer requires the employee to use special body make-up (other than facial or in cases of specialty acts) the employer shall provide such make-up.

(c) The employer shall provide wardrobe "wigs" and appurtenances required by him to be used in performance or rehearsal and they must be clean when so provided.

(d) All laundry made necessary by the work of the employee for the employer shall be done at the employer's expense.

#### PENALTY FOR BREACH OF DUTY.

17. An employer may at his discretion inflict a fine of 5s. upon an employee or suspend him for one performance with loss of pay or instantly dismiss him for any unpunctuality or missing of an entrance, or any dereliction of duty during a performance and/or rehearsal:

Provided that whenever a penalty as aforesaid has been imposed the employer shall when paying the employee give a written notice to the employee so penalized stating the amount of the fine, and the offence committed and the date thereof, and the employee shall have the right of appeal to a committee of two, one to be nominated by the employee and the other by the employer or his representative, and should they fail to agree they shall refer the matter for final decision to the Wages Board.

#### TIME BOOKS TO BE KEPT, ETC.

18. (a) The employer shall keep a time book or time sheet properly posted in ink, showing the names of and times worked by each employee, and the wages paid to each employee from week to week.

(b) The time book or time sheet shall, after all the time worked previous to the entry by an employee has been entered therein, be produced to such employee, and such entry if correct, shall be vouched by his signature in the time book or time sheet, and the entries of the time so worked may be checked by an accredited representative of the Actors' Equity of Australia if he be available at the place of business and by the employer's representative who shall, if the entries be correct, vouch for them by their signatures in the time book or time sheet.

(c) The time book or time sheet, with all the entries therein, shall, on demand, be produced by the employer for inspection at the place where it is kept, at any time between the hours of 10 a.m. and 1 p.m. during any day except pay day to an official of the Actors' Equity of Australia who has been authorized in writing to inspect the same by the general secretary or secretary of a State branch of the said Equity. One clear day's notice, setting out the grounds for desiring such inspection, shall be given to the employer of any intended inspection. No authority to inspect shall be given by the said Equity unless the general secretary or State branch secretary has good reason to suspect that a breach of this Determination has been committed by the employer whose time book or time sheet is to be inspected.

## ACCESS FOR UNION REPRESENTATIVE.

19. The president or general secretary or an official of the Actors' Equity of Australia duly authorized in writing shall not more than twice in any one week have access to any employer's premises to interview members of the Equity on union matters when they are off duty, the place of interview to be chosen by the employer. Such interviews shall take place between 4.30 p.m. and 6 p.m. on Wednesdays, or upon such other days as may be agreed upon between the Equity and the employer concerned and the Equity shall have the right within the week immediately preceding the day of the interview to put a notice on the notice board of the premises that the representative of the Equity will be at the premises on the particular Wednesday, or other day so agreed upon.

## SUB-CONTRACT, ETC.

20. (a) If work of any of the kinds covered by this Determination is done by an employee or arranged to be so done, in the interest in any way of an employer, this Determination shall apply to such work, employee and employer, notwithstanding that the employer causes or permits such work to be done for, or through, or by means of a contractor or other person, and the employer and employee shall have the same rights and obligations to each other as if they were in respect of such work directly employer and employee.

(b) An employer shall not permit any of the work covered by this Determination to be done by employees in any place under his control through a contractor or other person, except in accordance with the terms and conditions of this Determination as if the contractor or other person were himself a party and bound by this Determination.

(c) No employer shall enter into any contract for the carrying on of any of the work covered by this Determination by means of employees unless the contract contains a clause binding the contractor to pay the rates and observe the conditions prescribed in this Determination in respect of the work contracted for so long as this Determination remains in operation.

(d) Provided an employer shall have complied with sub-clauses (b) and (c) hereof and shall pay to the contractor at least such sum in the aggregate as the employees would be entitled to hereunder such employer shall not be under any responsibility that the contractor pays to each employee the minimum sum to which he would be entitled under this Determination nor be under any liability to any such employee for any payment nor be deemed to have committed a breach of this Determination in the event of the contractor not paying any such employee such minimum sum.

