

# *The Apprenticeship and Trade Certification Regulations, 2003*

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[Chapter A-22.2 Reg 3](#) (effective June 12, 2003) as amended by  
Saskatchewan Regulations [104/2007](#), [47/2010](#) and [91/2016](#).

**NOTE:**

This consolidation is not official. Amendments have been incorporated for convenience of reference and the original statutes and regulations should be consulted for all purposes of interpretation and application of the law. In order to preserve the integrity of the original statutes and regulations, errors that may have appeared are reproduced in this consolidation.

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## CHAPTER A-22.2 REG 3

### *The Apprenticeship and Trade Certification Act, 1999*

#### PART I

#### Title and Interpretation

##### Title

1 These regulations may be cited as *The Apprenticeship and Trade Certification Regulations, 2003*.

##### Interpretation

2(1) In these regulations:

- (a) **“Act”** means *The Apprenticeship and Trade Certification Act, 1999*;
- (b) **“commission regulations”** means regulations made by the commission pursuant to section 26 of the Act;
- (c) **“designated industry group”** means the organizations designated pursuant to clause 4(1)(b) or subsection 4(2) or 5(2) to select a representative for appointment to the commission from the industry sector to which those organizations belong;
- (d) **“designated organization”** means an organization designated pursuant to clause 4(1)(a) or subsection 5(1) to select a representative for appointment to the commission from the industry sector to which the designated organization belongs;
- (e) **“indentured”**, in the case of an apprentice, means to be party to a valid contract:
  - (i) that is entered into with, as the case may be:
    - (A) an employer;
    - (B) a joint training committee; or
    - (C) the commission; and
  - (ii) that is registered with the commission in accordance with the commission regulations;
- (f) **“organization”** means an employee organization, an employer organization or a trade board, as the case requires;
- (g) **“representative”** means an employee representative or an employer representative, as the case requires;
- (h) **“Table”** means a Table of the Appendix;
- (i) **“trade board”** means a trade board appointed pursuant to section 21 of the Act;

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- (j) **“trade examining board”** means a trade examining board for a designated trade established pursuant to the commission regulations;
- (k) **“trade regulation”**, with respect to a designated trade, means any provision in the commission regulations that is applicable only to that designated trade.
- (2) In these regulations, a reference to a designated trade by one name is to be interpreted as a reference to the designated trade by any other name that may be given to the designated trade, from time to time, by the commission pursuant to the commission regulations.

20 Jne 2003 cA-22.2 Reg 3 s2.

**PART II  
Selection of Commission Members**

**DIVISION 1  
Industry Sectors**

**Prescribed industry sectors**

- 3(1) The industry sectors listed in column 1 in Table 1 are prescribed as industry sectors for the purposes of the Act.
- (2) Each industry sector is composed of the designated trades listed in column 2 opposite the industry sector listed in column 1 in Table 1.

20 Jne 2003 cA-22.2 Reg 3 s3.

**DIVISION 2  
Designated Organizations**

**Designated organizations to select employee representatives**

- 4(1) For the purposes of clause 4(5)(d) of the Act:
- (a) the employee organization listed in column 2 opposite an industry sector listed in column 1 in Part I of Table 2 is designated as the designated organization responsible for selecting an employee representative for appointment to the commission from that industry sector; and
- (b) the trade boards listed in column 2 and the employee organizations listed in column 3 opposite an industry sector listed in column 1 in Part II of Table 2 are designated as the designated industry group responsible for selecting an employee representative for appointment to the commission from that industry sector.

(2) Notwithstanding clause (1)(a), the trade boards listed in column 3 and the employee organizations listed in column 4 in Part I of Table 2 are designated as the designated industry group responsible for selecting an employee representative for appointment to the commission from that industry sector if the employee organization designated in accordance with clause (1)(a):

- (a) declines to select an employee representative for appointment to the commission from that industry sector; or
- (b) fails to submit an acceptable proposal to the commission in accordance with Division 4 of this Part.

20 Jne 2003 cA-22.2 Reg 3 s4.

**Designated organizations to select employer representatives**

5(1) For the purposes of clause 4(5)(e) of the Act, the employer organization listed in column 2 opposite an industry sector listed in column 1 of Table 3 is designated as the designated organization responsible for selecting an employer representative for appointment to the commission from that industry sector.

