

## CHAPTER 178

## MASTER AND APPRENTICE

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**178.01 PURPOSES.** The purposes of this chapter are: to open to young people regardless of race, sex, creed, color or national origin, the opportunity to obtain training that will equip them for profitable employment and citizenship; to establish as a means to this end, a program of voluntary apprenticeship under approved apprentice agreements providing facilities for their training and guidance in the arts, skills, and crafts of industry and trade, with concurrent, supplementary instruction in related subjects; to promote employment opportunities under conditions providing adequate training and reasonable earnings; to relate the supply of skilled workers to employment demands; to establish standards for apprentice training; to establish an apprenticeship advisory council and apprenticeship committees to assist in effectuating the purposes of this chapter; to provide for a division of voluntary apprenticeship within the department of labor and industry; to provide for reports to the legislature regarding the status of apprentice training in the state; to establish a procedure for the determination of apprentice agreement controversies; and to accomplish related ends.

[1939 c 363 s 1; 1974 c 144 s 1] (4260-31)

**178.02 APPRENTICESHIP ADVISORY COUNCIL.** Subdivision 1. **Members.** The commissioner of labor and industry, hereinafter called the commissioner, shall appoint an apprenticeship advisory council, hereinafter referred to as the council, composed of three representatives each from employer and employee organizations, and two representatives of the general public. The state official who has been designated by the state board for vocational education as being in charge of trade and industrial education shall be an ex officio member of the council.

Subd. 2. **Terms.** The terms of office of the appointed members of the council first appointed by the commissioner shall expire as designated by the commissioner at the time of making the appointment: One representative each of employers, employees, and the public being appointed for one year, one representative each of employers, employees, and the public being appointed for two years, and one representative each of employers and employees being appointed for three years. Thereafter, members shall be appointed to serve for terms of three years or until their successors are appointed. Any member appointed by the commissioner to fill a vacancy occurring prior to the expiration of the term of his predecessor shall be appointed for the remainder of said term.

Subd. 3. **Compensation.** Each member of the council except the ex officio member shall receive \$35 for each day of his actual attendance at meetings of the council. Reimbursement for expenses incurred shall be made pursuant to the rules governing state employees. The council shall meet at least once each quarter. The number of meetings shall not exceed 12 per fiscal year.

Subd. 4. **Duties.** The council shall meet at the call of the commissioner. It shall propose occupational classifications for apprenticeship programs; propose minimum standards for apprenticeship programs and agreements; and advise on the establishment of such policies, procedures, and rules as the commissioner deems necessary in implementing the intent of chapter 178.

[1939 c 363 s 2; 1951 c 333 s 1; Ex1967 c 1 s 6; 1974 c 144 s 2] (4260-32)

**178.03 DIVISION OF VOLUNTARY APPRENTICESHIP.** Subdivision 1. **Establishment of division.** There is hereby established a division of voluntary apprenticeship in the department of labor and industry. This division shall be administered by a director, and be under the supervision of the commissioner of labor and industry, hereinafter referred to as the commissioner.

Subd. 2. **Director of voluntary apprenticeship.** The commissioner shall appoint a director of the division of voluntary apprenticeship, hereinafter referred to as the director, and may appoint and employ such clerical, technical, and professional help as is necessary to accomplish the purposes of this chapter. The director and division staff shall be appointed and shall serve in the classified service pursuant to civil service law, rules, and regulations.

Subd. 3. **Duties and functions.** The director, under the supervision of the commissioner, and with the advice of the apprenticeship advisory council, is authorized: to administer the provisions of this chapter; to promote apprenticeship and other forms of on the job training; to establish, in cooperation with the apprenticeship advisory council and with the apprenticeship committees, conditions and training standards for the approval of apprenticeship programs and agreements, which conditions and standards shall in no case be lower than those prescribed by this chapter; to promote equal employment opportunity in apprenticeship and other on the job training; to issue certificates of registration to sponsors of approved apprenticeship programs; to act as secretary of the apprenticeship advisory council; to approve, if in his opinion approval is for the best interest of the apprentice, any apprenticeship agreement which meets the standards established hereunder; to terminate any apprenticeship agreement in accordance with the provisions of such agreement; to keep a record of apprenticeship agreements and their disposition; to issue certificates of completion of apprenticeship; and to perform such other duties as the commissioner deems necessary to carry out the intent of this chapter; provided, that the administration and supervision of supplementary instruction in related subjects for apprentices; coordination of instruction on a concurrent basis with job experiences, and the selection and training of teachers and coordinators for such instruction shall be the function of state and local boards responsible for vocational education. The director shall have the authority to make wage determinations applicable to the graduated schedule of wages and journeyman wage rate for apprenticeship agreements, giving consideration to the existing wage rates prevailing throughout the state, except that no wage determination by the director shall alter an existing wage provision for apprentices or journeymen that is contained in a bargaining agreement in effect between an employer and an organization of employees, nor shall the director make any determination for the beginning rate for an apprentice that is below the wage minimum established by federal or state law.

