

ings of Male Workers of 21 years of age and over.

*Section II.*—All Female Workers, 10½d. per hour.

In the case of all Female Workers employed on piece-work, each piece-rate paid shall be such as would yield, in the circumstances of the case, not less than 10½d. per hour to an ordinary worker. Provided that in determining as to whether any piece-rate satisfies the foregoing condition regard shall be had only to the earnings of Female Workers of 18 years of age and over.

### PART III.

#### *Proposed Overtime Rates for Male and Female Workers.*

##### *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 ... .. | 47 |
| On Saturday ... .. | 4½ |

Provided that any other day, not being Sunday, may, by agreement in writing between an employer and a worker, be substituted in the place of Saturday as the weekly short day, and in such case the normal number of hours on such substituted day shall be 4½.

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

##### *Section II.*

The Minimum Rates for Overtime for all Male and Female Workers in respect of hours worked by a worker, whether employed on Time-Work or on Piece-Work, in excess of the normal number of hours proposed to be declared by the Trade Board, as set out in Section I. of this Part of this Notice, shall be as follows, that is to say:—

(1) For all time worked on Sundays and Statutory Bank Holidays the Overtime Rate shall be equivalent to *Double Time*, that is to say, twice the minimum rate otherwise applicable.

(2) For all time worked in excess of 4½ hours on a Saturday (or on the weekly short day substituted therefor under the terms of the first Proviso to Section I. of this Part of this Notice) the Overtime Rate shall be equivalent to *Time and a Half*, that is to say, one and a-half times the minimum rate otherwise applicable, notwithstanding that the total number of hours worked in the week may not exceed 47.

(3) For all time worked in excess of 47 hours in any week the Overtime Rate shall be equivalent to *Time and a Quarter* for the first two hours and *Time and a Half* thereafter, except in so far as higher Overtime Rates are payable under the provisions of paragraphs (1) and (2) of this Section.

NOTE.—The hours of work which female workers and young persons are allowed to work are subject to the provisions of the Factory and Workshop Act, 1901.

### PART IV.

The above minimum rates of wages shall

apply, subject to the provisions of the Trade Boards Acts, to all workers in England and Wales who are employed during the whole or any part of their time in any branch of the trade specified in the Trade Boards (Aerated Waters) Order, 1919, that is to say:—

The manufacture, wherever carried on, of mineral or aerated waters, non-alcoholic cordials, flavoured syrups, unfermented sweet drinks and other similar beverages, and the manufacture in unlicensed premises of brewed liquors, including:—

(a) the operations of bottle washing, bottling and filling and all other operations preparatory to the sale of any of the aforesaid liquors in bottles, jars, syphons, casks or other similar receptacles; and including also:—

(b) the operations of bottle washing, bottling and filling, and all subsidiary operations preparatory to the sale in bottles, jars or other similar receptacles of cider, ale, stout, porter and other alcoholic beers, where all or any of such last mentioned operations are, or is, conducted or carried on in association with or in conjunction with all or any of the operations specified under (a) above so as to form a common or interchangeable form of employment for workers, and whether the two sets of operations or any of them are, or is, carried on simultaneously or not.

### PART V.

##### *Section I.*

The above General Minimum Time-Rates, Piece-Work Basis Time-Rates and Overtime Rates shall be paid clear of all deductions other than deductions under the National Insurance Act, 1911, as amended by any subsequent enactments, or deductions authorised by any Act to be made from wages in respect of contributions to any superannuation or other provident fund.

##### *Section II.*

The above Minimum Rates of Wages are without prejudice to workers who are earning higher rates of wages.

The Trade Board will consider any objections to the above Proposal to Fix Minimum Rates which may be lodged with them within two months from 19th January, 1920. Such objections should be in writing and signed by the person making the same (adding his or her full name and address), and should be sent to the Secretary of the Aerated Waters Trade Board (England and Wales), 5, Chancery Lane, London, W.C. 2.

It is desirable that objections should state precisely, and so far as possible with reasons, what is objected to.

Dated this seventeenth day of January, 1920.

Signed by Order of the Trade Board.

F. Popplewell,

Secretary.

Office of Trade Boards,  
5, Chancery Lane, London, W.C. 2.