

Filed Dec 31, 1956  
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IND 85.01-100

STATE OF WISCONSIN )  
DEPT. OF INDUSTRIAL COMMISSION ) SS.

TO ALL TO WHOM THESE PRESENTS SHALL COME, GREETINGS:

I, Helen E. Gill, Secretary of the Industrial Commission of Wisconsin, and custodian of the official records of said commission, do hereby certify that the attached copies of rules Ind 85.01 to Ind 85.09 inclusive, relative to Apprenticeship were adopted by the Industrial Commission on December 27, 1956, and will become effective the first day of the month following publication in the Wisconsin Administrative Code.

I further certify that said copy has been compared by me with the original on file in this commission, and that same is a true and exact copy thereof.

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed the official seal of the department at the Capitol in the City of Madison, this 3rd day of January, A. D., 1957.

  
Secretary

## CHAPTER 85

### APPRENTICESHIP

Ind 85.01. STANDARDS. (1) The Industrial Commission may, in its discretion, adopt state-wide or area apprenticeship standards covering minimum training requirements, procedure in processing indentures, qualification of applicant employers and apprentices, functions of joint apprenticeship committees, and such other matters as constitute an apprenticeship program in a particular trade.

(2) The Commission may, in its discretion, recognize but will not be a party to agreements as to apprenticeship standards or similar understandings when such standards in their entirety are part of a bargaining agreement between the management and its employes.

(3) In trades for which no uniform apprenticeship courses or schedules of training have been adopted by the Industrial Commission, the employer may execute a special agreement with the apprentice, subject to the approval of the Industrial Commission. A segment of a trade will not be recognized as apprenticeable.

Ind 85.02. JOINT COMMITTEES. (1) The function of joint apprenticeship committees is to act in an advisory capacity to the Industrial Commission and to be parties to indentures as provided in sub-section (51)(a) of the apprenticeship law. Equal employer-employee representation is a requirement. Candidates for membership are nominated by the organizations which the members are to represent. To be recognized as a joint apprenticeship committee advisory to the Industrial Commission, each individual member shall be officially so designated by the chairman of the Commission. The geographical jurisdictional area of each such joint apprenticeship committee shall be determined by the Industrial Commission.

(2) This rule does not apply to shop or plant sponsored apprenticeship programs or to joint apprenticeship committees created under the terms of a bargaining agreement between the management and its employes.

Ind 85.03. APPLICATION FORMS. Where the Industrial Commission requires application forms to be filled out by applicant employers and apprentices, the forms shall be such as are approved by the Industrial Commission. The original application, when completed as required in this rule, shall be filed with the Industrial Commission.

Ind 85.04. APPRENTICE WAGES. (1) An apprentice wage scale is deemed adequate when, during the term of training, it averages 50 to 60% of the current journeyman

rate. The indenture should provide for a graduated scale progressing in periods as approved by the Commission.

(2) In determining the journeyman or skilled wage rate, the following formula governs: In trades in which it is common practice to bargain collectively on a community-wide or area-wide basis, the prevailing journeyman wage is that rate received by a greater number of journeymen in the same trade and community than any other rate. The Commission will not normally approve a skilled rate for apprenticeship purposes more than 20% below the journeyman rate prevailing in the area. In controversial cases, growing out of the fact that the committee's jurisdictional area is so great as to extend into communities in which application of this policy proves impracticable, the Commission reserves the right to make exceptions.

(3) In other trades or trade groups in which collective bargaining is on the basis of an individual plant or establishment, the skilled rate is that rate specified in the bargaining agreement. In establishments not covered by bargaining agreement, the skilled rate is that rate paid the greatest number of competent journeyman mechanics in like establishments in the community, or such other rate as may be deemed adequate by the Industrial Commission.

Ind 85.05. PROCEDURE IN PROCESSING INDENTURES WHERE THERE ARE LOCAL OR AREA JOINT APPRENTICESHIP COMMITTEES. In trades and communities having active local or area joint apprenticeship committees recognized by the Industrial Commission, a copy of the application for approval of indentures will be referred to such committees by the Industrial Commission for recommendation. The Commission will expect applicants to appear personally before committees if and when requested to do so by the committee. If no recommendation is received by the Commission from the committee within 40 days after receipt of application by the committee, the Commission will act on the application without committee recommendation. This time limit may be extended by the Industrial Commission on showing of good cause. Joint apprenticeship committee recommendations on individual applications shall be subject to review and revision by the Commission in the event applicants are dissatisfied with committee action.

Ind 85.06. EFFECT OF BARGAINING AGREEMENTS. Where conditions of employment of apprentices are stipulated by collective bargaining agreement, the Industrial Commission will be guided by the terms of such agreement provided such terms are not in conflict with the apprenticeship law or Industrial Commission apprenticeship rules.

Ind 85.07. WATCHMAKING. (1) The term of apprenticeship in watchmaking shall be four years. A four year term is defined as no fewer than 1900 hours per year with a minimum total of 7,600 hours. The term of training may be extended one year in the event the apprentice fails to secure a watchmaker's certificate from the Wisconsin Board of Examiners in Watchmaking after completion of four years' training. Upon completion of four years' training and provided further a watch-

maker's certificate has been secured, an Industrial Commission certificate of journeymanship shall be issued.

(2) The equivalent of 400 hours of instruction related to watchmaking is a requirement where such instruction is available.

Ind 25.08. THE INDENTURE. (1) All apprenticeship indentures shall be made upon the blank forms provided by the Industrial Commission.

(2) No indenture shall be considered in force unless it has had the approval of the Industrial Commission.

(3) Proof of age must be furnished the Industrial Commission in all cases involving minors between the ages of 16 and 18 years before approval of indenture will be given.

(4) The indenture shall state the extent of the probationary period in hours if possible but in no case shall it exceed six calendar months. The probationary period shall constitute part of the apprenticeship period. During the probationary period apprenticeship agreements are voidable by either party upon written notice to the Industrial Commission.

(5) The Industrial Commission may give such time credit on the term of apprenticeship as the character of previous practical experience may warrant, which time credit shall be stated in the indenture or an amendment thereto.

(6) Upon the completion, interruption or proposed termination of any apprenticeship indenture the employer shall notify the Industrial Commission immediately stating the reasons therefor.

(7) Minors indentured under provisions of Chapter 106 shall not be subject to the law relating to prohibited employments for minors, insofar as such minors at the time of injury, are performing service within the provisions of contracts of apprentice indenture approved by the Industrial Commission.

(8) The terms of an existing indenture may be modified with the consent of the parties or upon showing of good cause by either party and approval of the Industrial Commission.

Ind 25.09. MANUAL. The apprenticeship division of the Industrial Commission shall keep on record and make available to all interested persons the apprenticeship manual as approved by the Industrial Commission on July 17, 1956, or as thereafter amended.