

PART VII.

FORM OF AGREEMENT PRESCRIBED BY THE TRADE BOARD FOR FEMALE PAN-SETTING LEARNERS.

For the purpose of the application of the Minimum Rates set out in Part III. of this Schedule a female pan-setting learner shall be employed under an agreement in the following form :—

Memorandum of Agreement made this day of \_\_\_\_\_ between \_\_\_\_\_ (hereinafter referred to as " the Employers ") of the one part and \_\_\_\_\_ (hereinafter referred to as " the Learner ") of the other part.

Whereas the Learner is desirous of being trained in the branch of the Brush and Broom Trade known as the operation of " Pan-Setting " and the Employers being engaged in the said trade are willing to give her such training.

Now it is hereby mutually agreed as follows :—

1. The Learner will enter and continue in the service of the Employers and they will receive and retain her in their service as a Learner for the period of two years from the date of this Agreement subject nevertheless to the provisions for earlier determination contained in Clause 5 hereof.

2. During the said term of service the Learner will apply herself diligently to learn the said operation and will faithfully serve the Employers and obey their lawful commands and they on their part will cause her to be well and sufficiently instructed in the said operation.

3. The Employers will pay to the Learner wages in accordance with the current rates of wages applicable to female learners employed as " Pan-Setters " as fixed from time to time by the Brush and Broom Trade Board (Great Britain) subject however to this proviso that if the Learner shall at any time be absent from her duties (whether by reason of sickness or any other cause whatsoever) without the consent of the Employers the Learner shall not be deemed to be employed for the period of such absence and shall not be entitled to any wages for such period. The wages payable to the Learner under this agreement shall be deemed to accrue from hour to hour.

4. Subject to the Provisions of this Agreement the working hours and conditions of the said service shall be those applying to the women operatives at the factory of the Employers for the time being.

5. If the Learner wilfully disobeys any lawful order of the Employers or otherwise wilfully misconducts herself towards the Employers or those in their employment it shall be lawful for the Employers to discharge the Learner from their service and absolutely determine this Agreement.

6. If either of the parties hereto desires for any reason to determine this Agreement before the expiration of the said period of two years or in the event of any dispute arising involving allegations of unsuitability or of failure to apply herself diligently to learn the said operation on the part of the Learner or of failure on the part of the Employers to cause her to be well and sufficiently instructed in the said operation or of wrongful exercise by the Employers of their power to dismiss the Learner under Clause 5 hereof which cannot be settled between the parties hereto the Employers and the Learner hereby mutually agree that the matters in dispute shall stand referred to in the first instance to the Brush and Broom Trade Board (Great Britain) with a view to effecting a settlement thereof.

7. On the due completion of the said term of service this Agreement shall be given by the Employers to the Learner with a Certificate endorsed thereon and signed by or on behalf of the Employers that the said term of service has been duly served.

In Witness whereof the Learner and \_\_\_\_\_ on behalf of the Employers have hereunto set their hands the day and year first above within.

Signed by the said .....  
 In the presence of .....  
 Signed by the said .....  
 In the presence of .....

PART VIII.

SECTION I.—The respective Minimum Rates set out in this Schedule shall apply, subject to the provisions of the Trade Boards Acts, to all workers (including Home-workers) of the classes specified in this Schedule in respect of any time during which they are employed in Great Britain in any branch of the trade specified in the Trade Boards (Brush and Broom) Order, 1919, that is to say, the manufacture of brushes (other than feather brushes) or brooms :

*Including* the following operations, where all or any of them are carried on in association with or in conjunction with the manufacture of such brushes or brooms :—

- (a) The drafting, dressing, or mixing of bass, whisk, or similar fibres, or animal bristles or hair, and the working of wood, bone, ivory, or celluloid ;
- (b) All finishing, warehousing, packing, or other operations incidental to or appertaining to the manufacture of such brushes or brooms ;

*But Excluding* the following operations :—

The sawing and turning of wood as a preliminary operation to the manufacture of such brushes or brooms, the making of metal parts, and the mounting of brushes with metal or tortoiseshell backs.

Provided that nothing in this Schedule shall apply to female apprentices or female learners employed under an Indenture or Written Agreement respectively entered into prior to 31st January 1921, and providing for the proper instruction of the apprentice or learner in the operation or branch of work known as pan-setting.