

SECTION III.—With respect to workers in the Wholesale Cloth Hat and Cap Making branch of the Trade:—

The Minimum Rates for Overtime in respect of hours worked by a worker WHETHER EMPLOYED ON TIME-WORK OR ON PIECE-WORK in excess of the declared normal number of hours shall be as follows:—

- (1) For the first two hours of Overtime subsequent to the first half-hour of Overtime, *i.e.*, FOR THE FIRST TWO HOURS IN EXCESS OF 9 HOURS, on any day except Saturdays (or the weekly short day substituted therefor), Sundays and Customary Public and Statutory Holidays, the Overtime Rate shall be One-and-a-Quarter times the minimum rate otherwise applicable, *i.e.*, TIME-AND-A-QUARTER.
- (2) For Overtime after the first two-and-a-half hours of Overtime, *i.e.*, ALL HOURS IN EXCESS OF 11 HOURS, on any day except Sundays and Customary Public and Statutory Holidays, and for all Overtime on Saturdays (or the weekly short day substituted therefor), the Overtime Rate shall be One-and-a-Half times the minimum 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 minimum rate otherwise applicable, *i.e.*, DOUBLE-TIME.
- (4) For all hours worked in excess of two hours of Overtime in any week, *i.e.*, ALL HOURS IN EXCESS OF 48 HOURS, the Overtime Rate shall be TIME AND A-QUARTER, except in so far as higher Overtime Rates are payable under the provisions of paragraphs 2 and 3 of this Section.

Provided—

- (a) That where it is the established practice of an employer only to require attendance on five days a week, the daily Overtime Rate shall only be payable on such days after 9½ hours have been worked.
- (b) That where it is the established practice of an employer to require attendance only on alternate Saturdays, the weekly Overtime Rate specified in paragraph (4) of this Section shall only be payable in the week in which attendance on Saturday is required after 50 hours have been worked.
- (c) That where it is the established practice of an employer to require attendance on Sunday instead of Saturday, the Minimum Rates for Overtime as set out above shall apply in like manner as if in the provisions of this Notice as to Overtime the word "Saturday" were substituted for "Sunday" and the word "Sunday" for "Saturday."

Note.—As respects workers in the Wholesale Cloth Hat and Cap Making Branch of the Trade, during the first half-hour in excess of 8½ hours on any day except Saturdays (or the weekly short day substituted therefor), Sundays and Customary Public and Statutory Holidays and during the first two hours in excess of 46 hours in any week, the minimum rate applicable is the appropriate general minimum time-rate or piecework basis time-rate, except in so far as a higher rate may be payable under the provisions of paragraph (3) of this Section.

PART IV.

APPLICABILITY OF MINIMUM RATES OF WAGES.

SECTION I.—Subject to the provisions of the Trade Boards Acts the Minimum Rates of Wages which are effective in the Hat, Cap and Millinery Trade (Scotland) apply to all workers in Scotland in respect of all time during which they are employed in any branch of the Hat, Cap and Millinery Trade as specified in the Regulations made by the Minister of Labour, dated 31st March, 1920.

SECTION II.—The Trade as specified in the above-mentioned Regulations is as follows:—

The making from any material of men's, women's or children's headgear, or the trimming thereof;

Including:—

Warehousing, packing or other operations incidental to or appertaining to the making or trimming of men's, women's or children's headgear;

But excluding:—

- (1) The casting and making of solid metal helmets;
- (2) The making of rubberised or oilskin headgear where carried on in association with or in conjunction with the making of other rubberised or oilskin articles;
- (3) The making of nurses' or servants' caps, chefs' caps, hospital ward caps, or similar articles;
- (4) The making of field bonnets, sun-bonnets, boudoir caps, or infants' millinery where carried on in association with or in conjunction with the making of dresses, non-tailored skirts, wraps, blouses, blouse-ropes, jumpers, sports coats, neckwear, tea-