

1920, HEREBY GIVE NOTICE, as required by Section 3 (5) of the Trade Boards Act, 1918, that they PROPOSE TO FIX General Minimum Time-Rates, a Piece-Work Basis Time-Rate and Overtime Rates for Female Workers, AND TO DECLARE the Normal Number of Hours of Work in the Trade for the purpose of the application of the Overtime Rates, as shown in the Schedule set out below.

### SCHEDULE.

#### PART I.

#### PROPOSED GENERAL MINIMUM TIME-RATES FOR FEMALE WORKERS.

	Proposed General Minimum Time-Rates.	per hour.
Female Workers:—		
Workers of 18 years of age and over ...	7d.	
„ „ 17 and under 18 years of age ...	6d.	
„ „ 16 „ 17 „	5½d.	
„ „ 15 „ 16 „	4d.	
„ under 15 years of age ...	3½d.	

#### PART II

#### PROPOSED PIECE-WORK BASIS TIME-RATE FOR ALL FEMALE WORKERS.

All Female Workers, 8d. per hour.

In the case of all Female Workers employed on Piece-Work, each Piece-Rate paid must be such as would yield, in the circumstances of the case, not less than the equivalent of the Piece-Work Basis Time-Rate to an Ordinary Worker, that is, a worker of ordinary skill and experience.

#### PART III.

#### OVERTIME RATES FOR FEMALE WORKERS (ALL AGES).

##### SECTION I.

In accordance with Section 3 (1) (c) of the Trade Boards Act, 1918, the Trade Board propose to Declare the Normal Number of Hours of Work in the Trade to be as follows:—

In any week ... ..	48
On any day (other than Saturday) ...	9
On Saturday ... ..	5

Provided that all hours worked by a worker on Sundays and on Customary Public and Statutory Holidays shall be regarded as Overtime to which the Overtime Rates shall apply.

##### SECTION II.

The Trade Board propose to Fix Minimum Rates for Overtime in respect of hours worked by a worker in excess of the declared normal number of hours of work as follows:—

##### (A) For Workers employed on Time-Work:

(1) For the first two hours of Overtime on any day, except Sundays and Customary Public and Statutory Holidays, the Overtime rate shall be One-and-a-Quarter times the General Minimum Time-Rate otherwise applicable, *i.e.*, TIME-AND-A-QUARTER.

(2) For Overtime after the first two hours' Overtime on any day, except Sundays and Customary Public and Statutory Holidays, the Overtime Rate shall be One-and-a-half times the General Minimum Time-Rate otherwise applicable, *i.e.*, TIME-AND-A-HALF.

(3) For all time worked on Sundays and Customary Public and Statutory

Holidays, the Overtime Rate shall be Twice the General Minimum Time-Rate otherwise applicable, *i.e.*, DOUBLE TIME.

(4) For all hours worked in any week in excess of 48 the Overtime Rate shall be One-and-a-Quarter times the General Minimum Time-Rate otherwise applicable, *i.e.*, TIME-AND-A-QUARTER, except in so far as higher Overtime Rates are payable under the provisions of paragraphs (2) and (3) of Sub-section (A) of this Section.

The Overtime Rates shall be payable where on any day (not being a Sunday or a Customary Public or Statutory Holiday) the number of hours worked exceeds nine, or, in the case of Saturday, exceeds five notwithstanding that the number of hours worked in the week does not exceed 48:

Provided that where it is or may become the established practice of an employer to require attendance only on five days a week, the Overtime Rates shall only be payable on such days after 9½ hours have been worked.

##### (B) For Workers employed on Piece-Work:

Workers employed on Piece-Work shall receive in respect of each hour of Overtime worked, in addition to Piece-Rates, each of which would yield, in the circumstances of the case, to an ORDINARY worker, not less than the Piece-Work Basis Time-Rate applicable, a sum equivalent to One-Quarter of the appropriate Piece-Work Basis Time-Rate, One-Half of the appropriate Piece-Work Basis Time-Rate or the appropriate Piece-Work Basis Time-Rate, according as the Overtime Rate which would have been payable under the provisions of Sub-section (A) of this Section if the worker had been employed on Time-Work were Time-and-a-Quarter, Time-and-a-Half or Double Time, respectively.

NOTE.—The hours which Female Workers, Young Persons and Children are allowed to work are subject to the provisions of the Factory and Workshop Acts and to the Employment of Women, Young Persons and Children Act, 1920.

#### PART IV.

The above Proposed Minimum Rates of Wages shall apply, subject to the provisions of the Trade Boards Acts, to all Female Workers in Great Britain in respect of all time during which they are employed in any branch of the Trade specified in the Trade Boards (Sack and Bag) Order, 1920, that is to say:—

The making from woven fabrics of corn sacks, flour sacks, coal sacks, sugar sacks, cement bags, sand bags, nail bags, potato bags, seed bags and similar sacks or bags, or the repairing thereof:

*including:—*

(a) the following and similar operations (whether performed by hand or machine) known in the trade as:—

(i) Folding (or hooking), cutting, machining, turning;

(ii) Brushing, selecting, mending;

(iii) Branding, tarring, bundling;

(b) the warehousing of, the packing of,