

(c.) At the end of the period of apprenticeship the employer shall give the apprentice a certificate to show that he has served his apprenticeship. Should the employer at any time before the termination of the apprenticeship wish for any reason to dispense with the services of the apprentice, he shall give him a certificate for the time served and procure him another employer carrying on business within a reasonable distance of the original employer's place of business, who will continue to teach the apprentice, to pay him the wages prescribed by this award according to the total length of time he has served, and generally to perform the obligation of the original employer; provided it shall not be obligatory on an employer to find the apprentice another employer if he shall so misconduct himself as to entitle the employer to discharge him, but he shall give him a certificate of the time actually served. No employer shall be entitled to take on more than one such transferred apprentice, provided that at the time of the transfer taking place such employer has then his full complement of apprentices allowed by this award.

(d.) An employer taking an apprentice shall give notice thereof and the name of the apprentice to the Inspector of Factories within one week after the expiration of the period of probation, and an employer transferring an apprentice to another employer shall similarly, within one week thereof, give notice of such transfer to such Inspector.

(e.) An employer shall not be deemed to discharge his duties towards his apprentice if he fails to keep him at work owing to slackness of work, but such slackness may form a proper ground for transferring him to a master willing to undertake the responsibility of teaching him.

(f.) When an apprentice is discharged for cause, the employer shall send notice of the discharge and the cause thereof to the Inspector of Factories.

(g.) Existing legal arrangements with or relating to apprentices now serving any employer may continue, provided that any employer wishing them to continue shall forward the names of his present apprentices to the Inspector of Factories within one month after the filing of this award; but any apprentice now serving under verbal agreement shall be deemed an apprentice under this clause.

(h.) No deduction shall be made from the wage of an apprentice except for lost time through the worker's illness or default, or on account of the temporary closing of the factory for cleaning the same or for repairing the machinery, and the apprentice shall make up such lost time before the following year of his apprenticeship shall be deemed to commence, and the total period of his apprenticeship shall be extended for a period equal to such lost time.

*Proportion of Apprentices.*

7. The proportion of apprentices and female stitchers to journeymen employed by any employer shall not exceed the following, viz. :—

*Saddle Branch.*—One apprentice and one female stitcher to one journeyman, or two apprentices and one female stitcher to two journeymen, or two apprentices and one female stitcher to three journeymen, or three apprentices and two female stitchers to four journeymen, or four apprentices and two female stitchers to five journeymen, or four apprentices and two female stitchers to six journeymen, or five apprentices and three female stitchers to seven journeymen, or six apprentices and three female stitchers to eight journeymen, or six apprentices and three female stitchers to nine journeymen. The same proportion to be recognized throughout.

*Machinery Branch.*—One male or female apprentice to every three or fraction of three journeymen or journeywomen recognized machinists.

*Harness Branch.*—One male or one female apprentice to one journeyman. Where only two journeymen are employed, one male or female apprentice to be allowed to each journeyman, or two male or female apprentices to three journeymen, or three male or female apprentices to four journeymen, or four male or female apprentices to six journeymen. The same proportion to be recognized throughout.

*Collar-making Branch.*—One male apprentice to one journeyman. Where only two journeymen are employed, one male apprentice to be allowed to each journeyman, or two male apprentices to three journeymen, or three male apprentices to four