(2) Notwithstanding subsection (1), the trade boards listed in column 3 and the employer organizations listed in column 4 of Table 3 are designated as the designated industry group responsible for selecting an employer representative for appointment to the commission from that industry sector if the employer organization designated in accordance with subsection (1):

- (a) declines to select an employer representative for appointment to the commission from that industry sector; or
- (b) fails to submit an acceptable proposal to the commission in accordance with Division 4 of this Part.

20 Jne 2003 cA-22.2 Reg 3 s5.

### DIVISION 3 Selecting Representatives

**Number of representatives to be selected**

6(1) Subject to subsection (2), each designated organization and designated industry group must select one representative for appointment to the commission.

(2) The commission may direct a designated organization or designated industry group to select more than one representative for appointment to the commission.

20 Jne 2003 cA-22.2 Reg 3 s6.

**Selection process**

7(1) A designated organization shall select a representative by appointment in accordance with Division 4 of this Part.

(2) A designated industry group shall select a representative by election in accordance with Division 5 of this Part.

20 Jne 2003 cA-22.2 Reg 3 s7.

DIVISION 4  
**Selection by Designated Organization**

**Written proposal for selecting representative**

**8** Before a designated organization may select a representative for appointment to the commission:

- (a) the designated organization must submit to the commission a written proposal that:
  - (i) complies with these regulations; and
  - (ii) sets out the process that the designated organization must follow in selecting a representative from the industry sector to which the designated organization belongs; and
- (b) the commission must approve the written proposal mentioned in clause (a).

20 Jne 2003 cA-22.2 Reg 3 s8.

**Requirements for written proposal**

**9(1)** A written proposal mentioned in section 8 must include a process to ensure that each organization represented by a designated organization is:

- (a) notified that a representative is to be selected for appointment to the commission;
  - (b) advised of the process that the designated organization must follow in selecting a representative; and
  - (c) advised that any individual associated with that organization is eligible for selection as a representative.
- (2)** For the purposes of subsection (1):
- (a) the trade boards and employee organizations represented by a designated organization for the purposes of selecting an employee representative are listed in columns 3 and 4 opposite the designated organization in column 2 in Part I of Table 2; and
  - (b) the trade boards and employer organizations represented by a designated organization for the purposes of selecting an employer representative are listed in columns 3 and 4 opposite the designated organization in column 2 of Table 3.

20 Jne 2003 cA-22.2 Reg 3 s9.

**Commission approval of written proposal**

**10(1)** On receipt of a written proposal mentioned in section 8, the commission may:

- (a) approve the written proposal, on any terms and conditions that the commission considers appropriate; or
  - (b) reject the written proposal.
- (2)** In appointing a representative, a designated organization must comply with any terms and conditions imposed by the commission with respect to the written proposal of the designated organization pursuant to clause (1)(a).

20 Jne 2003 cA-22.2 Reg 3 s10.

**Selection of representative by appointment**

**11(1)** On approval of the written proposal of a designated organization pursuant to section 10, the designated organization shall, in accordance with the written proposal:

- (a) advise the organizations represented by the designated organization that a representative is to be selected for appointment to the commission; and
- (b) select a representative for appointment to the commission.

**(2)** In selecting a representative pursuant to subsection (1), the designated organization shall:

- (a) fairly consider:
  - (i) all individuals who advise the designated organization, in writing, that they are interested in being selected as the representative;
  - (ii) all submissions supporting a proposed representative received from organizations that belong to the industry sector from which the representative is to be selected; and
  - (iii) all submissions respecting the suitability of a proposed representative that are received from organizations that belong to the industry sector from which the representative is to be selected; and
- (b) base its decision on who, in the opinion of the designated organization, is most able:
  - (i) to assist the commission in meeting its obligations to:
    - (A) the public;
    - (B) employers, employees, apprentices, tradespersons and journeypersons; and
    - (C) the Crown; and
  - (ii) to address any concerns unique to the industry sector from which the individual seeks to be selected.

20 Jne 2003 cA-22.2 Reg 3 s11.

**Submission of name of selected representative**

**12(1)** After a designated organization has selected a representative in accordance with this Division, the designated organization shall advise the commission of the name of the representative selected.

