(*a*) Those which cover both the cases in which servants have been discharged, and the cases in which they have voluntarily left the employment[1].

(*b*) Those which deal only with the duty of employers to servants whom they have discharged[2].

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[1] A very comprehensive specimen of this class is the Employers and Employés Act, 1890, of Victoria (Australia), in which it is provided, under the penalties specified:

§§ 20, 21. That every servant shall receive at the termination of his service a certificate of discharge.

§ 22. That the servant shall produce the certificate on any new hiring.

§ 23. That a servant shall not be hired without the production of the certificate.

§ 24. That false certificates shall not be given.

Nearly two hundred years ago it was provided by the Irish statute, 2 Geo. 1, chap. 17, § 4, that "on the discharge or putting away of any servant from his or her service, or upon such servant's regularly leaving his or her service, the master or mistress of such servant shall give a certificate in writing under his or her hand, that such person who is therein named was his or her servant, and that he or she is discharged from the said service, and shall in the said discharge certify, if desired, or such master or mistress think fit, the behavior of such servant." This statute, however, seems to have remained virtually a dead letter for a century and a half, as the court stated in *Handley* v. *Moffatt* (1873) Ir. R. 7 C.L. 104, 21 W.R. 231, (see note 3, infra), that no action in which its provisions had been relied upon had been brought during that period.

[2] *Georgia.* By a statute passed in 1890 (Acts 1890-91, Vol. 1, p. 188) railroad, express, and telegraph companies were required to give to their discharged employés or agents the causes of their removal or discharge, when discharged or removed, and the amount of $5,000 was fixed as the penalty or damages for noncompliance with this requirement. In *Wallace* v. *Georgia &c. R. Co.* (1893) 94 Ga. 732, 22 S.E. 579, this act was declared unconstitutional. By the provision now in force (Code of 1895, § 1875) it is enacted that "any employer, after having discharged any employé, shall, upon written demand by such employé, furnish to him, within ten days from the application, a full statement in writing of the cause of his discharge, and that, if any employer shall refuse within ten days after demand to furnish such statement, it shall be ever after unlawful for him to furnish any statement of the cause of such discharge to any person or corporation, or in any way to blacklist or to prevent such discharged person from procuring employment elsewhere. The penalty of treble damages, to be recovered in a civil action, is imposed for a breach of this provision (§ 1874).

Indiana. The enactment in Horner's Ann. Stat. (1901) § 5206 r. 3 is in part similar to that in the second of the Georgia statutes. But it is also provided that the written cause of discharge, when furnished at the request of the discharged employé shall never be used as the cause for an action for slander or libel either civil or criminal against the employer.

Kansas. By Gen. Stat. Dassler (1901) §§ 2422-2423 employers of labour are required, upon the demand of a discharged employé, to furnish in writing the true cause or reason for the discharge. Any employer who violates the provisions of the Act is declared to be guilty of a misdemeanour, and also liable to the party injured for treble damages.