



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 792]

FRIDAY, SEPTEMBER 5.

[1952

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 August, 1952, 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).																																																																																	
<p>Making cigars or sorting and packing cigars :—</p> <p style="text-align: center;">APPRENTICES.</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Experience—</th> <th style="text-align: center;">s. d.</th> <th style="text-align: center;">*Percentage.</th> </tr> </thead> <tbody> <tr> <td>1st year—</td> <td style="text-align: center;">35 2</td> <td style="text-align: center;">14</td> </tr> <tr> <td> 1st six months</td> <td style="text-align: center;">.. .. 40 9</td> <td style="text-align: center;">16½</td> </tr> <tr> <td> 2nd six months</td> <td style="text-align: center;">.. .. 58 4</td> <td style="text-align: center;">23½</td> </tr> <tr> <td>2nd year ..</td> <td style="text-align: center;">.. .. 87 3</td> <td style="text-align: center;">34½</td> </tr> <tr> <td>3rd year ..</td> <td style="text-align: center;">.. .. 110 5</td> <td style="text-align: center;">44</td> </tr> </tbody> </table> <p>or in lieu of weekly wages the work may be paid at the following piece-work prices :—</p> <p style="text-align: center;">Making Cigars.</p> <table style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td style="width: 10%;">2nd year ..</td> <td style="width: 40%;">One-third of the piece-work prices.</td> <td style="width: 50%;">} See also</td> </tr> <tr> <td>3rd year ..</td> <td>Two-thirds of the piece-work prices.</td> <td>clause 13,</td> </tr> <tr> <td>4th year ..</td> <td>Three-quarters of the piece-work prices.</td> <td>sub-clause (m)</td> </tr> </tbody> </table> <p style="text-align: center;">Sorting and Packing Cigars.</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th rowspan="3"></th> <th colspan="6">In Boxes of—</th> </tr> <tr> <th colspan="2">500 cigars.</th> <th colspan="2">250 cigars.</th> <th colspan="2">100 cigars.</th> </tr> <tr> <th colspan="2">per 1,000.</th> <th colspan="2">per 1,000.</th> <th colspan="2">per 1,000.</th> </tr> <tr> <th></th> <th>s. d.</th> <th>s. d.</th> <th>s. d.</th> <th>s. d.</th> <th>s. d.</th> <th>s. d.</th> </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> <p style="text-align: right; font-size: small;">} Plus 3 per centum. See also clause 13, sub-clause (m).</p>	Experience—	s. d.	*Percentage.	1st year—	35 2	14	1st six months 40 9	16½	2nd six months 58 4	23½	2nd year 87 3	34½	3rd year 110 5	44	2nd year ..	One-third of the piece-work prices.	} See also	3rd year ..	Two-thirds of the piece-work prices.	clause 13,	4th year ..	Three-quarters of the piece-work prices.	sub-clause (m)		In Boxes of—						500 cigars.		250 cigars.		100 cigars.		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	<p style="text-align: center;">APPRENTICES.</p> <p>One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p>One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.</p> <p>(An amended indenture of apprenticeship prescribed was approved on 5.2.12.)</p> <p style="text-align: center;">IMPROVERS.</p> <p>One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage.</p> <p>One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.</p>
Experience—	s. d.	*Percentage.																																																																																
1st year—	35 2	14																																																																																
1st six months 40 9	16½																																																																																
2nd six months 58 4	23½																																																																																
2nd year 87 3	34½																																																																																
3rd year 110 5	44																																																																																
2nd year ..	One-third of the piece-work prices.	} See also																																																																																
3rd year ..	Two-thirds of the piece-work prices.	clause 13,																																																																																
4th year ..	Three-quarters of the piece-work prices.	sub-clause (m)																																																																																
	In Boxes of—																																																																																	
	500 cigars.		250 cigars.		100 cigars.																																																																													
	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																																																																												
<p style="text-align: center;">IMPROVERS.</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"></th> <th style="text-align: center;">s. d.</th> <th style="text-align: center;">*Percentage.</th> </tr> </thead> <tbody> <tr> <td>18 years ..</td> <td style="text-align: center;">87 3</td> <td style="text-align: center;">34½</td> </tr> <tr> <td>19 years ..</td> <td style="text-align: center;">121 9</td> <td style="text-align: center;">48½</td> </tr> <tr> <td>20 years ..</td> <td style="text-align: center;">151 3</td> <td style="text-align: center;">60½</td> </tr> </tbody> </table>		s. d.	*Percentage.	18 years ..	87 3	34½	19 years ..	121 9	48½	20 years ..	151 3	60½																																																																						
	s. d.	*Percentage.																																																																																
18 years ..	87 3	34½																																																																																
19 years ..	121 9	48½																																																																																
20 years ..	151 3	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	40 9	16½	40 9	16½	46 5	18½	46 5	18½
Turning bunches	40 9	16½	40 9	16½	46 5	18½	46 5	18½
Stripping fillers	40 9	16½	40 9	16½	46 5	18½	52 1	20½

