



VICTORIA GOVERNMENT GAZETTE.

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WEDNESDAY, JANUARY 3.

[1951

Factories and Shops Acts.

DETERMINATION OF THE CIGAR TRADE BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of Cigar Making," has made the following Determination, viz.:-

1. That as from the beginning of the first pay period to commence in December, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. APPRENTICES AND IMPROVERS

Wages per Week of 40 Hours.		Number (in any place).																																																	
Making cigars or sorting and packing cigars:— APPRENTICES.		APPRENTICES. One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage. One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage. (An amended indenture of apprenticeship prescribed was approved on 5.2.12.) IMPROVERS. One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage. One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.																																																	
Experience—																																																			
1st year—	s. d. *Percentage.																																																		
1st six months	26 6 .. 14																																																		
2nd six months	30 9 .. 16½																																																		
2nd year	43 11 .. 23½																																																		
3rd year	65 8 .. 34½																																																		
4th year	83 2 .. 44																																																		
or in lieu of weekly wages the work may be paid at the following piece-work prices:—																																																			
Making Cigars.																																																			
2nd year ..	One-third of the piece-work prices.																																																		
3rd year ..	Two-thirds of the piece-work prices.																																																		
4th year ..	Three-quarters of the piece-work prices.																																																		
} See also clause 13 sub-clause (m)																																																			
Sorting and Packing Cigars.																																																			
In Boxes of—																																																			
	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>600 cigars.</th> <th>250 cigars.</th> <th>100 cigars.</th> <th>50 cigars.</th> <th>25 cigars.</th> <th>10 cigars.</th> </tr> <tr> <td></td> <td>per 1,000.</td> <td>per 1,000.</td> <td>per 1,000.</td> <td>per 1,000.</td> <td>per 1,000.</td> <td>per 1,000.</td> </tr> <tr> <td></td> <td>s. d.</td> <td>s. d.</td> <td>s. d.</td> <td>s. d.</td> <td>s. d.</td> <td>s. d.</td> </tr> </thead> <tbody> <tr> <td>1st year ..</td> <td>1 1·2</td> <td>1 1·2</td> <td>1 1·2</td> <td>1 4·5</td> <td>1 7·8</td> <td>2 2·4</td> </tr> <tr> <td>2nd year ..</td> <td>1 4·5</td> <td>1 4·5</td> <td>1 4·5</td> <td>1 7·8</td> <td>2 5·7</td> <td>2 9</td> </tr> <tr> <td>3rd year ..</td> <td>1 7·8</td> <td>1 7·8</td> <td>1 11·1</td> <td>2 2·4</td> <td>3 0·3</td> <td>3 3·6</td> </tr> <tr> <td>4th year ..</td> <td>2 2·4</td> <td>2 2·4</td> <td>2 5·7</td> <td>2 9</td> <td>3 6·9</td> <td>3 10·2</td> </tr> </tbody> </table>		600 cigars.	250 cigars.	100 cigars.	50 cigars.	25 cigars.	10 cigars.		per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	1st year ..	1 1·2	1 1·2	1 1·2	1 4·5	1 7·8	2 2·4	2nd year ..	1 4·5	1 4·5	1 4·5	1 7·8	2 5·7	2 9	3rd year ..	1 7·8	1 7·8	1 11·1	2 2·4	3 0·3	3 3·6	4th year ..	2 2·4	2 2·4	2 5·7	2 9	3 6·9	3 10·2	Plus 3 per centum. See also clause 13 sub-clause (m).
	600 cigars.	250 cigars.	100 cigars.	50 cigars.	25 cigars.	10 cigars.																																													
	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.																																													
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.																																													
1st year ..	1 1·2	1 1·2	1 1·2	1 4·5	1 7·8	2 2·4																																													
2nd year ..	1 4·5	1 4·5	1 4·5	1 7·8	2 5·7	2 9																																													
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IMPROVERS.																																																			
18 years ..	s. d. *Percentage.																																																		
18 years	65 8 .. 34½																																																		
19 years	91 8 .. 48½																																																		
20 years	113 10 .. 60½																																																		

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (males)."