[1939 c 363 s 3; Ex1967 c 1 s 6; 1974 c 144 s 3] (4260-33)

178.04 [Repealed, 1974 c 144 s 10]

**178.041 RULE MAKING POWER.** Subdivision 1. The commissioner may, upon receipt of the council's proposals, accept, adopt, and issue them by rule with any modifications or amendments he finds appropriate. He may refer them back to the council with his recommendations for further study, consideration and revision. He may also issue additional rules as he may deem necessary.

Subd. 2. Rules, modifications, amendments, and repeals thereof which may be issued by the commissioner under this section shall be adopted in accordance with chapter 15 and shall have the force and effect of law.

[1974 c 144 s 4]

**178.05 APPRENTICESHIP COMMITTEES AND PROGRAMS.** Subdivision 1. **Establishment of committees.** Apprenticeship committees may be established by the director to supervise the operation of apprenticeship programs. Establishment of a committee may be considered justified if either of the following conditions are met:

(a) When the employers and employees in a trade or trades are parties to a collective bargaining agreement requiring joint participation in program operation; or

(b) When five or more apprentices are enrolled under a program.

Subd. 2. **Members.** (a) The total number of members on a committee may range from four to eight.

(b) In joint participation there shall be equal representation of employers and employees.

(c) Members shall be selected by the group or groups they represent subject to approval by the director.

(d) A committee may have as one of its employee representatives, an active apprentice of record, provided that he or she has completed a minimum of 6,000 hours of an apprenticeship term or has entered the fourth year of the term.

**Subd. 3. Programs.** (a) A program operating under the supervision of a committee shall, in its standards, include the procedures to be followed in the administration of the program which in no case shall be inconsistent with the provisions of chapter 178, and such rules as may be promulgated by the department under the authority of chapter 178.

(b) Every apprenticeship program operating under a committee shall, in its standards, provide for a tie breaking procedure should the committee, by its voting, find itself unable to reach a majority decision on any matter relative to the committee's supervision and operation of the program.

(c) When a committee is not established by the director, the operation of the program shall be according to the terms and conditions of the apprenticeship agreement as subscribed to by the named contracting parties and approved by the director.

[1939 c 363 s 5; 1974 c 144 s 5] (4260-35)

**178.06 APPRENTICE.** The term "apprentice," as used herein, means a person at least 16 years of age who has entered into a written agreement, hereinafter called an apprentice agreement, with a committee, an employer, an association of employers, or an organization of employees, which apprentice agreement provides for not less than 4,000 hours or two years of reasonably continuous employment for such person and for his participation in an approved program of training through employment and through concurrent, supplementary education in related subjects. Whenever a minimum age exceeding 16 years is prescribed by federal or state law to apply to workers in certain hazardous occupations, the minimum age so prescribed shall be applicable to apprentices.

[1939 c 363 s 6; 1974 c 144 s 6] (4260-36)