Employed In—	Wages per Week of 40 Hours.							
	2nd Year's Experience.							
	1st Six Months.		2nd Six Months.		Third Year's Experience.		Fourth Year's Experience.	
	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	69 8	27½	75 4	30	103 6	41½	133 8	53½
Turning bunches	69 8	27½	75 4	30	103 6	41½	133 8	53½
Stripping fillers	Piecework prices		Piecework prices		Piecework prices		Piecework 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 25s. per week of 40 hours	51 5	20½	57 1	22½	69 8	27½	87 10	35	109 10	43½	143 1	57	181 4	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	43 8	26	50 10	30½	58 5	34½	65 6	39
Stripping and booking cigar bunch wrapper leaf	94 6	56½	94 6	56½	94 6	56½	94 6	56½
Ringling cigars	43 8	26	50 10	30½	58 5	34½	65 6	39
Stripping fillers	43 8	26	50 10	30½	58 5	34½	65 6	39
Packing cigars, viz. :—								
Havanette	43 8	26	50 10	30½	58 5	34½	65 6	39
Royal Bengals	43 8	26	50 10	30½	58 5	34½	65 6	39
Bonanzas	43 8	26	50 10	30½	58 5	34½	65 6	39
Gem of East Cigarillos	43 8	26	50 10	30½	58 5	34½	65 6	39
Swiss	43 8	26	50 10	30½	58 5	34½	65 6	39
Cartons or parcels	43 8	26	50 10	30½	58 5	34½	65 6	39
Machine work, viz. :—								
Making bunches	43 8	26	50 10	30½	58 5	34½	65 6	39
Covering cigars	43 8	26	50 10	30½	58 5	34½	65 6	39
Swiss	43 8	26	50 10	30½	58 5	34½	65 6	39
Lucky Hit	43 8	26	50 10	30½	58 5	34½	65 6	39
Havanettes	43 8	26	50 10	30½	58 5	34½	65 6	39
Senoritas	43 8	26	50 10	30½	58 5	34½	65 6	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.					
	2nd Year's Experience.				Third Year's Experience.	Fourth Year's Experience.
	1st Six Months.		2nd Six Months.			
	Wages.	*Per-centage.	Wages.	*Per-centage.		
<i>s. d.</i>	%	<i>s. d.</i>	%			
Trimming cigar boxes	72 8	43½	87 4	52	Piece-work prices	Piece-work prices
Stripping and booking cigar bunch wrapper leaf	123 6	73½	131 0	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.
	<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 for adults does not exceed 168s. per week of 40 hours ..	55 0	32½	68 11	41	82 9	49½	92 5	55	105 10	63	121 5	72½	137 9	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)	12 15 5
Strippers and bookers of cigar covering leaf (females)	9 6 0
Strippers and bookers of cigar bunch wrapper leaf (females)	8 15 6
Cigar box makers (males)	12 18 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	8 11 6
Stripping fillers (males)	12 11 0
All others (males)	12 11 0
„ „ (females) 75 per cent. of the Basic Wage	8 8 0

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, Queen'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 holidays 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) Piece-workers 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.

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 PIECEWORKERS' EARNINGS.

11. The wage 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 pieceworkers who work on piecework the full working hours as aforesaid, shall be increased until further varied as hereinbefore provided, are as follow:—

	<i>s. d.</i>
Adult Males	132 0
Adult Females	93 8

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. d.</i>		<i>s. d.</i>	
14 years of age	27	2	30	5
15 " "	29	11	38	0
16 " "	36	7	45	10
17 " "	46	2	51	1
18 " "	57	8	58	4
19 " "	75	3	67	1
20 " "	95	5	76	1

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	<i>£ s. d.</i> 11 4 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 November, 1952, the amount 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 November, a February, a May, or an August, 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 which shall be carried out to the satisfaction of the employer shall be:—

(a)		MAKING CIGARS.		HAND WORK.		Length of Cigars up to and Including--		Per 100 Cigars.	
						inches.		s. d.	
Extra Magnum	..	..	..	..	..	5 1/4	13	8-725	} Plus 3 per centum
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	11-325	
Meritas Bueno	..	..	..	..	..	4 1/2	10	9-8	
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	
(b)		MAKING CIGARS.		HAND WORK—CLEAR HAVANA.					
Bouquet Super Finos	..	..	..	..	..	4 1/2	11	6-050	} Plus 3 per centum
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 Duces	..	..	..	..	..	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)		MAKING CIGARS.		HAND WORK—CLEAR HAVANA.					
(c)		MAKING CIGARS.		HAND WORK—CLEAR HAVANA.					
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.				
	inches.	s. d.	s. d.	s. d.	s. d.				
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	..	..		