3. JUVENILE WORKERS, i.e., persons under 21 years of age (other than apprentices or improvers)--
(a) *Males.*

Employed in—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages	*Per-centage.	Wages	*Per-centage.	Wages	*Per-centage.	Wages	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	30 9	16½	30 9	16½	35 0	18½	35 0	18½
Turning bunches	30 9	16½	30 9	16½	35 0	18½	35 0	18½
Stripping fillers	30 9	16½	30 9	16½	35 0	18½	39 3	20½

Employed in—	Wages per Week of 40 Hours.							
	2nd Year's Experience.				Third Year's Experience.		Fourth Year's Experience.	
	1st Six Months.		2nd Six Months.					
	Wages	*Per-centage.	Wages	*Per-centage.	Wages	*Per-centage.	Wages	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	52 5	27½	56 8	30	78 0	41½	100 8	53½
Turning bunches	52 5	27½	56 8	30	78 0	41½	100 8	53½
Stripping fillers	Piece-work prices		Piece-work prices		Piece-work prices		Piece-work prices	

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Any other class of work for which the rate of wages fixed does not exceed 189s. per week of 40 hours ..	38 9	20½	43 0	22½	52 5	27½	66 2	35	82 8	43½	107 9	57	136 7	72½

* The percentages shown in these columns are the percentages of the minimum wage from time to time payable to "All others (males)".

(b)

Females.

Employed in—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages	*Per-centage.	Wages	*Per-centage.	Wages	*Per-centage.	Wages	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Trimming cigar boxes	31 7	26	36 9	30½	42 3	34½	47 5	39
Stripping and booking cigar bunch wrapper leaf	68 4	56½	68 4	56½	68 4	56½	68 4	56½
Ringing cigars	31 7	26	36 9	30½	42 3	34½	47 5	39
Stripping fillers	31 7	26	36 9	30½	42 3	34½	47 5	39
Packing cigars, viz.:—								
Havanette	31 7	26	36 9	30½	42 3	34½	47 5	39
Royal Bengals	31 7	26	36 9	30½	42 3	34½	47 5	39
Bonanzas	31 7	26	36 9	30½	42 3	34½	47 5	39
Gem of East Cigarillos	31 7	26	36 9	30½	42 3	34½	47 5	39
Swiss	31 7	26	36 9	30½	42 3	34½	47 5	39
Cartons or parcels	31 7	26	36 9	30½	42 3	34½	47 5	39
Machine work, viz.:—								
Making bunches	31 7	26	36 9	30½	42 3	34½	47 5	39
Covering cigars	31 7	26	36 9	30½	42 3	34½	47 5	39
Swiss	31 7	26	36 9	30½	42 3	34½	47 5	39
Lucky Hit	31 7	26	36 9	30½	42 3	34½	47 5	39
Havanettes	31 7	26	36 9	30½	42 3	34½	47 5	39
Senoritas	31 7	26	36 9	30½	42 3	34½	47 5	39

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Females—continued.

Employed in—	Wages per Week of 40 Hours.						Third Year's Experience.	Fourth Year's Experience.
	2nd Year's Experience.				Third Year's Experience.	Fourth Year's Experience.		
	1st Six Months.		2nd Six Months.					
	Wages.	*Per-centage.	Wages.	*Per-centage.				
s. d.	%	s. d.	%					
Trimming cigar boxes	52	7	43½	63	2	52	Piece-work prices	Piece-work prices
Stripping and booking cigar bunch wrapper leaf	89	4	73½	94	9	78	Minimum wage	Minimum wage
Ringing cigars	Piece-work prices		Piece-work prices				Piece-work prices	Piece-work prices
Stripping fillers	"		"				"	"
Packing cigars, viz. :—	"		"				"	"
Havanette	"		"				"	"
Royal Bengals	"		"				"	"
Bonanzas	"		"				"	"
Gem of East Cigarillos	"		"				"	"
Swiss	"		"				"	"
Cartons or parcels	"		"				"	"
Machine work, viz. :—	"		"				"	"
Making bunches	"		"				"	"
Covering cigars	"		"				"	"
Swiss	"		"				"	"
Lucky Hit	"		"				"	"
Havanettes	"		"				"	"
Senoritas	"		"				"	"
	} Making throughout		}				"	"

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.								
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.							
	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%							
Any other class of work for which the rate of wages fixed for adults does not exceed 12s. 6d. per week of 40 hours ..	39	9	32½	49	10	41	59	10	49½	66	10	55	76	7	63	87	9	72½	99	8	82

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (Females)".