(e) If the whole or part of any performance of actors, actresses or choristers engaged otherwise than exclusively for broadcasting is broadcast each of the said employees shall be paid, in addition to his prescribed rate, 5s. for each performance.

## DEFINITIONS.

21. "Engaged by the week" means being engaged for at least a week of employment terminable only in the manner prescribed by clause 5 of this Determination or being engaged for employment to last longer than a week.

"Engaged casually" means being engaged otherwise than by the week.

"Actor or actress" means a person who takes part in a performance and is required to speak in the aggregate more than five lines, or to sing by himself or herself, or to dance solo during any performance, or to perform any specialty.

"Supernumerary" means a person who takes part in a performance but is not required therein to speak by himself or herself in the aggregate more than two, or in Shakespearean productions more than five lines, exclusive of shouts, exclamations and utterances marked by authors or stage direction for all (omnes) the players on the stage to speak at the same time, nor required to sing in the aggregate more than sixteen, or in Shakespearean productions more than thirty-two bars of the musical score, if any, and includes anyone appearing as extra lady, show girl or mannequin.

## PART II.—Radio Entertainments.

## RECORDING.

## Casual Employees.

22. (a) These, whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in recorded transcriptions for use in Commercial Broadcasts, shall be paid as follows:—

| Musical presentations—   | £ | s. | d. |
|--|---|----|----|
| Including rehearsal and recording, provided that the time involved does not exceed one and a half (1½) hours—per "side" .. .. .  | 1 | 1  | 0  |
| Beyond one and a half (1½) hours on any one day for each quarter (¼) of an hour or part thereof .. .. .  | 0 | 5  | 6  |
| Recordings of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of .. .. .   | 1 | 1  | 0  |
| Preliminary rehearsals in which no recording is done, per hour or part thereof, but with minimum of 10s. 6d. .. .. .   | 0 | 7  | 6  |
| A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means.         |   |    |    |
| When a singer appears in any recording as a solo performer such singer shall be paid for each solo item after the first in any one programme the sum of .. .. .        | 0 | 10 | 6  |
| Rehearsal time for these additional periods shall be one half (½) the time allowed for the first quarter (¼) hour or "side."   |   |    |    |
| "Legitimate" or "Straight" presentations—  |   |    |    |
| Including rehearsal and recording provided that the time involved does not exceed one (1) hour—per "side" .. .. .  | 1 | 1  | 0  |
| Beyond one (1) hour on any one day for each quarter (¼) of an hour or part thereof .. .. .   | 0 | 5  | 6  |
| Recordings of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of .. .. .   | 1 | 1  | 0  |
| Preliminary rehearsals in which no recording is done per hour or part thereof .. .. .  | 0 | 10 | 6  |
| A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means          |   |    |    |
| When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of .. .. .                        | 0 | 5  | 0  |
| Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus. |   |    |    |
| Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half (1½) hours or part thereof of .. .. .                                    | 0 | 5  | 0  |

## Weekly Employees.

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than forty hours in any one week.

These employees whether actors, actresses, or radio artists, shall for a week's work be paid .. .. . 8 9 0  
For all time worked in excess of the foregoing on any one day or in one week payment shall be at the rate of time and a half.

## Provided that—

Any such employee who in any week takes part in more than twelve (12) recorded "sides of fifteen (15) minutes shall for each "side" in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double pay for such Sunday work.