**(2)** On being advised pursuant to subsection (1), the commission shall, in writing, advise:

- (a) the minister of:
  - (i) the name of the representative selected; and
  - (ii) the industry sector to which the representative and designated organization belong; and
- (b) each organization belonging to the industry sector of the name of the representative selected by the designated organization.

20 Jne 2003 cA-22.2 Reg 3 s12.

**DIVISION 5**  
**Selection by Designated Industry Group**

**Selection by election**

**13(1)** If a designated industry group is to select a representative for appointment to the commission by way of election, the commission shall:

- (a) set the date for the election; and
  - (b) advise each organization within the designated industry group of the election date.
- (2) In setting the date for the election pursuant to subsection (1), the commission shall allow sufficient time for nominations.
- (3) A person nominating or voting for a representative pursuant to this Division shall consider who, in that person's opinion, is most able:

- (a) to assist the commission in meeting its obligations to:
  - (i) the public;
  - (ii) employers, employees, apprentices, tradespersons and journeypersons; and
  - (iii) the Crown; and
- (b) to address any concerns unique to the industry sector from which the individual seeks to be selected.

20 Jne 2003 cA-22.2 Reg 3 s13.

**Nominations**

**14** The commission shall implement a process to solicit nominations from the industry sector for which an election is being held pursuant to this Division.

20 Jne 2003 cA-22.2 Reg 3 s14.

**Election by acclamation**

**15** A nominee is elected by acclamation if only one nomination is made for a position to be filled by election.

20 Jne 2003 cA-22.2 Reg 3 s15.

**One vote**

**16** Each organization, other than a trade board, within a designated industry group has one vote in an election to select a representative to the commission from the industry sector to which the organization belongs.

20 Jne 2003 cA-22.2 Reg 3 s16.

**Trade boards**

**17(1)** Subject to subsections (2) to (4), each member of a trade board has one vote to select a representative to the commission from the industry sector to which the trade board belongs.

(2) If a trade board is part of more than one industry sector, only those members of the trade board who belong to the industry sector for which a representative is being elected shall vote.



(3) An employee trade board member may only vote for an employee representative to the commission.

(4) An employer trade board member may only vote for an employer representative to the commission.

20 Jne 2003 cA-22.2 Reg 3 s17.

#### **Conduct of elections**

**18** In conducting an election pursuant to this Division, the commission shall ensure that:

(a) all organizations and individuals entitled to vote in the election are notified of the date of the election and of the names of the nominees;

(b) the organizations and individuals entitled to vote are given an opportunity to vote and only those organizations and individuals entitled to vote cast ballots; and

(c) all votes are cast by secret ballot.

20 Jne 2003 cA-22.2 Reg 3 s18.

#### **Election results**

**19** The nominee with the most votes is selected as the representative to the commission from the industry sector to which the designated industry group participating in the election belongs.

20 Jne 2003 cA-22.2 Reg 3 s19.

#### **Tie vote**

**20** In the event of a tie vote, the commission shall conduct a draw among the tied nominees to determine which individual is elected.

20 Jne 2003 cA-22.2 Reg 3 s20.

#### **Submission of name of elected representative**

**21** After a designated industry group has selected a representative for appointment to the commission in accordance with this Division, the commission shall, in writing, advise:

(a) the minister of:

(i) the name of the representative selected; and

(ii) the industry sector to which the representative and designated industry group belong; and

(b) each organization belonging to the industry sector of the name of the representative selected by the designated industry group.

20 Jne 2003 cA-22.2 Reg 3 s21.

#### **Retention of election records**

**22** The commission shall not destroy the ballots or any other records connected with an election until 60 days have elapsed after the date of the election.

20 Jne 2003 cA-22.2 Reg 3 s22

DIVISION 6  
General

**Expirations of appointments**

**23** At least six months before a representative's appointment to the commission expires, the commission shall:

- (a) notify the designated organization, or each organization belonging to the designated industry group, that selected the representative of the expiry date for the appointment;
- (b) review the relevant list of designated organizations and designated industry groups as set out in Tables 2 and 3;
- (c) recommend to the minister any change that may be appropriate to the relevant list;
- (d) review the industry sectors in column 1 of Table 1 and determine the number of apprentices and the number of examinations written in each industry sector; and
- (e) recommend to the minister any realignment of industry sectors or changes in representation on the commission to ensure appropriate sector representation on the commission.