4.

OTHER EMPLOYEES.

	Wages per Week of 40 Hours.
	£ s. d.
Strippers and bookers of cigar covering leaf (males)	9 13 5
Strippers and bookers of cigar covering leaf (females)	6 19 6
Strippers and bookers of cigar bunch wrapper leaf (females)	6 9 0
Cigar box makers (males)	9 16 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	6 5 0
Stripping fillers (males)	9 9 0
All others (males)	9 9 0
(females) 75 per cent. of the Basic Wage	6 1 6

OVERTIME.

5. (i) Any time wage employee who in any week works for any time in excess of 40 hours shall be paid for such extra time at the rate of time and a half.
- (ii) Any female piece-work employee who in any week works for any time in excess of 40 hours shall be paid for such extra time at the ordinary piece-work rate plus 50 per centum.
- (iii) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

TEA MONEY.

6. All employees required to work overtime later than 6 p.m. shall be paid 2s. tea money in addition to overtime rates prescribed in this Determination.

HOLIDAYS.

7. All weekly wage employees shall be granted the following holidays without deduction of pay, viz. :—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day when such holidays are observed on Monday, Tuesday, Wednesday, Thursday, or Friday.

Piece-workers shall be granted the same holidays as are granted to weekly wage employees, and shall be paid for such holiday at their average rate of earnings over the preceding six months on a daily basis.

Provided that an employee who is voluntarily absent on the working day immediately preceding, or the day immediately succeeding any one of the above-mentioned holidays, shall not be entitled to payment for such holiday.

SICK LEAVE.

8. a) Any employee who has had not less than three months' service with the same employer, and who is absent from his or her work by reason of personal ill-health or accident necessitating such absence, shall be entitled to sick leave without deduction of pay subject to the following conditions and limitations :—

- (i) He or she shall not be entitled to paid sick leave for any period in respect of which he is entitled to Workers' Compensation.
- (ii) He or she shall, within twenty-four hours of the commencement of such absence, inform the employer of his or her inability to attend for duty and as far as practicable, state the nature of the illness or injury and the estimated duration of the absence.
- (iii) He or she shall prove to the satisfaction of his or her employer that he or she was unable on account of personal ill-health or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He or she shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.
- (v) Pieceworkers shall be paid at their average rate of earnings over the preceding six months on an hourly basis.

For the purpose of administering paragraph (iv) of this clause an employer may, within one month of this Determination coming into operation, or within two weeks of an employee entering his employment, require the employee to make a sworn declaration or other written statement as to what paid leave of absence he or she has had from any employer during the then current year, and, upon such statement, the employer shall be entitled to rely and act.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

For the purposes of this sub-clause, service prior to 1st January, 1949, shall be disregarded.

(c) For the purposes of this clause, "year" means the period between the 1st January and the 31st December.

ANNUAL HOLIDAYS.

9. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

FEMALE STRIPPERS AND BOOKERS.

10. (i) Female employees initially engaged as strippers and bookers of cigar covering leaf and female employees not so engaged but who have had in the aggregate four months' experience with the one employer as strippers and bookers of cigar covering leaf, shall for the purposes of the said Determination be grouped as and be deemed to be strippers and bookers of cigar covering leaf (female).

(ii) Female employees initially engaged as strippers and bookers of cigar bunch wrapper leaf shall for such time up to an aggregate of four months as they may be required to work as strippers and bookers of cigar covering leaf be paid the rate applicable to the latter classification, but after that aggregate has been reached, shall come within sub-clause (i) hereof.

PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECE WORKERS' EARNINGS.

11. The wages rates for adult males set out in Clause 4 are based upon the following basic wage, and, pursuant to 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 by Clause 12. Provided that the wages rates of juniors shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 1d., half or less than half of 1d. to be disregarded.

