

been employed by the employer in the department of the branch of the trade to which the apprentice is apprenticed for at least two-thirds full time for the twelve months preceding the taking of the apprentice.

(c.) The period of apprenticeship shall be five years, but three months' probation shall be allowed the employer of any apprentice to determine his fitness, such three months to be included in the period of apprenticeship. No boy shall be allowed to serve probation to more than two employers. The obligation of the apprentice to serve his employer shall be deemed to be a duty enforceable under this award.

(d.) When an apprentice has completed four years of his apprenticeship the employer shall be at liberty to employ extra apprentices in the proportion of one to every three or fraction of the first three apprentices who have served four years.

(e.) 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 shall 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 obligations of the original employer: Provided that it shall not be obligatory upon 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 covering the time actually served.

(f.) An employer taking an apprentice shall give notice thereof and of 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.

(g.) An employer shall not be deemed to discharge his duty 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, notwithstanding that such employer may have his full number of apprentices, but no employer shall be permitted to employ more than one such apprentice in each branch.

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

(i.) All time lost by an apprentice through his own default in any year of his apprenticeship shall be made up by such apprentice before he shall be considered to have entered upon the next succeeding year of his apprenticeship, and the total period of his apprenticeship shall be extended by a period equal to such lost time.

*General Conditions.*

6. (a.) All travelling-expenses (such to include board and lodging) and the time when travelling are to be paid by the employer. Time occupied in travelling shall be paid for at ordinary rates, but no journeyman shall be paid more than an ordinary day's wages for any day occupied by him in travelling, although the hours so occupied by him may exceed eight, unless he is on the same day occupied in working for his employer.

(b.) Each employer shall provide and keep a suitable number of benches, cramps, glue-pots, and glue-brushes, and a suitable grindstone for the number of men employed. He shall also grant reasonable time before the ordinary hour of knocking off, and provide facilities for polishers to clean their hands.

7. (a.) No piecework shall be permitted.

(b.) No contract work shall be permitted on the premises of any party to this award, unless such work is paid for at not less than the wages prescribed by this award.

(c.) No journeyman or apprentice shall make or assist in the production of goods for sale on his own account or for another employer whilst he is in the full-time employment of any employer.