	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 $\frac{3}{4}$	4	0-675
Cheroots, Cortado de la Reina—Where not less than four moulds are used	4 $\frac{1}{4}$	4	4-625
Cheroots, Cortado Delicioso—Where not less than four moulds are used	4 $\frac{3}{4}$	5	5-175

} Plus 3 per centum

MANILA WORK—continued.

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

} Plus 3 per centum

Penal work 11s. 2-2d. per 100 cigars.

To the rates mentioned in sub-clause (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 piecework price for making the cigars (mould work), and for making bunches by hand shall be one-third of the piecework 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 $\frac{1}{16}$ " 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.	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.
Hand work			6 2-25	6 9-4	8 6-85	
Monopole shape			5 10-4	6 5-55	7 11-7	
Panotelas, 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 7-65		
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			9 2-55
"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.

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

(f)	PACKING CIGARS (FEMALES).	Per 1,000 Cigars.
		<i>s. d.</i>
Royal Bengal, 5 in a packet	.. .. .	1 4-5
Gem of the East Cigarillos, 9 in a box	.. .. .	1 2-3
92aa, packing in trays	.. .. .	0 3-85
92aa, packing in 6's, into cardboard outer of 90 cigars, wrapping in brown paper with two end labels	.. .. .	0 11-55
Havanettes, packing and finishing	.. .. .	1 6-7

(g)	MACHINE WORK (FEMALES).	Per 1,000 Bunches.
	<i>Making Bunches.</i>	<i>s. d.</i>
Long-filler machine	.. .. .	3 9-925
5AA, 7AA	.. .. .	3 0-85
Points 2F	.. .. .	3 3-05
7J, 92AA	.. .. .	3 0-85

(h)	<i>Making throughout.</i>	Per 100 Cigars.
		<i>s. d.</i>
Swiss or Lucky Hit	.. .. .	1 9-45
Havanettes	.. .. .	1 3-4

(i)	<i>Covering Cigars.</i>	Per 1,000 Cigars.
		<i>s. d.</i>
5AA, 7AA, 7J	.. .. .	3 6-075
92AA	.. .. .	3 6-075

(j)	BOX TRIMMING (FEMALES).	Per 100 Boxes.
		<i>s. d.</i>
Hinging (not 5aa)	.. .. .	0 7-15
Hinging and lidding 5aa	.. .. .	0 6-05
Lining	.. .. .	1 8-9
Edging, ordinary	.. .. .	5 2-975
Edging, narrow embossed paper	.. .. .	8 8-775
Edging, narrow paper	.. .. .	8 1-9
Edging, Magnum embossed paper	.. .. .	7 3-725
Edging, Varnished boxes	.. .. .	6 11-875
Edging, lid	.. .. .	1 2-3
Inside labels, lid	.. .. .	1 2-3
Inside labels, flap gummed	.. .. .	0 4-4
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, cut	.. .. .	0 10-725
Outside labels, lid, brands	.. .. .	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

<i>Samples—</i>		Per Box.
		<i>s. d.</i>
With trays	.. .. .	0 5-5
No trays	.. .. .	0 2-2

(k) RINGING CIGARS (FEMALES).

	100's and 50's.		25's.	10's.	4's and 6's.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
DRY WORK.						
Monopole Magnum	2 10-65	2 10-65	2 10-65	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.

		Per lb.
		<i>s. d.</i>
Brazil	.. .. .	0 8-25
Havana (large)	.. .. .	0 7-7
Havana (small)	.. .. .	0 9-35
Sumatra	.. .. .	0 6-6
Manila	.. .. .	0 4-4
Seed	.. .. .	0 3-85

Plus 3 per centum

} Plus 3 per centum

STRIPPING FILLERS—*continued.*

(m) The weekly earnings of pieceworkers who work on piecework 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.
								Per Week.	Per Week.
								<i>s. d.</i>	<i>s. d.</i>
Adults	..	..	..	..	..	..	..	132 0	93 8
14 years of age	..	..	..	..	..	..	..	27 2	30 5
15 "	"	"	..	..	..	..	..	29 11	38 0
16 "	"	"	..	..	..	..	..	36 7	45 10
17 "	"	"	..	..	..	..	..	46 2	51 1
18 "	"	"	..	..	..	..	..	57 8	58 4
19 "	"	"	..	..	..	..	..	75 3	67 1
20 "	"	"	..	..	..	..	..	95 5	76 1

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

J. V. WILLOX, Secretary.

Melbourne, 17th July, 1952.