The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

Piece-workers: The weekly earnings of adult piece-workers, who work on piece-work the full working hours for which the rates of time wages prescribed by this Determination are payable, shall be automatically increased or decreased by the same amount and at the same time as the said basic wage.

The weekly earnings of adult piece-workers who work on piece-work less than the full working hours for which the rates of time wages prescribed by this Determination are payable, shall be automatically increased or decreased by a proportionate part of the amount of and at the same time as the said basic wage.

The amounts by which the weekly earnings of adult piece-workers who work on piece-work the full working hours as aforesaid, shall be increased until further varied as hereinbefore provided, are as follow :—

	<i>s.</i>	<i>d.</i>
Adult Males	70	0
Adult Females	47	2

The weekly earnings of juvenile piece-workers who work on piece-work the full working hours as aforesaid shall be automatically increased or decreased by the same amount and at the same time as the increase or decrease in the wages rates prescribed in clause 3 hereof for juvenile workers of the same age.

The weekly earnings of juvenile piece-workers who work on piece-work less than the full working hours for which the rates of wages prescribed by this Determination are payable shall be automatically increased or decreased by a proportionate part of and at the same time as the increase or decrease in the wages rates prescribed in clause 3 hereof for juvenile workers of the same age.

The amounts by which the weekly earnings of juvenile piece-workers who work on piece-work the full working hours as aforesaid, shall be increased until varied as hereinbefore provided are as follow :—

Age.	Males.		Females.	
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
14	14	6	15	2
15	15	10	18	11
16	19	4	22	11
17	24	6	25	6
18	30	6	29	1
19	39	11	33	5
20	50	8	38	0

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ <i>s.</i> <i>d.</i> 8 2 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

12. (a) 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.

(b) Until the beginning of the first pay period to commence in February, 1951, the amounts of the Basic Wage shall be as prescribed in clause 11.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the 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 '103 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.

PIECE-WORK PRICES.

13. That the lowest piece-work prices payable to any person or persons engaged in the following kinds of work shall be:—

(a)

MAKING CIGARS.

HAND WORK.

	Length of Cigars up to and including—	Per 100 Cigars.	
		s.	d.
	inches.		
Extra Magnum	5 1/4	13	8.725
Extra Magnum	5 1/2	14	11.025
Consuelo shape	4 1/2	12	6.7
Flor de Naves shape	4 1/2	11	10.175
Bueno shape	4 1/2	10	9.25
Long Bueno	4 1/2	11	4.95
Ordinary taper shape	4 1/2	10	9.25
Panetelas shape, with point	5	10	0.175
Panetelas shape, with flat tops	5	10	6.775
Southern Cross (no point)	5 1/2	6	17.325
Meritas Bueno	4 1/2	10	5.8
Meritas Bueno	4 1/2	11	4.95
Corona shape	5 1/2	14	5.8
Three-quarter Corona shape	5	12	3.675
Half Corona shape	3 1/2	9	7.5
Italian shape (no binder)	6 1/2	4	3.975
Italian shape, bunch making and rolling	6 1/2	5	4.075

Plus 3 per centum

(b)

MAKING CIGARS.

HAND WORK—CLEAR HAVANA.

Bouquet Super Finos	4 1/2	11	6.050
Castelares	4 1/2	11	6.050
Bueno	4 1/2	11	2.75
Full Corona	5 1/2	15	0.675
Three-quarter Corona	5	12	11.65
Half Corona	3 1/2	10	2.375
Petit Ducis	3 1/2	8	9.325
Maquillas	5 1/2	15	0.675
Perlas	3 1/2	9	1.175

Sixpence extra per hundred to be paid for every additional quarter of an inch or portion thereof in length of cigars.

NOTE.—For the purpose of this Determination the term "Clear Havana" shall be deemed to mean a cigar made entirely with Havana tobaccos.

(c)

MOULD WORK.

