

CHAPTER 231.

[H. B. 473.]

APPRENTICESHIP.

AN ACT providing for a system of apprenticeship whereby voluntarily made agreements of apprenticeship would be encouraged; establishing standards for such agreements; creating an Apprenticeship Council and a Director of Apprenticeship and defining their duties and the duties of the Commissioner of the Department of Labor and Industries as related to the apprenticeship program.

Be it enacted by the Legislature of the State of Washington:

Council
appointed by
Dept. of
L. & I.

Composition.

Terms of
office.

Ex officio
members.

Compensa-
tion and
expenses.

SECTION 1. Apprenticeship Council. The Commissioner of the Department of Labor and Industries shall appoint an Apprenticeship Council, composed of three representatives each from employer and employee organizations, respectively. The terms of office of the members of the Apprenticeship Council first appointed by the Commissioner of the Department of Labor and Industries shall be as follows: One representative each of employers and employees shall be appointed for one year, two years, and three years, respectively. Thereafter, each member shall be appointed for a term of three years. Each member shall hold office until his successor is appointed and has qualified and any vacancy shall be filled by appointment for the unexpired portion of the term. The state official who has been designated by the State Board for Vocational Education as being in charge of trade and industrial education and the state official who has immediate charge of the state public employment service shall ex officio be members of said council, without vote. Each member of the Council, not otherwise compensated by public moneys, shall be reimbursed for transportation and expenses and shall be paid not more than five dollars (\$5) for each day spent in attendance at meetings of the Council. The Apprenticeship Council with the consent of

employee and employer groups shall: (1) establish standards for apprenticeship agreements in conformity with the provisions of this act; (2) issue such rules and regulations as may be necessary to carry out the intent and purposes of this act; and (3) perform such other duties as are hereinafter imposed. Not less than once a year the Apprenticeship Council shall make a report through the Commissioner of the Department of Labor and Industries on November 1, of its activities and findings to the Legislature which shall be made available to the public.

Duties of Council.

SEC. 2. Director of Apprenticeship and other personnel. Subject to the confirmation of the State Apprenticeship Council by a majority vote, the Commissioner of the Department of Labor and Industries shall appoint a Director of Apprenticeship whose salary shall be four thousand two hundred dollars (\$4200) per year. Under the supervision of the Commissioner of the Department of Labor and Industries and with the advice and guidance of the Apprenticeship Council, the Director shall: (1) encourage and promote the making of apprenticeship agreements conforming to the standards established by or in accordance with this act, and in harmony with the policies of the United States Department of Labor; (2) act as Secretary of the Apprenticeship Council and of state joint apprenticeship committees; (3) when so authorized by the Apprenticeship Council, register such apprenticeship agreements as are in the best interests of the apprentice and conform to the standards established by or in accordance with this act; (4) keep a record of apprenticeship agreements and upon performance thereof issue certificates of completion of apprenticeship; (5) terminate or cancel any apprenticeship agreements in accordance with the provisions of such agreements; and who (6) may act to bring about the settlement of differences arising out

Appointment of Director.

Salary.

Duties.

of the apprenticeship agreement where such differences cannot be adjusted locally or in accordance with the established trade procedure.

Duties of vocational board.

Related and supplemental instruction for apprentices, coordination of instruction with job experiences, and the selection and training of teachers and coordinators for such instruction shall be the responsibility of the State Board for Vocational Education and its local recognized agencies for vocational education. The Commissioner of the Department of Labor and Industries is authorized to appoint such other personnel as may be necessary to aid the Apprenticeship Council and the Director of Apprenticeship in the execution of their functions under this act.

Other personnel.

Joint committees.

SEC. 3. Local and state joint apprenticeship committees. Local and state joint apprenticeship committees may be approved, in any trade or group of trades, in cities or trade areas, by the Apprenticeship Council, whenever the apprentice training needs of such trade or group of trades justifies such establishment. Such local or state joint apprenticeship committees shall be composed of an equal number of employer and employee representatives chosen from names submitted by the respective local or state employer and employee organizations in such trade or group of trades. In a trade or group of trades in which there is no bona fide employer or employee organization, the joint committee shall be composed of persons known to represent the interests of employer and of employees respectively, or a state joint apprenticeship committee may be approved as, or the Council may act itself 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 this act and by the Council, such committees shall devise standards for apprenticeship agreements and give such aid as

Composition.

Duties.

may be necessary in their operation, in their respective trades and localities.

SEC. 4. Standards for apprenticeship agreements. Standards for apprenticeship agreements are as follows:

Standards for
agreements.

(1) A statement of the trade or craft to be taught and the required hours for completion of apprenticeship which shall be not less than four thousand (4000) hours of reasonably continuous employment.

(2) A statement of the processes in the trade or craft divisions in which the apprentice is to be taught and the approximate amount of time to be spent at each process.

(3) A statement of the number of hours to be spent by the apprentice in work and the number of hours to be spent in related and supplemental instruction which instruction shall be not less than one hundred forty-four (144) hours per year.

(4) A statement of the age of the apprentice which may not be less than sixteen years of age.

(5) A statement of the progressively increasing scale of wages to be paid the apprentice.

(6) Provision for a period of probation during which the Apprenticeship Council or the Director of Apprenticeship may terminate an apprenticeship agreement at the request in writing of any party thereto. After the probationary period the Apprenticeship Council, or the Director of Apprenticeship, under a procedure approved by the Council, shall be empowered to terminate the apprenticeship agreement in accordance with the provisions of such agreement.

(7) Provision that the services of the Director and the Apprenticeship Council may be utilized for consultation regarding the settlement of differences arising out of the apprenticeship agreement where such differences cannot be adjusted locally or in accordance with the established trade procedure.

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

(9) Such additional standards as may be prescribed in accordance with the provisions of this act.

Agreements.

SEC. 5. Apprenticeship agreements. For the purposes of this act an apprenticeship agreement is:

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(1) An individual written agreement between an employer and apprentice, or (2) a written agreement between an employer, or an association of employers, and an organization of employees describing conditions of employment for apprentices, or (3) a written statement describing conditions of employment for apprentices in a plant where there is no bona fide employee organization.

All such agreements shall conform to the basic standards and other provisions of this act.

Voluntary election.

SEC. 6. Limitation. The provisions of this act shall apply to a person, firm, corporation or craft only after such person, firm, corporation or craft has voluntarily elected to conform with its provisions.

Appropriation.

SEC. 7. Appropriation. Necessary appropriation should be made in accordance with state budgetary practices.

Partial invalidity.

SEC. 8. Separability. If any provision of this act, or the application thereof to any person or circumstances, is held invalid, the remainder of the act, and the application of such provision to other persons and circumstances, shall not be affected thereby.

Passed the House March 5, 1941.

Passed the Senate March 11, 1941.

Approved by the Governor March 25, 1941.