20 Jne 2003 cA-22.2 Reg 3 s23.

**Vacancies**

**24(1)** If the office of a representative to the commission becomes vacant before the expiry date of the representative's appointment, the commission may direct, as the case requires:

- (a) the designated organization that selected the representative to fill the vacancy in accordance with the selection process set out in Division 4 of this Part; or
  - (b) the designated industry group that selected the representative to fill the vacancy in accordance with the selection process set out in Division 5 of this Part.
- (2) The person selected to fill a vacancy pursuant to subsection (1) holds office for the remainder of the term of the person who vacated the office.
- (3) If a representative to the commission dies or resigns, he or she ceases to be a member of the commission on the date of death or on the date the resignation is received by the commission, as the case may be.

20 Jne 2003 cA-22.2 Reg 3 s24.

**Additional selection procedures**

**25** The commission may determine, by resolution, any additional procedures that the commission considers necessarily incidental to selecting representatives for appointment to the commission for the purposes of clauses 4(5)(d) and (e) of the Act.

20 Jne 2003 cA-22.2 Reg 3 s25.

PART III  
**Compulsory Apprenticeship Trades and Sectors**

**Prescribed compulsory apprenticeship trades**

**26** The designated trades listed in Table 4 are prescribed as compulsory apprenticeship trades pursuant to clause 19(1)(a) of the Act.

20 Jne 2003 cA-22.2 Reg 3 s26.

**Exemptions from certain requirements**

**27(1)** For the purposes of clauses 38(1)(d) and (2)(d) of the Act, a person who intends to become indentured in a compulsory apprenticeship trade or a compulsory apprenticeship sector may work in the trade or the sector, before becoming indentured in the trade for the first time, for a period of not more than one-half the number of hours in an apprenticeship year as prescribed by the trade regulation for that designated trade.

(1.1) For the purposes of clauses 38(1)(e) and (2)(e) of the Act, any person who is registered in a program of training in another province or territory of Canada that is recognized by the commission as equivalent to a plan of apprenticeship in a compulsory apprenticeship trade may work in that compulsory apprenticeship trade in Saskatchewan while that person remains registered in that recognized equivalent program of training, but when working in Saskatchewan that person is subject to the same rules, conditions and supervision that apply to an apprentice in that compulsory apprenticeship trade.

(2) The commission may issue a special permit authorizing a tradesperson to work in a compulsory apprenticeship trade if:

- (a) the tradesperson applies to the commission for a special permit; and
- (b) the commission is satisfied that the tradesperson commenced work in the compulsory apprenticeship trade:
  - (i) before December 1, 1976, in the case of the electrician, plumber and sheet metal worker trades;
  - (ii) before December 1, 1988, in the case of the refrigeration mechanic trade; or
  - (iii) before the trade was designated as a compulsory apprenticeship trade pursuant to these regulations, in the case of a trade not mentioned in subclause (i) or (ii).

(3) The commission may issue a special permit authorizing a person to work in a compulsory apprenticeship trade or other designated trade if:

- (a) the person applies to the commission for a special permit; and
- (b) the commission is satisfied that the person either:
  - (i) holds valid qualifications from another province or territory of Canada that are equivalent to the journeyperson qualifications or proficiency certificate qualifications required in Saskatchewan to work in that compulsory apprenticeship trade or other designated trade; or
  - (ii) has a combination of certification and training that is appropriate to the work permitted by the special permit.

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(3.1) For the purposes of clauses 38(1)(e) and (2)(e) of the Act, the commission may authorize a person who has applied for an apprenticeship program but does not meet the educational entry requirements for that apprenticeship program to work in a compulsory apprenticeship trade while that person is working to meet those educational entry requirements.

(4) The commission may restrict the scope of work that the holder of a special permit is permitted to do to either or both of the following:

- (a) a place or places of business as specified in the permit;
- (b) a class or classes of work as specified in the permit.

20 Jne 2003 cA-22.2 Reg 3 s27; 14 May 2010 SR 47/2010 s3; 2 Dec 2016 SR 91/2016 s3.

## PART IV Hairstylist Trade

### Hairstylist trade

**28(1)** In this section, “**trade**” means the trade designated as the “**hairstylist trade**” pursuant to the commission regulations.

