

## Chapter H 13

## APPRENTICESHIPS IN COSMETOLOGY

H 13.01	Procedure	H 13.04	Beauty salon ownership
H 13.02	Theory instruction	H 13.05	Responsibility of employer
H 13.03	Hours and wages		

**H 13.01 Procedure.** Each applicant must follow the regulation procedure in signing up to work as an indentured apprentice in a beauty salon.

**H 13.02 Theory instruction.** (1) It shall be necessary for the apprentices, except in cities of the first class (Milwaukee) to attend a vocational school one-half day a week where instruction in the theory of cosmetology is available by a teacher who holds a Wisconsin manager's license. The supervised home study course of the state board of vocational and adult education as well as the two years of training must be completed prior to taking the operator's examination.

(2) In cities of the first class, the apprentices must attend the (Milwaukee) vocational school one-half day a week and must complete 288 hours of training at the vocational school combined with the two years of training in the beauty salon before taking the operator's examination.

**H 13.03 Hours and wages.** A record of hours worked and wages paid the apprentice must be kept and be available to the inspection force of the cosmetology division and the industrial commission. Each manager must return the apprentice permit and send in a report of the hours acquired by any apprentice if she discontinues. At the time of completion, the manager is to send in a signed statement of completion of two years of training for the apprentice.

**H 13.04 Beauty salon ownership.** An apprentice cannot own or have any financial interest in a salon in which she works. When a salon owner places the ownership of her salon in the name of a relative or friend in order to become an apprentice, it is obvious subterfuge and is not approved. Apprentices must practice at least two years under the personal supervision of a licensed manager and cannot be the owner, manager, director, lessee, or have any financial interest in a salon in which she is employed. The board finds that the intent and purpose of the law are violated by the practice of a person serving an apprenticeship in a salon owned by a close relative by blood or marriage with a manager in charge who is an employe of such relative. In the past frequently the investment was actually made by the proposed apprentice but title was taken in the name of the relative for the express purpose of evading the provisions of section 159.12 (2), Wis. Stats. In any event the training given by the manager who was employed by a close relative of the apprentice was usually unsatisfactory. Therefore no apprentice permit will be issued by the board where the proposed apprentice is the owner, manager, director, lessee, or has any financial interest in the salon wherein the appren-

ticeship is to be served or is closely related by blood or marriage to such owner, lessee, or person having such financial interest. Persons closely related include the following: husband, wife, father, mother, brother, sister, or child of the apprentice or his spouse. Provided, that if such relative is a licensed managing cosmetologist in active charge of the salon, this rule shall not apply.

**H 13.05 Responsibility of employer.** The employer must be willing to devote sufficient time to teach the apprentice all branches of cosmetology as defined by law and as commonly practiced in a beauty salon. The employer is wholly responsible for both theory and practical training even though assistance is given by the state board of vocational and adult education.