Shape.	Length of Cigars up to and including—	Dry Work.		Where 10 to 12 Moulds, or over are used.		Where 5 to 9 Moulds, inclusive, are used.		Where up to 4 Moulds, inclusive, are used.	
		s.	d.	s.	d.	s.	d.	s.	d.
	inches.								
Flor-de-Naves	4 1/2	6	11.325	7	3.725	8	3.55	8	7.125
Half Corona shape	3 1/2	8	0.25	8	3.55	8	7.125	9	3.65
Bueno, straight	4 1/2	7	1.402	7	5.325	8	0.25	8	3.55
Bueno, long	4 1/2	8	0.25	8	3.55	8	7.125	9	3.65
Bueno, long	5 1/2	10	0.175	10	3.475	10	6.775	11	2.75
Bueno, long	6	11	2.75	11	6.05	11	10.175	12	7.25
Monopole Rothschilds	4 1/2	6	7.75	6	11.325	7	9.5	8	3.55
Castella Special Tuck	4 1/2	8	3.55	8	7.125	8	10.425	9	6.95
Gloria	4 1/2					10	6.775	11	2.75
Sirdar	4 1/2					7	10.975	9	6.95
Monopole Bouquet	4 1/2					8	0.8	8	7.675
Casino C.W.	4 1/2					8	10.975	9	7.5
Ordinary common straight	3 1/2	6	1.15	6	4.45	6	7.75	7	3.725
Ordinary taper	4 1/2	6	1.7	6	5	6	8.3	7	3.725
Rheingold	4 1/2	6	3.35	6	6.65	6	10.225	7	5.925
Extra taper similar to Hansa	4 1/2	6	1.15	6	4.45	6	7.75	7	3.725
Monopole Minors	3 1/2	5	11.225	6	2.8	6	6.1	7	1.525
A 9	4 1/2			7	7.85	8	0.25	8	7.125
5 DP	5 1/2					10	10.9	11	6.05
5 H	4 1/2					7	2.075		
7 F and 11 N	4 1/2	6	5	6	8.85	7	0.425	7	10.05
14 RT	4 1/2							11	8.35
15 FJ	4 1/2			7	2.075	7	5.925	8	1.9
48 F	4 1/2			7	7.75				

Plus 3 per centum

(d)

MANILA WORK.

	Length of Cigars, up to and including—	Per 100 Cigars
	inches.	s. d.
Cheroots, Cortado Fino—Where not less than four moulds are used	3 $\frac{1}{8}$	4 0·875
Cheroots, Cortado de la Reina—Where not less than four moulds are used	4 $\frac{1}{8}$	4 4·525
Cheroots, Cortado Delicioso—Where not less than four moulds are used	4 $\frac{1}{4}$	5 5·175

} Plus 3 per centum

MANILA WORK—continued.

	Length of Cigars, up to and including— inches.	Prices per 100 Cigars where the number of Moulds used is—			
		2, 3, or 4.	5 or 6.	7 or 8.	More than 8.
Perlas	3 $\frac{1}{8}$	s. d. 8 0·25	s. d. 7 3·725	s. d. 6 11·325	s. d. 6 7·75
Reina Victoria	4 $\frac{1}{8}$	10 0·175	9 3·65	8 10·425	8 7·125
Perfectos (old)	4 $\frac{1}{4}$	10 10·9	10 3·475	10 0·175	9 6·95
Perfectos (new)	4 $\frac{1}{8}$	.. .. .	8 10·425	.. .. .	.. .. .
High Life in the East	4 $\frac{1}{4}$	8 0·25	7 3·725	6 11·325	6 7·75
Londres	4 $\frac{1}{8}$	7 3·725	6 7·75	6 4·45	6 1·15
1A Habano	4 $\frac{1}{4}$	7 9·5	7 2·075	6 10·225	6 5
2A Habano	4 $\frac{1}{8}$	.. .. .	.. .. .	.. .. .	6 2·25
3A Habano	4 $\frac{1}{4}$	.. .. .	.. .. .	.. .. .	5 10·125
4A Habano	4 $\frac{1}{8}$	.. .. .	.. .. .	.. .. .	5 7·375
5A	4 $\frac{1}{4}$	.. .. .	6 7·75	.. .. .	.. .. .

} Plus 3 per centum

Penal work 11s. 2·2d. per 100 cigars.

To the rates mentioned in sub-clauses (a), (b), (c), and (d) hereof, an additional amount of 1·65d. per 100 cigars shall be added.