(2) This section applies to employers, tradespersons, journeypersons and apprentices in the trade and any other person who performs work of the trade, except persons performing overlapping work in the trade pursuant to section 30.

(2.1) For the purposes of this section:

- (a) a person who holds a valid cosmetologist or barber stylist learner’s certificate issued pursuant to these regulations is deemed to meet the learner’s certificate requirements;
- (b) a person who holds a valid cosmetologist or barber stylist special permit issued pursuant to these regulations is deemed to meet the special permit requirements;
- (c) a person who holds a valid cosmetologist or barber stylist journeyperson certificate issued pursuant to these regulations is deemed to meet the journeyperson certificate of qualification requirements.

(3) Subject to subsections (4) to (12):

- (a) no person shall work in the trade unless that person is a journeyperson or a holder of a learner’s certificate in the trade; and
- (b) no employer shall employ any person in the trade unless that person is a journeyperson or a holder of a learner’s certificate in the trade.

(4) A person who held a valid certificate of status in the trade on September 1, 1986 issued pursuant to regulations made pursuant to *The Apprenticeship and Trade Qualification Act* may continue to work in the trade after the expiry date of that person’s certificate if that person obtains a special permit from the commission.

- (5) A person may work in the trade in the 90 days following the completion of the training program required for the trade pursuant to the commission regulations if the person has:
- (a) successfully completed the training program; and
  - (b) applied for any learner's certificate that may be required for the trade pursuant to the commission regulations.
- (6) Unless a person meets the requirements of subsection (7), no person who commences work in the trade on or after September 2, 1986 shall work in the trade after the expiry of one year from:
- (a) in the case of an apprentice, the completion of the apprentice's final apprenticeship year; or
  - (b) in any other case, the completion of 5,400 hours of work in the trade.
- (7) A person mentioned in subsection (6) may continue to work in the trade after the applicable period mentioned in that subsection if the person has:
- (a) been awarded a journeyperson certificate of qualification in the trade;
  - (b) applied to take the journeyperson trade examination but, for reasons acceptable to the commission, not yet taken the examination;
  - (c) taken the journeyperson trade examination and is awaiting the results of the examination; or
  - (d) having failed the journeyperson trade examination, acted in compliance with the commission regulations to make any further attempts permitted by those regulations.
- (8) For the purposes of subsection (6), the following are deemed to be work in the trade, as prescribed in the commission regulations:
- (a) completion of the training program for the trade;
  - (b) hours of credit in the trade granted by the commission;
  - (c) advanced standing in the trade previously granted by the commission.
- (9) If the commission has reason to believe that a person is working in the trade contrary to subsection (6), the commission may serve notice on that person requiring the person, within a period specified in the notice or within any further time that the commission may allow, to be examined by the commission respecting the person's work in the trade.
- (10) **Repealed.** 2 Dec 2016 SR 91/2016 s4.
- (11) **Repealed.** 2 Dec 2016 SR 91/2016 s4.
- (12) **Repealed.** 2 Dec 2016 SR 91/2016 s4.
- (13) No person shall operate a place of business at which one or more persons are engaged in the trade unless at least one person who holds a journeyperson certificate of qualification in the trade is on duty at all times during which the place of business is open to the public.

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- (14) Subsection (13) only applies to a place of business that is:
- (a) established on or after September 2, 1986; or
  - (b) sold, leased, transferred or otherwise continued on or after September 2, 1986.

20 Jne 2003 cA-22.2 Reg 3 s28; 5 Oct 2007 SR 104/2007 s4; 2 Dec 2016 SR 91/2016 s4.

**29 Repealed.** 5 Oct 2007 SR 104/2007 s5.

PART V  
**Overlapping Work**

**Overlapping work**

**30(1)** In this section, “**overlapping work**” means any work of a compulsory apprenticeship trade, or of a designated trade for which regulations are made pursuant to clause 54(1)(g) of the Act, that is the same as part of the work of another designated trade.

(2) A person who meets all requirements necessary to perform work in a designated trade may perform overlapping work in another designated trade if the overlapping work is part of the work of the designated trade.

(3) An employer may employ a person to perform overlapping work if the person meets the requirements mentioned in subsection (2).

