



**Form of Indenture of Apprenticeship
in the Cooperage Industry**

This Indenture, made the Twentyeighth day of July, One Thousand Nine Hundred and Sixty
Between Edwin Taylor
of 3 Castlebrae, Castlehill, Dumbarton, a minor of the age of Sixteen years (hereinafter called "the
Apprentice") of the first part George Taylor of 3 Castlebrae, Castlehill, Dumbarton
(hereinafter called "the Guardian") of the second part Hiram Walker & Sons (Scotland) Limited
of 3 High Street, Dumbarton, (hereinafter called "the Employer") of the third part.

Witnesseth as follows, that is to say:—

(1) The Apprentice of his own free will and with the consent of the Guardian hereby binds himself to serve the Employer as his Apprentice in his trade of Coopering for the term of Five years - months from the date of these presents.

(2) In consideration of the covenants and agreements entered into by the Guardian and the Apprentice, the Employer for himself, his heirs, executors, and administrators hereby covenants with the Guardian and the Apprentice and with each of them severally as follows:—

- (a) That he will keep the Apprentice as his Apprentice during the said term; and will during the said term to the best of his power, skill and knowledge instruct the Apprentice or cause him to be instructed in everything relating to the said trade as practised by him.
- (b) That he will pay to the Apprentice every week during the term wages at the rate recognised by the National and/or Local District Joint Industrial Council of the Cooperage Industry, provided always that he shall not be liable to pay any wages to the Apprentice in respect of the period or periods of time (if any) which the Apprentice shall be absent from his service, whether from illness, accident, or other cause for which he shall not be responsible.

(3) In consideration of these promises, the Guardian for himself, his heirs, executors and administrators and the Apprentice respectively and severally covenant with the Employer as follows:—

- (a) That the Apprentice shall truly and faithfully during the said term serve the Employer as his Apprentice and his secrets keep and shall diligently attend to the said business, and shall be punctual and regular in his attendance at the said business during the usual working hours, and at all times willingly obey the lawful and reasonable commands of the Employer, and shall not absent himself from the Employer's service without leave.
- (b) That the Apprentice shall not do any damage or knowingly suffer any damage to be done to the goods or moneys or other such things which shall be put into his care or custody by or on behalf of the Employer.
- (c) That the Apprentice shall attend such Cooper Apprentice day or evening classes which may be established in his district for the period laid down by the Local District Joint Industrial Council of the Cooperage Industry. The Employer shall pay wages for attendance at such classes during normal hours of work.
- (d) That in case the Apprentice shall at any time during the said term be wilfully disobedient to lawful orders or commands of the said Employer or be slothful or negligent or shall otherwise grossly misbehave himself towards the Employer or shall fail to attend Cooper Apprentice day or evening classes, where established, he may, at the discretion of the Employer, be suspended from work without payment of wages for a specified or unspecified period. Any suspension of more than two consecutive weeks shall be reported by the Employer to the local District Joint Industrial Council of the Cooperage Industry who may exercise their power to terminate this Indenture of Apprenticeship.

(4) In case of bad conduct or unsuitability on the part of the Apprentice or failure to teach the trade on the part of the Employer, or in case of any question or dispute arising in connection with this agreement the parties agree that the matter shall be brought before the Local District Joint Industrial Council of the Cooperage Industry whose decision shall be final and binding on both parties.

(5) On completion of the term of apprenticeship the Apprentice shall receive from the Employer a certificate of completion of his apprenticeship endorsed on this Indenture.

In witness whereof the said parties of these presents have hereunto set their hands this Eighth day of April in the year of Our Lord One Thousand Nine Hundred and Sixty.

Signed and Delivered

by all the above-named parties in the presence of
Witness M. van

HIRAM WALKER & SONS (SCOTLAND) LIMITED.

Employer J. Campbell Secretary.

X Guardian George Taylor

X Apprentice Edwin Taylor

Registered with: Secretary W. M. Rowall Area Council. Date 21.4.60

Secretary W. M. Rowall Trade Union. Date 27.4.60

Certified that the said Edwin Taylor has completed his apprenticeship.

HIRAM WALKER & SONS (SCOTLAND) LIMITED
Employer W. M. Rowall Date 27.10.1965 Secretary of Trade Union W. M. Rowall
Secretary.

* The Parent or Guardian of the Apprentice.