Where not otherwise specified, threepence extra per 100 to be paid for every additional quarter of an inch or portion thereof in length of cigars up to 5 inches, and thereafter sixpence for each additional quarter of an inch.

NOTE.—The lowest piece-work price payable to any person engaged covering bunches by hand shall be two-thirds of the piece-work price for making the cigars (mould work), and for making bunches by hand shall be one-third of the piece-work price for making the cigars (mould work).

Extras—

	Per 100 Cigars. s. d.
For making any cigars covered with Brazil, Havana, or Mexican tobacco	0 6 extra
When the "bunches" are pressed and turned by the cigar maker	0 6 ..
For making cigars longer than the mould by not more than one-sixteenth of an inch	0 3 ..

NOTE.—For the purpose of this Determination, "Dry Work" means bunches made one day and covered the next, irrespective of the number of moulds used.

No cigar shall be made more than $\frac{1}{8}$ " shorter than the mould.

(e)

SORTING AND PACKING CIGARS.

Description of Cigars.	In Boxes of—					
	500 Cigars.	250 Cigars.	100 Cigars.	50 Cigars.	25 Cigars.	10 Cigars.
	per 1,000. s. d.	per 1,000. s. d.	per 1,000. s. d.	per 1,000. s. d.	per 1,000. s. d.	per 1,000 s. d.
Hand work	6 2·25	6 9·4	8 6·85	.. .. .
Monopole shape	5 10·4	6 5·55	7 11·7	.. .. .
Panetas, block work	5 6·55	6 1·7	7 8·4	.. .. .
Manila cheroots, hand or paper	5 10·4	6 5·55	.. .. .	.. .. .
Manila cheroots, small block work	5 0·5	5 7·85	.. .. .	.. .. .
Cigars, bundles with two ribbons	6 1·7	6 5·55	.. .. .	.. .. .
Matador block work	5 2·7	5 10·4	.. .. .	.. .. .
Bueno shape, covered with Mexican tobacco	5 4·9	6 0·05	7 6·75	.. .. .
Other Bueno shape	5 0·5	5 7·65	7 5·1	.. .. .
Ordinary taper shape	5 0·5	5 7·65	7 5·1	.. .. .
Extra taper shape, similar to Dona Sol	5 10·4	5 10·4	7 5·1	.. .. .
Ordinary common straight shape	4 1·5	4 8·65	6 9·4	.. .. .
"Queen's" tied with one ribbon	5 0·5	.. .. .	.. .. .	.. .. .
"Queen's" tied with two ribbons	5 4·35	.. .. .	.. .. .	.. .. .
Manila, tied in bundles of ten	4 7	4 7	.. .. .	.. .. .	.. .. .	.. .. .
Manila, flat, tied in bundles of ten	5 4·35	.. .. .	.. .. .	.. .. .
Manila, long, tied in bundles of ten	5 2·7	.. .. .	.. .. .	.. .. .
Manila, loose	5 0·5	5 7·65	7 5·1	.. .. .
Extra, Magnum	7 11·7	8 6·85	10 0·45	.. .. .
Sirdar	5 10·4	6 5·55	7 11·7	.. .. .
Monopole Bouquet	5 2·7	5 10·4	.. .. .	.. .. .
Casino C.W.	5 10·4	6 5·55	7 11·7	.. .. .
Rheingold	5 0·5	5 7·65	7 5·1	.. .. .
92AA	4 1·5	.. .. .	.. .. .	.. .. .
14RT	6 6·1	7 1·25	9 2·55	.. .. .
5DP	6 6·1	7 1·25	9 2·55	.. .. .
Full Corona hand work	7 1·25	7 8·4	9 2·55	.. .. .

} Plus 3 per centum

SORTING AND PACKING CIGARS—*continued.*

Extras—

For sorting and packing all cigars with rings	Per 1,000 Cigars.
For sorting and packing all cigars faced rights and lefts	<i>s. d.</i> 0 6 extra
For sorting and packing all cigars covered with Havana tobacco	0 6 "

(f) PACKING CIGARS (FEMALES).