20 Jne 2003 cA-22.2 Reg 3 s30.

PART VI  
**Apprenticeship**

**Hours of work**

**31(1)** In this section:

(a) “**regular hours of work of a journeyperson**” means the maximum number of hours, established pursuant to any law, custom, contract or other arrangement, that a journeyperson may work in a period without becoming entitled to overtime pay;

(b) “**statutory regular hours of work**” means the maximum number of hours, prescribed by *The Labour Standards Act* or the *Canada Labour Code*, as the case may require, that any employee may work in a period without becoming entitled to overtime pay.

(2) The hours of work of an apprentice and the payment to an apprentice for overtime are not to contravene the provisions of *The Saskatchewan Employment Act* or the *Canada Labour Code*, as the case may require.

(3) Notwithstanding subsection (2), if the regular hours of work of a journeyperson working at the place of employment of an apprentice are less than the statutory regular hours of work:

- (a) the regular hours of work of the apprentice are deemed to be the regular hours of work of the journeyperson; and
- (b) the apprentice is entitled to be paid overtime pay for any hours of work that the apprentice performs in excess of those regular hours of work.

(4) Notwithstanding subsections (2) and (3), if the regular hours of work and entitlement to overtime pay of an apprentice are established by a collective bargaining agreement, the apprentice is entitled to be paid overtime in accordance with that agreement.

20 Jne 2003 cA-22.2 Reg 3 s31; 2 Dec 2016 SR  
91/2016 s5.

**Minimum rates of pay**

**32(1)** In this section and in Table 5, “**first half of an apprenticeship year**” means the period required to complete one-half of the hours of an apprenticeship year in a designated trade as prescribed in the trade regulation for that trade.

(2) The employer of an apprentice in a designated trade that is listed in Table 5 shall pay wages to the apprentice at a rate not less than the rate set out in Table 5 for that designated trade.

(3) Unless otherwise prescribed by Table 5, the employer of an apprentice shall pay wages to the apprentice during the first half of the first apprenticeship year at a rate not less than the greater of:

- (a) the minimum wage established pursuant to *The Saskatchewan Employment Act* or the *Canada Labour Code*, as the case may require; and
- (b) 40% of the hourly rate of a newly qualified journeyperson in the employer’s establishment.

(4) Unless otherwise prescribed by Table 5, an apprentice’s employer shall:

- (a) subject to clause (b), increase the wages paid to the apprentice in approximately equal increments at the completion of:
  - (i) the first half of each apprenticeship year; and
  - (ii) each apprenticeship year; and
- (b) during the last half of the final apprenticeship year, pay the apprentice not less than 90% of the hourly rate of a newly qualified journeyperson in the employer’s establishment.

(5) An employer shall adjust the rate of wages paid to an apprentice in the event that the hourly rate of a newly qualified journeyperson in the employer’s establishment is adjusted upward.

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(6) If an apprentice's rate of pay established by any law, custom, contract or other arrangement outside these regulations is higher than the rate of pay to which the apprentice is entitled pursuant to this section, the apprentice is entitled to be paid at the rate established by that law, custom, contract or arrangement.

(7) Notwithstanding subsections (2) to (6), if an apprentice's rate of pay is established by a collective bargaining agreement, the apprentice is entitled to be paid in accordance with that agreement.

20 Jne 2003 cA-22.2 Reg 3 s32; 2 Dec 2016 SR  
91/2016 s6.

**Ratio of apprentices to journeypersons, etc.**

**33(1)** In this section:

- (a) **“proficiency certificate”** means a proficiency certificate:
    - (i) issued pursuant to the commission regulations; or
    - (ii) issued pursuant to section 44 of *The Apprenticeship and Trade Certification Regulations* and continued pursuant to section 58 of the Act;
  - (b) **“proficiency certificate holder”** means a person who holds a valid proficiency certificate;
  - (c) **“ratio”** means the maximum number of apprentices that may be employed by an employer in a designated trade based on the number of journeypersons or proficiency certificate holders of the designated trade who are working in or are employed by the employer at the apprentice's normal place of work;
  - (d) **“temporary ratio”** means the ratio of apprentices to journeypersons assigned by the commission for a designated trade pursuant to subsection (6).
- (2) No employer shall employ more apprentices in a designated trade or subtrade than are permitted by or pursuant to this section.
- (3) Subject to subsections (4) and (6), an employer who is a journeyperson working in a designated trade in Saskatchewan, or who employs one journeyperson in a designated trade, subtrade or designated sector in Saskatchewan, may employ:
- (a) two apprentices in the trade, subtrade or designated sector; and
  - (b) two additional apprentices in the trade, subtrade or designated sector for each additional journeyperson in the trade employed by the employer within Saskatchewan.
- (4) An employer who is a journeyperson working in a designated trade in Saskatchewan that is listed in Table 6, or who employs one journeyperson in a designated trade in Saskatchewan that is listed in Table 6, may employ the number of apprentices to the number of journeypersons as set out in Table 6 for that designated trade.



