



New Contract – to be accompanied by Form 1

Change of Employer

Social Insurance Number _____

This contract dated _____, _____ made
(date) (year)

Between

Apprentice’s Name (hereinafter called “Apprentice”)

Currently of _____
Address City/Town Postal Code

- and -

Employer’s Name (hereinafter called “Employer”)

Currently of _____
Address City/Town Postal Code

pursuant to *The Apprenticeship and Trade Certification Act, 1999* witnesses that the Apprentice and the Employer agree as follows:

1. **In this Contract:**
 - (a) “Act” means *The Apprenticeship and Trade Certification Act, 1999*;
 - (b) “Commission” means the Saskatchewan Apprenticeship and Trade Certification Commission over which the Minister responsible for the administration of the Act resides;
 - (c) “general regulations” means *The Apprenticeship and Trade Certification Regulations, 2003*;
 - (d) “trade means the _____ trade; and
 - (e) “trade regulations” means *The Apprenticeship and Trade Certification Commission Regulations* applicable to the trade mentioned in clause (c).
2. The Employer agrees to accept the Apprentice as his/her Apprentice, and the Apprentice agrees to serve the Employer as his/her Apprentice for the term of this contract set forth in section 3.
3.
 - (a) The term of this contract is the period, commencing on the date on which this contract is registered by the Commission, required by the Apprentice to complete the apprenticeship program in the trade.
 - (b) The apprenticeship program in the trade is not considered complete until the Apprentice has passed the journeyman trade examination in the trade.
4. **The Employer agrees:**
 - (a) to provide adequate training for the Apprentice in all branches of the trade insofar as the facilities and scope of his/her business permits; and
 - (b) to permit the Apprentice to attend technical training and to write examinations as prescribed by the Commission.
5. **The Apprentice agrees:**
 - (a) to serve his/her Employer faithfully, honestly and diligently and to obey his/her lawful commands;
 - (b) to attend technical training and write examinations as prescribed by the Commission; and
 - (c) to apply himself/herself diligently to learn the trade.
6. **The Employer agrees:**
 - (a) that the hourly rate of a **newly qualified Journeyman** in his/her establishment at the commencement of this contract is _____.
 - (b) to pay wages to the Apprentice at the commencement of this contract at the rate of _____ per hour; and
 - (c) to increase the rate of wages paid to the Apprentice at regular intervals in accordance with section 32 of the general regulations or the trade regulations, as the case may require.
7. There is a probationary period of three months, calculated from the date on which this contract is registered, in which either party may terminate this contract on the giving of written notice to the other party.
8. The parties acknowledge that an employer/employee relationship exists between them apart from this contract and that they are bound by the provisions of *The Labour Standards Act* or the *Canada Labour Code*, as amended from time to time, as the case may require.
9. Subject to section 24 of the trade regulations, the parties agree that the _____ (Employer of Apprentice) shall keep in his/her possession the record book prescribed by the trade regulations and to submit it to the Commission when required to do so by the Commission.
10. Where applicable, the Employer agrees to release the record book to the Apprentice:
 - (a) when he/she is released to attend technical training;
 - (b) when his/her contract is terminated; or
 - (c) on request when his/her contract is suspended.

11. Other: (to be completed **only** by the Commission)

The apprentice will receive supervision from a journeyperson as outlined below:

Direct Supervision has the apprentice and supervisor working on the same pole and able to communicate verbally in a normal speaking voice. Indirect Supervision has the apprentice and supervisor within sight of each other; the supervisor is able to give immediate assistance, and the apprentice and supervisor are able to communicate verbally with each other.

Unsupervised has the apprentice working alone after being interviewed by the foreman and the supervisor and all three are satisfied the apprentice is capable of performing the tasks. The apprentice, once eligible to perform a task, can continue to perform the task with the same level of supervision.

FIRST YEAR APPRENTICE – During the first three month period - Direct Supervision. Can perform tasks on non-live equipment During second three month period – Direct Supervision. Can perform tasks on live 240 V systems.

During second six month period.– Indirect Supervision. Can perform tasks on live 240 V systems – after being interviewed by the supervisor and the foreman and all three are satisfied the apprentice is capable of performing the tasks.8

SECOND YEAR APPRENTICE – After successfully completing Level Two apprenticeship training – an apprentice be allowed to work Liveline maintenance (hotstick and trailer), voltages up to 4160 V with rubber gloves under direct supervision of a qualified journeyperson.

THIRD YEAR APPRENTICE – After successfully completing Level Three apprenticeship training – an apprentice be allowed to work Liveline Maintenance (hotstick and trailer), voltages up to 4160 V with rubber gloves under indirect supervision of a qualified journeyperson.

FOURTH YEAR APPRENTICE – After successfully completing Level Four apprenticeship training – an apprentice be allowed to work as a member of a three person 25 kV rubber glove line crew with two qualified 25 kV rubber glove trained journeypersons.

12. This contract is binding on the successors of the Employer.

13. The Employer warrants that as the date on which this contract is made (the date set forth at the bottom of this page):

(a) he/she employs _____ Journeyperson(s) in the trade in Saskatchewan (including himself/herself, if he/she is a Journeyperson) whose names and Journeypersons' certificate numbers are as follows:

(b) he/she employs _____ Apprentice(s) in the trade in Saskatchewan including the Apprentice; or

(c) he/she employs _____ proficiency holders in the _____ subtrade in Saskatchewan (including himself/herself, if he/she is a proficiency certificate holder); and

(d) he/she employs _____ Apprentice(s) in the _____ subtrade in Saskatchewan including the Apprentice.

14. The provisions of the Act, the general regulations and the trade regulations apply to this contract.

In Witness Whereof the parties hereto have hereunto set their hands and seals.

Dated at _____, Saskatchewan this _____ day of _____, 20 ____ .

Signature of Apprentice

Signature of Employer (sole proprietor, partner or authorized representative)

Print Name of the Apprentice

Print Employer Name

Title or Position

Telephone Number

Office Use Only

Registered at the office of the Saskatchewan Apprenticeship and Trade Certification Commission,

this _____ day of _____, 20 ____ .

Director