

MAINE STATE LEGISLATURE

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Maine
REVISED STATUTES
1964

*Prepared Under the Supervision
of the
Committee on Revision of Statutes*

Being the Tenth Revision of the
Revised Statutes of the State
of Maine, 1964

Volume 5
Titles 26 to 32



Boston, Mass.
Boston Law Book Co.

Orford, N. H.
Equity Publishing Corporation

St. Paul, Minn.
West Publishing Co.

Text of Revised Statutes

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CHAPTER 11

APPRENTICESHIP

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§ 1001. Definitions

When used in this chapter:

1. Apprentice. “Apprentice” shall mean a person at least 16 years of age, employed under a written agreement to work at and learn a specific trade.

2. Apprentice agreement. “Apprentice agreement” shall mean a written agreement entered into by an apprentice or organization of employees with an employer or with an association of employers or organizations of employees, which agreement provides for not less than 4,000 hours of reasonably continuous employment for the apprentice, for his participation in a definite sequency of job training, and for such related and supplemental instruction as may be deemed necessary to qualify as a journeyman in the particular trade effected.

1963, c. 72, § 1.

3. Council. “Council” shall mean the State Apprenticeship Council.

R.S.1954, c. 30, § 148; 1963, c. 72, § 1.

§ 1002. State Apprenticeship Council

The State Apprenticeship Council, as heretofore established, shall be composed of 11 members to be appointed by the Governor and made up as follows: 4 members shall be representatives of employees, and shall be bona fide members of a recognized major labor organization; 4 members shall be representatives of employers, and shall be bona fide employers or authorized representatives of bona fide employers; and 3 members shall be representatives of the public and shall be selected from neither in-

dustrial employers nor employees, nor shall they be directly concerned with any particular industrial employer or employee. The appointments shall be made so that the term of one member of each group shall expire each year. Each member shall hold office until his successor is appointed and qualified, and any vacancy shall be filled by appointment for the unexpired portion of the term. The chairman and secretary of the council shall be named by the members of the council, the chairman coming from the group which represents the public. The Director of Vocational Education, the Commissioner of Labor and Industry and the Chairman of the Maine Employment Security Commission shall be ex officio members of the council without vote. The members of the council shall receive no reimbursement for their services, but shall be reimbursed for travel at the same mileage rate and on the same basis as regular state employees and shall receive reimbursement for subsistence necessarily incurred in the performance of their duties.

The budget request of the council shall be incorporated in the overall budget of the Department of Labor and Industry, and the commissioner shall be responsible for the disbursement of these funds according to council policy. The commissioner shall be responsible for the selection and supervision of all personnel who may be employed by the council.

The council shall:

1. **Establish standards.** Establish standards, through joint action of employers and employees, and assist in the development of apprenticeship programs in conformity with this chapter and generally encourage and promote the establishment of apprenticeship programs.
2. **Registration.** Register or terminate or cancel the registration of apprenticeship programs and apprenticeship agreements.
3. **Certificates of completion.** Issue such certificates of completion of apprenticeship as shall be authorized by the council to apprentices who have been certified by a joint apprenticeship committee or employer as satisfactorily completing their training.
4. **Records.** Keep a record of apprenticeship programs and apprentice agreements.
5. **Cooperate with others.** Cooperate with the State Department of Education and the local school authorities in the organization and establishment of classes of related and supple-

mental instruction for apprentices employed under approved agreements.

6. Rules and regulations. Issue such rules and regulations as may be necessary to carry out the intent and purpose of this chapter.

7. Reports. Make a report to the Governor of its activities and the results thereof, which report shall be incorporated in the biennial report of the Commissioner of Labor and Industry.

1963, c. 72, § 2.

Meetings of the council shall be held quarterly and as often as is necessary in the opinion of the majority of the council. The chairman shall designate the time and place of the meetings and the secretary shall notify all council members at least one week in advance of each meeting. A majority of the membership of the council shall constitute a quorum, provided that each group has at least one representative present.

R.S.1954, c. 30, § 149; 1963, c. 72, § 2.