**178.07 APPRENTICE AGREEMENTS.** Every apprentice agreement entered into under this chapter shall contain:

- (1) The names of the contracting parties;
- (2) The date of birth, and information as to the race and sex of the apprentice;
- (3) A statement of the trade, craft, or business which the apprentice is to be taught, and the time at which the apprenticeship will begin and end;
- (4) A statement showing the number of hours to be spent by the apprentice in work and the number of hours to be spent in concurrent, supplementary instruction in related subjects, which instruction shall be not less than 144 hours during each year of the apprenticeship term. The maximum number of hours of work per week not including time spent in related and supplemental instruction for any apprentice shall not exceed either the number prescribed by law or the customary regular number of hours per week for the employees of the company by which the apprentice is employed. An apprentice may be allowed to work overtime provided that the overtime work does not conflict with his or her supplementary instruction course attendance. All time in excess of the number of hours of work per week as specified in the apprenticeship agreement shall be considered overtime. For overtime, the apprentice's rate of pay shall be increased by the same percentage as the journeyman's rate of pay for overtime is increased in the same industry or establishment;
- (5) A statement setting forth a schedule of the processes in the trade or industry divisions in which the apprentice is to be taught and the approximate time to be spent at each process;
- (6) A statement of the graduated scale of wages to be paid the apprentice and whether the required school time shall be compensated;
- (7) A statement providing for a period of probation of not more than 500 hours of employment and instruction extending over not more than four months, during which time the apprentice agreement shall be terminated by the director upon written request of either party, and providing that after such probationary period the apprentice agreement may be terminated by the director by mutual agreement of all parties thereto, or terminated by the director for good and sufficient reason;
- (8) A provision that controversies or differences concerning the terms of the apprentice agreement which cannot be resolved by the parties thereto, or which are not covered by a collective bargaining agreement, may be submitted to the director for determination as provided for in section 178.09;
- (9) A provision that an employer who is unable to fulfill his obligation under the apprentice agreement may, with the approval of the director, transfer such contract to any other employer, provided that the apprentice consents and that

such other employer agrees to assume the obligations of the apprentice agreement; and

(10) Such additional terms and conditions as may be prescribed or approved by the director not inconsistent with the provisions of this chapter.

[1939 c 363 s 7; 1941 c 85; 1974 c 144 s 7] (4260-37)

**178.08 DIRECTOR TO APPROVE APPRENTICE AGREEMENTS.** Every apprentice agreement is subject to approval by the director and shall be signed by the committee, the employer, an association of employers, or an organization of employees, and by the apprentice, and if the apprentice is a minor, by a parent or legal guardian. When a minor enters into an apprentice agreement under this chapter for a period of training extending into his majority the apprentice agreement shall likewise be binding for such a period as may be covered during the apprentice's majority.

[1939 c 363 s 8; 1974 c 144 s 8] (4260-38)

**178.09 INVESTIGATIONS BY DIRECTOR.** Subdivision 1. **Complaint.** Upon the complaint of any interested person or upon his own initiative the director may investigate to determine if there has been a violation of the terms of an apprentice agreement made under this chapter. He may conduct such proceedings as are necessary for that investigation and determination. All such proceedings shall be on a fair and impartial basis and shall be conducted according to rules promulgated under section 178.041.

Subd. 2. **Determination; appeal.** The determination of the director shall be filed with the commissioner and written notice shall be served on all parties affected thereby. Any person aggrieved by any determination or action of the director may appeal to the commissioner. If no appeal is filed with the commissioner within ten days of the date of service, the director's determination shall become the order of the commissioner. If an appeal is filed, the commissioner shall appoint and convene a hearing board to be composed of three members of the council, one member being a representative of an employer organization, one representative being a member of an employee organization, and one member representing the general public. Such board shall hold a hearing on the appeal after due notice to the interested parties and shall submit to the commissioner findings of fact and a recommended decision accompanied by a memorandum of the reasons therefor. Within 30 days after submission, the commissioner may adopt as his own the recommended decision of the board, or disregard the recommended decision of the board and prepare his own decision based on the findings of fact and accompanied by his memorandum of reasons for that decision. Written notice of the commissioner's determination and order shall be served on all parties affected thereby. Any person aggrieved or affected by any determination or order of the commissioner may appeal therefrom to the district court having jurisdiction at any time within 30 days after the date of such order by service of a written notice of appeal on the commissioner. Upon service of the notice of appeal, the commissioner, shall file with the clerk of the district court to which the appeal is taken a certified copy of the order appealed from, together with findings of fact on which it is based. The person serving a notice of appeal shall within five days after the service thereof file it, with proof of service, with the clerk of the court to which the appeal is taken; and thereupon the district court shall have jurisdiction over the appeal and it shall be entered in the records of the district court and tried de novo according to the applicable rules. Any person aggrieved or affected by any determination, order, or decision of the district court may appeal to the supreme court.

[1939 c 363 s 9; Ex1967 c 1 s 6; 1974 c 144 s 9] (4260-39)

**178.10 LIMITATION.** The provisions of this chapter shall have no application to those infants who are apprenticed by the Minnesota Corrections Authority pursuant to sections 242.43 and 242.44.

[1939 c 363 s 11; 1965 c 51 s 36; 1973 c 654 s 15] (4260-41)