

Sec. 31-51d-2. Apprenticeship definitions

- (a) “Commissioner” means the Commissioner of Labor for the State of Connecticut.
- (b) “Department” means the Connecticut Labor Department, Office of Job Training and Skill Development which is the registration agency for all programs.
- (c) “Director” means the administrator of the Office of Job Training and Skill Development.
- (d) “Council” means the Connecticut State Apprenticeship Council which recommends policy concerning apprenticeship to the Commissioner.
- (e) “Apprentice” means a person employed with a sponsor receiving skill training under a written agreement which provides specific terms of apprenticeship and employment including but not limited to wage progression; specific hours of job training processes; hours and courses of school instruction which satisfactory completion thereof provides recognition as a qualified professional, technical, craft or trade worker.
- (f) “Pre-apprentice” means a person, student or minor employed under a written agreement with an apprenticeship program sponsor for a term of training and employment not exceeding 2,000 hours or 24 months. During this period pre-apprentices may be paid less than the apprentice starting rate but not less than the minimum wage.
- (g) “Trainee” means a person employed with a sponsor receiving on the job training under a written agreement which provides for specific terms of employment and training including but not limited to wage progression; specific hours of job training processes; hours and courses of school instruction which satisfactory completion thereof provides recognition of attaining a specific occupational objective which is not recognized as a full craft skill. All requirements of this regulations pertaining to apprentices and apprenticeship programs apply to trainees and training programs.
- (h) “Journeyman” means any person who has completed an apprenticeship or is recognized/classified as a skilled person and possesses a valid journeyman card of occupational license when required.
- (i) “Apprentice Agreement” means a written agreement entered into by an apprentice or, in case of a minor 16 and 17 years of age only, on his behalf by his parent or guardian with an employer or with an association of employees and an organization of employers acting as a joint apprenticeship committee which agreement provides for not less than (2) two thousand hours of work experience in approved trade training consistent with recognized requirements established by industry or joint labor-industry practice and for the number of hours of related and supplemental instructions prescribed by the Council or which agreement meets requirements of the federal government for on the job training schedules which are essential in the opinion of the Labor Commissioner for the development of man power in Connecticut industries.
- (j) “Apprenticeship Program” shall mean a plan containing all terms and training of apprentices including such matters as the requirements for a written agreement.
- (k) “Sponsor” shall mean any duly established firm, association, committee, organization or corporation permanently located within the State of Connecticut with recognized capability to operate an apprenticeship program and in whose name the program is approved and registered.
- (l) “Employer” shall mean any establishment which is party to an apprenticeship program

employing an apprentice whether or not such establishment is a party to an apprenticeship agreement with the apprentice.

(m) “Apprenticeship Committee” means those persons designated by the sponsor to act for it in the administration of the program. A committee may be “joint” i.e. it is composed of an equal number of representatives of the employer(s) and of the employees represented by a bona fide collective bargaining agent(s) and has been established to conduct, operate, or administer an apprenticeship program and enter into apprenticeship agreements with apprentices. A committee may be “unilateral” or “non-joint” and shall mean a program sponsor in which a bona fide collective bargaining agent is nonexistent or has waived participation.

(n) “Related Instruction” means an organized and systematic form of instruction designed to provide the apprentice with knowledge of the theoretical and technical subjects related to his/her trade.

(o) “Registration of an apprentice program” means the acceptance and recording of such a program by the department as meeting the basic standards and requirements of the Commissioner for approval of such program where required for federal and state purpose. Approval is evidenced by formal notice in writing from the Office of the Commissioner.

(p) “Registration of an apprentice” means the acceptance and recording of a duly executed apprenticeship agreement by the Commissioner as evidence of participation in a particular bona fide registered apprenticeship program as required for state or federal purposes.

(q) “Bona fide apprentice” means an apprentice training and registered under standards recognized by the Secretary of Labor or a state apprenticeship agency.

(Effective January 22, 1980)