§ 1003. Apprenticeship agreements

For the purpose of this chapter an apprenticeship agreement is:

1. Individual. An individual written agreement between an employer and an apprentice; or

2. Organizations. A written agreement between an employer, or an association of employers, and an organization of employees describing conditions of employment for apprentices.

All such agreements shall conform to the basic standards and other provisions of this chapter and shall be approved by and registered with the council.

R.S.1954, c. 30, § 150.

§ 1004. —Standards for

Standards for apprenticeship agreements shall contain the following:

1. Trade or craft taught. A statement of the trade or craft to be taught and the required hours for completion of apprenticeship which shall be not less than 4,000 hours of reasonably continuous employment;

2. Processes. A statement of the major work processes in the trade or craft in which the apprentice is to be taught and the approximate amount of time to be spent at each process;

1963, c. 72, § 3.

3. Hours. A statement of educational subjects to be studied and mastered. Where formal classroom instruction can be established by the State Department of Education a statement that such classes shall operate at least 144 hours per year;

1963, c. 72, § 3.

4. Age. A statement that the apprentices shall be not less than 16 years of age;

5. Wages. A statement of the progressively increasing scale of wages to be paid the apprentice;

6. Probation. Provision for a period of probation during which the Apprenticeship Council shall be directed to terminate the apprenticeship agreement at the request in writing of any party thereto. After the probationary period, the Apprenticeship Council shall be empowered to terminate the registration of an apprentice upon agreement of the parties;

7. Services of Apprenticeship Council. Provision that the services of the Apprenticeship Council may be utilized for consultation regarding the settlement of differences arising out of the apprenticeship agreement, where such differences cannot be adjudged locally or in accordance with the established trade procedure;

8. Transfer of obligation of employer. Provision that if an employer is unable to fulfill his obligation under the apprenticeship agreement he may transfer such obligation to another employer;

9. No discrimination. Provision that there will be no discrimination in employment of apprentices under the program because of sex, race, creed or color;

1963, c. 72, § 3.

10. Additional standards. Such additional standards as may be prescribed in accordance with this chapter.

R.S.1954, c. 30, § 151; 1963, c. 72, § 3.

§ 1005. Related and supplemental instruction

Related and supplemental instruction for apprentices, coordination of instruction with work experiences and the selection

of teachers and coordinators for such instructions shall be the responsibility of the state and local boards of education. The State Department of Education shall be responsible and make provision, subject to the department's decision on the allotment of its funds, for related and supplemental instruction for apprentices as may be employed under apprenticeship programs registered and approved by the council.

R.S.1954, c. 30, § 152.

§ 1006. Local, regional and state joint apprenticeship committees

Local and state joint apprenticeship committees may be approved, in any trade or group of trades, in cities, regions of the state or trade areas, by the council, whenever the apprentice training needs of such trade or group of trades or such regions justify such establishment. Such local, regional or state joint apprenticeship committees shall be composed of an equal number of employer and employee representatives selected by the respective local or state employer and employee organizations in such trade or groups of trades; and such advisory members representing local boards or other agencies as may be deemed advisable. In a trade or groups of trades in which there is no bona fide employer or employee organization, a joint committee may be composed of persons known to represent the interests of employers and of employees respectively, or a state joint apprenticeship committee may be approved as the joint committee in such trade or group of trades. Subject to the review of the council and in accordance with the standards established by the council, such committees may devise standards for apprenticeship agreements and give such aid as may be necessary in their operation in their respective trades and localities.

R.S.1954, c. 30, § 153.

§ 1007. Voluntary acceptance of provisions

Nothing in this chapter, or in any apprenticeship agreement approved under this chapter, shall operate to invalidate any apprenticeship provision in any collective bargaining agreement between employers and employees setting up higher apprenticeship standards. None of the terms or provisions of this chapter shall apply to any person, firm, corporation or craft unless and until such person, firm, corporation or craft voluntarily elects that the terms and provisions of said chapter shall apply.

R.S.1954, c. 30, § 154.