If the hours of work of any such employee on any one day are "scattered" so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

## COMMERCIAL ANNOUNCEMENTS.

|   | £ | s. | d. |
|---|---|----|----|
| 23. Actors and actresses when used as such or as announcers, comperes or commentators, <i>shall</i> for each hour or part thereof be paid .. .. . | 1 | 1  | 0  |
| If used in more than one half ( $\frac{1}{2}$ ) the aggregate number of announcements in any one hour, an additional amount of .. .. .            | 0 | 10 | 6  |

## LIVE SHOWS, ACTUAL BROADCASTS, ETC.

*Casual Employees.*

24. (a) These whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in broadcast performances for use in Commercial Broadcasts shall be paid as follows:—

## Musical presentations—

|   | £ | s. | d. |
|---|---|----|----|
| Including rehearsal and broadcasting, provided that the time involved does not exceed one and a half ( $1\frac{1}{2}$ ) hours—per fifteen (15) minute broadcast .. .. .                               | 1 | 1  | 0  |
| Rehearsal beyond one and a half ( $1\frac{1}{2}$ ) hours on any one day, for every quarter ( $\frac{1}{4}$ ) hour of part thereof .. .. .   | 0 | 5  | 6  |
| Broadcasts of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of .. .. .  | 1 | 1  | 0  |
| Preliminary rehearsals in which no broadcasting is done, per hour or part thereof (but with a minimum of 10s. 6d.) .. .. .  | 0 | 7  | 6  |
| When a singer appears in any broadcast as a solo performer he shall be paid for each solo item after the first in any one programme the sum of .. .. .  | 0 | 10 | 6  |
| Rehearsal time for these additional periods shall be one half ( $\frac{1}{2}$ ) the time allowed for the first quarter ( $\frac{1}{4}$ ) hour broadcast or performance.                               |   |    |    |
| “Legitimate” or “Straight” presentations. Including rehearsal and broadcasting, provided that the time involved does not exceed one (1) hour—per fifteen (15) minute broadcast or performance .. .. . | 1 | 1  | 0  |
| Beyond one (1) hour on any one day for every quarter ( $\frac{1}{4}$ ) of an hour or part thereof .. .. .   | 0 | 5  | 6  |
| Broadcasts of less than fifteen (15) minutes to be paid <i>pro rata</i> with minimum per call of .. .. .  | 1 | 1  | 0  |
| Preliminary rehearsals in which no broadcasting is done, per hour or part thereof .. .. .   | 0 | 10 | 6  |
| When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of .. .. .   | 0 | 5  | 0  |
| Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus .. .. .                         |   |    |    |
| Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half ( $1\frac{1}{2}$ hrs.) or part thereof .. .. .  | 0 | 5  | 0  |

*Weekly Employees.*

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than forty hours in any one week—

|  | £ | s. | d. |
|--|---|----|----|
| These employees whether actors, actresses, or radio artists, shall for a week's work be paid .. .. . | 8 | 9  | 0  |

For all time worked in excess of the foregoing on any one day or in any one week payment shall be at the rate of time and a half.

## Provided that—

Any such employee who in any week takes part in more than twelve (12) broadcasts or performances of fifteen (15) minutes shall for each broadcast or performance in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double time for such Sunday work.

If the hours of work of any such employee on any one day are “scattered” so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

When in any recording or broadcast a singer appears as a solo performer for a period exceeding fifteen (15) minutes or one “side,” such singer shall be paid for each solo item beyond the first in the same programme the sum of .. .. .

Rehearsal time for each such solo item beyond the first shall be one half ( $\frac{1}{2}$ ) the rehearsal time allowed for the first period of fifteen (15) minutes or one “side.”

## AUDITIONS, SAMPLE RECORDINGS, OR TRIAL BROADCASTS.

25. These according to their specific type as set out in this Determination, and whether broadcast for public or private purposes, or recorded for any reason whatever, shall be paid for in full, but this shall not apply to any voice test in private unless it entails a previous rehearsal.

## REMAKES OF RECORDINGS.

26. Should a remake be necessary owing to the mistake of any member of the cast, the remake shall be made by the cast without charge provided that no longer interval occurs than is necessary for a replay of the disc, for which time the cast shall remain in attendance.

