

LEARNERS AND APPRENTICES

Section 14 of the Fair Labor Standards Act of 1938 provides that the Administrator may issue exemption certificates for "learners" and "apprentices". Regulations regarding these two groups have been issued as Part 522 and Part 521 respectively, of the regulations of the Wage and Hour Division. Part 521 gives an exact definition of apprentices. The precise definition of learners and regulations governing their employment will be formulated after public hearings in each industry affected. Until that time no action can be taken on applications for exemptions of individual learners.

In a general way it may be said that learners are employees inexperienced in an occupation requiring a substantial learning period before the work thereof can be performed with proficiency. Apprentices are persons, over the age of 16, who are covered by an approved written apprenticeship agreement that fulfills the conditions set up in Section 521.1 of the regulations. No other inexperienced or partially experienced person will be considered an apprentice for the purposes of the Act. No application for an exemption for an apprentice should be filed unless all the definite conditions of Section 521.1 can be met.