

PART I—*continued.*

of their Learnership by the cancellation of the following Proviso set out in Section II of Part I of the Schedule to their Notice N. (4) dated 17th July 1920, viz. :—

Provided also that the above General Minimum Time-Rates (*i.e.*, the General Minimum Time-Rates set out in Sections I and II of Part I of the Trade Board's Notice N. (4)) shall not apply during the first 12 months of his or her learnership to any male or female learner to Hand or Mould Cigar Making who

- (a) Is employed under a verbal or written agreement (not being an Indenture of Apprenticeship) providing for his or her effective instruction in the making of hand or mould cigars for a period of four years, such period to include a probationary period of six months, on the completion of which the learnership may be determined at the instance either of the employer or learner; and
- (b) Has been registered, in accordance with rules from time to time laid down by the Trade Board, or has made application for such registration, which has been duly acknowledged, and is still under consideration.

In the event of the above Proposal becoming effective Male and Female Learners to Hand or Mould Cigar Making, if not Apprenticed in accordance with the provisions of the Trade Board's Notice N. (8), will be entitled during the first twelve months of their learnership to the appropriate General Minimum Time-Rates applicable to workers of the same age and sex as set out in the Trade Board's Notice N. (4) and to Overtime Rates as set out in the Trade Board's Notice N. (6), and thereafter to the rates set out in the said Notices, which are now applicable, and which have been effective since 19th July, 1920, and 16th May, 1921, respectively.

PART II.

PROPOSED VARIATION OF THE DEFINITION OF AN APPRENTICE.

The Trade Board propose to vary the terms of the definition of an apprentice, set out in Part IV of the Schedule to the Trade Board's Notice N. (8) dated 31st August, 1921, by providing :—

- (a) that the Indenture of Apprenticeship shall be in the form prescribed by the Trade Board as set out in Part V of the said Schedule or in any other form approved by the Trade Board;
- (b) that in lieu of the conditions contained in sub-section (c) of Part IV of the said Schedule, the following conditions shall apply :—

Is employed under conditions where the employment of apprentices is limited as follows :—

- (1) In the case of Apprentices to Cigar Making :—

One Apprentice to every three Journey Workers in the service of the employer as Cigar Makers during the period of 12 months prior to the date of application for registration;

- (2) In the case of Apprentices to Cigar Sorting and/or Bundling :—

One Apprentice to not less than five Journey Workers in the service of the employer as Cigar Sorters and/or Bundlers during the period of 12 months prior to the date of application for registration.

2 Apprentices to 7 such Journey Workers,

3 " " 14 " " " "

4 " " 20 " " " "

and thereafter one additional Apprentice to every additional five such Journey Workers.

For the purpose of determining the proportion of Apprentices to Journey Workers, the number of Journey Workers shall be taken as the average arrived at by dividing by 52 the sum of the numbers of Journey Workers employed in each of the 52 weeks prior to the date of application.

The Trade Board will consider any Objections to the above Proposal which may be lodged with them within two months from the 9th day of October, 1923. 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 Tobacco Trade Board (Great Britain), 1, Whitehall Gardens, London, S.W. 1.

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

Signed by Order of the Trade Board,

F. POPPLEWELL,

Secretary.

Dated this Ninth day of October, 1923.

Office of Trade Boards,

1, Whitehall Gardens, London, S.W. 1.