If the necessity for a remake owing to such mistake is not discovered until later than as aforesaid the cast shall perform the remake at half rates, and if the remake is necessary owing to any technical fault or to any mistake other than that of one of its members, the cast shall be paid as for a new recording.

## PERFORMANCES BY MEMBERS OF STAFF.

27. Where a member of the management's staff, other than an actor, or actress, is called upon to perform any duty within the scope of this Determination he shall be paid a sum not less than that payable under this Determination for the particular duty so performed, except where such member receives a staff salary or wages greater than the minimum weekly pay herein prescribed for an actor or actress. Provided that when process discs are being recorded he shall be paid the sum as prescribed in clause 22 in addition to his ordinary salary or wages.

## BROADCASTS OR RECORDING IN THE PRESENCE OF AN AUDIENCE.

28. Where a broadcast or a recording is made before an audience, members generally of which have paid for admission, each employee taking part in such broadcast or recording shall be paid the additional sum of one quarter ( $\frac{1}{4}$ ) the rate to which he is otherwise entitled, but this shall not apply to community singing advertised and/or announced as such, or to performances of which fifty per cent. at least of the proceeds is donated to charity.

## MAKE-UP.

29. (a) Make-up in excess of that normally provided by an actor, or actress, shall be provided at the expense of the management and all dress other than that usually and ordinarily worn by the employee (i.e., such dress as would be worn to and from the place of employment) shall be provided by the management in a clean and fresh condition. The employee shall nevertheless, if so required by the management, provide one dinner dress in a reasonably good condition.

(b) Any cleaning or laundering made necessary by such make-up or by “Business” occasioned for the management's benefit shall be at its expense, but cleaning or laundering which in the ordinary course of events is necessary is excluded from this rule.

## LATE ARRIVALS.

30. If an employee is late for a call, the burden shall be borne by the cast. If a producer or any person other than one of the actors, or actresses, delays the rehearsal or recording the burden shall be borne by the management.

## CANCELLED CALLS.

31. Should a call be cancelled within twelve (12) hours of the time of such call for any reason other than the non-attendance of an employee the call shall be paid for in full.

## MEAL BREAKS.

32. One hour shall be allowed for lunch between 12 o'clock noon and 2 p.m. and one hour for dinner between 5 p.m. and 7 p.m. or at a time to be agreed upon. Should the cast require a "break" for morning or afternoon tea, the time thus occupied shall not be counted as in the time of employment.

## PHOTOGRAPH CALLS.

33. All photograph and publicity calls shall be paid for at rehearsal rates.

## TIME SHEETS.

34. Every employee shall sign a time sheet provided by the management whereon shall be shown the time occupied, number of records, and footage of films. A copy of this time sheet, together with pay sheets, shall be open for inspection by Actors' Equity representatives if required for checking purposes.

## NOTICE BOARD.

35. The management shall provide and place in a position a suitable and easy of access notice board for the display of announcements and notices, and on which the Actors' Equity shall have the right to place relevant notices.

## ACCESS.

36. Actors' Equity officials, provided they are duly authorized in writing, shall have access to broadcasting or recording premises for the purpose of interviewing members, when off duty, on union matters, the place of the interview to be arranged between the Actors' Equity and the management, and to be reasonably suitable for the purpose.

## ACTORS' EQUITY MEMBERSHIP.

37. No objection shall be taken to nor shall any discrimination be exercised against any employer because of Equity membership or activity.

## ONE EMPLOYEE—ONE PART.

38. A broadcast or recording shall be taken as the performance by an employee of one part or character only. In the event of an employee being required to perform more than one part or character he shall be paid an additional sum of one quarter ( $\frac{1}{4}$ ) the prescribed amount, but only if and when the additional part or parts consists of more than 25 words in the aggregate.