Royal Bengal, 5 in a packet	Per 1,000 Cigars.
Gem of the East Cigarillos, 9 in a box	<i>s. d.</i> 1 4.5
92aa, packing in trays	1 2.3
92aa, packing in 6's, into cardboard outer of 90 cigars, wrapping in brown paper with two end labels	0 3.85
Havanettes, packing and finishing	0 11.55
	1 6.7

(g) MACHINE WORK (FEMALES).

<i>Making Bunches.</i>		Per 1,000 Bunches.
Long-filler machine	<i>s. d.</i>	<i>s. d.</i>
5AA, 7AA		3 9.925
Points 2F		3 0.85
7J, 92AA		3 3.05
		3 0.85

(h) *Making throughout.*

Swiss or Lucky Hit	Per 100 Cigars.
Havanettes	<i>s. d.</i> 1 9.45
	1 3.4

(i) *Covering Cigars.*

5AA, 7AA, 7J	Per 1,000 Cigars.
92AA	<i>s. d.</i> 3 6.075
	3 6.075

(j) BOX TRIMMING (FEMALES).

Hinging (not 5aa)	Per 100 Boxes.
Hinging and lidding 5aa	<i>s. d.</i> 0 7.15
Lining	0 6.05
Edging, ordinary	1 8.9
Edging, narrow embossed paper	5 2.975
Edging, narrow paper	8 8.775
Edging, Magnum embossed paper	8 1.9
Edging, Varnished boxes	7 3.725
Edging, lid	6 11.875
Inside labels, lid	1 2.3
Inside labels, flap gummed	1 2.3
Extra flap label on flap	0 4.4
Outside labels, ends	0 4.4
Outside labels, locks	0 4.4
Outside labels, extra locks	0 4.4
Outside labels, lid, brand, out	0 10.725
Outside labels, lid, brand	0 6.6
Full wrapping, Glascine	1 5.6
Full wrapping, Cellophane	1 5.6
Half wrapping, Cellophane	0 10.725
Half wrapping, Glascine	0 10.725
Brown paper wrapping packets, W/2 labels	6 5
Stencilling	0 6.6

Samples—

With trays	Per Box.
No trays	<i>s. d.</i> 0 5.5
	0 2.2

(k) RINGING CIGARS (FEMALES).

	100's and 50's.	25's.	10's.	4's and 6's.	
DRY WORK.					
Monopole Magnum	<i>s. d.</i> 2 10.65	<i>s. d.</i> 2 10.65	<i>s. d.</i> 2 10.65	<i>s. d.</i> 3 1.95	} Slips under rings, 6d. per 1,000 extra Plus 3 per centum
Monopole Maxim	2 10.65	2 10.65	2 10.65	3 1.95	
Monopole Bueno	2 2.675	2 2.675	2 2.675	2 7.625	
Matador	2 2.675	2 2.675	2 2.675	2 7.625	
Gem of the East, Perfecto	2 2.675	2 2.675	2 2.675	2 7.625	
Gem of the East, Perlas	2 2.675	2 2.675	2 2.675	2 7.625	
Gem of the East, Cheroots	2 7.625	2 7.625	2 7.625	3 0.3	
All others	2 2.675	2 2.675	2 2.675	2 7.625	
Fresh work in bundles	1 8.9	1 8.9	..	..

(l) STRIPPING FILLERS.
ADULT FEMALES AND ALL JUVENILE WORKERS.
Wet Weight on Strips Returned.

Brazil	Per lb.
Havana (large)	<i>s. d.</i> 0 8.25
Havana (small)	0 7.7
Sumatra	0 9.35
Manila	0 6.6
Soed	0 4.4
	0 3.85

} Plus 3 per centum

STEPPING FILLEES—*continued.*

(m) The weekly earnings of piece-workers who work on piece-work the full working hours for which the time rates of wages prescribed by this Determination are payable shall be increased by the following amounts:—

Age.	Males.		Females.	
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
Adults	70	0	47	2
14 years of age	14	6	15	2
15 " "	15	10	18	11
16 " "	19	4	22	11
17 " "	24	6	25	6
18 " "	30	6	29	1
19 " "	39	11	33	5
20 " "	50	8	38	0

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 28th November, 1950.