## SOUND EFFECTS.

39. Should an actor be required to produce sound effects not incidental to his particular part in the broadcasting or recording he shall be paid an additional sum of one quarter ( $\frac{1}{4}$ ) the prescribed amount.

## TRAVELLING.

40. First class return fares and reserved seats, wherever obtainable, shall be provided by the management for all employees who may be required to travel in the management's interests. When such travel involves any employee spending the night in the train he shall be provided with a sleeping berth at the expense of the management wherever such berth is procurable, and where not procurable the employee shall be paid the sum usually charged to the public by the Railway Commissioners.

## PRODUCERS AND ASSISTANT PRODUCERS.

41. These shall be paid at not less than actors' rates.

## STAR ARTISTS.

42. Where an artist is announced as "starred" in any broadcast or recording he shall be paid an additional sum of not less than one quarter ( $\frac{1}{4}$ ) the prescribed rate.

## PAYMENT OF WAGES.

43. Casual employees shall be paid within 24 hours after the termination of their work. Weekly employees shall be paid weekly and not later than Friday of each week.

## RATES FOR CHILDREN.

44. Children shall be paid at one half ( $\frac{1}{2}$ ) the rates specified in clauses 22 to 24 inclusive.

## DETENTION.

45. If a female employee is detained by the employer beyond the hour of 11.30 p.m. the employer shall provide for her proper conveyance to her home whether temporary or permanent. This provision shall apply also to a male employee who is so detained after the hour of midnight.

## BROADCAST OF RELIGIOUS SERVICES.

46. Nothing in this Determination shall apply to the broadcasting of religious services.

## DEFINITIONS.

47. "Actor" or "Actress" means a person who, having previously so appeared three times within any period of twelve months, appears in any broadcast or recording in which he is required to speak in the aggregate more than five words, or to sing by himself during any such broadcast or recording, or to perform any specialty.

"Casual Employee" means an employee engaged otherwise than as a weekly employee.

"Child" or "Children" means a person or persons under the age of sixteen years.

"Legitimate" or "Straight Presentation" means tragedy, drama, comedy drama, farce comedy, cavalcade of events presented in play form, presentation of events past, present, and future (actual or fictional), presented in play form in which the instrumental music used is only incidental to the presentation for theme, bridge, or link, or to heighten the dramatic value or create atmosphere, and any other presentation other than musical presentation.

"Musical Presentation" means grand opera, opera bouffe, light opera, musical comedy, musical farce, vaudeville, revue, minstrel show, pantomime, or any other presentation in which the dialogue is interspersed with either vocal solos, duets, trios, quartettes, quintettes, octettes, or chorus.

"Time and a half" used in relation to pay means at the rate of one and a half ( $1\frac{1}{2}$ ) times the actual pay of the employee in question, and calculated *pro rata* for the time for which the payment is to be made.

"Weekly Employee" means an employee engaged on a weekly basis, and for a minimum period of eight consecutive weeks.

## PART III.

This Part applies to all persons covered by the Determination.

## PERIODICAL ADJUSTMENT OF WAGES.

48. The wages rates set out in clause 2 (i), (ii), (iii), and (iv) and those for weekly employees in clauses 22 and 24 are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 49.

## Basic Wage.

| Place.                       | Needs Basic Wage.<br>(Adjustable). | Loading<br>(Constant). | Basic Wage. | Index Number Set<br>Assigned.            |
|------------------------------|------------------------------------|------------------------|-------------|--|
|                              | £ s. d.                            | s. d.                  | £ s. d.     |  |
| Throughout the State .. .. . | 5 1 0                              | 6 0                    | 5 7 0       | Six Capital Cities<br>(Weighted Average) |

## ADJUSTMENT OF BASIC WAGE.

49. (a) For the purposes of this Determination, the expression "Commonwealth Statisticians 'all items' 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.

(b) Until the beginning of the first pay period to commence in August, 1947, the amounts of the Basic Wage shall be as prescribed in clause 48 of this part.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 20th June, 1947.