- (5) An employer who is a proficiency certificate holder working in a subtrade of a designated trade in Saskatchewan, or who employs one proficiency certificate holder in a subtrade of a designated trade in Saskatchewan, may employ:
- (a) two apprentices in the subtrade; and
  - (b) two additional apprentices in the subtrade for each additional proficiency certificate holder in the subtrade employed by the employer within Saskatchewan.
- (6) Notwithstanding subsection (3), when the commission designates a trade as a designated trade, the commission may assign a temporary ratio of apprentices to journeypersons for the designated trade, within a range of 1:1 to 3:1.
- (7) Within 45 days after designating a trade as a designated trade, the commission shall advise the minister of any temporary ratio assigned to the designated trade pursuant to subsection (6).
- (8) If the ratio that is prescribed by these regulations for a designated trade after the commission has assigned a temporary ratio conflicts with that temporary ratio, the ratio prescribed by these regulations prevails.
- (9) Notwithstanding any other provision of this section, an employer shall ensure that there are at least as many journeypersons or proficiency certificate holders employed and available to supervise an apprentice at the apprentice's normal place of work as are required, as the case may be:
- (a) by the ratio set out in or established pursuant to subsection (3), (5) or (12);
  - (b) by the ratio set out in Table 6; or
  - (c) by the temporary ratio.
- (10) A person who is working in a compulsory apprenticeship trade or a compulsory apprenticeship sector in accordance with subsection 27(1) is deemed to be an apprentice for the purpose of determining compliance with the ratio or temporary ratio, as the case may be.
- (11) The commission may permit a person who holds valid qualifications in another province or territory of Canada equivalent to:
- (a) the Saskatchewan Journeyperson Certificate of Qualification to be considered a journeyperson for the purposes of this section; or
  - (b) a proficiency certificate to be considered a proficiency certificate holder for the purposes of this section.
- (12) Notwithstanding any other provision of this section, the commission may authorize an employer to employ additional apprentices if, in the commission's opinion, the circumstances warrant it.
- (13) Notwithstanding any other provision of this section, if the ratio for a designated trade is changed pursuant to these regulations, the commission and an employer may enter into an agreement establishing a plan to phase in the implementation of the new ratio in the employer's business.

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(14) Compliance with a plan established pursuant to subsection (13) is deemed to be compliance for the purposes of this section with the ratio prescribed for the designated trade.

(15) In the case of a trade in which there are no journeypersons or few journeypersons, the commission may deem a person to be a journeyperson in the trade for the purposes of satisfying the requirements of the applicable ratio if the person has training and experience in the trade that, in the commission's opinion, is equivalent to that of a journeyperson.

(16) Notwithstanding subsections (3) to (6), an employer may employ in the designated trade or subtrade or the designated sector, as the case may be, in addition to the number of apprentices permitted by those subsections, one or more apprentices who have completed all the requirements for advancement into the final apprenticeship year of the appropriate apprenticeship program.

(17) For the purposes of subsection (16), "**apprenticeship program**" means an apprenticeship program within the meaning of *The Apprenticeship and Trade Certification Commission Regulations*.

20 Jne 2003 cA-22.2 Reg 3 s33; 5 Oct 2007 SR  
104/2007 s6; 14 May 2010 SR 47/2010 s4.

PART VII  
**Review of Results**

**34 Repealed.** 2 Dec 2016 SR 91/2016 s7.

PART VIII  
**Transitional, Repeals and Coming into Force**

**Regulations prevail**

**35(1)** If any provision of these regulations conflicts with any provision of *The Apprenticeship and Trade Certification Regulations*, the provision of these regulations prevails.

(2) This section is repealed on the day on which *The Apprenticeship and Trade Certification Regulations* are repealed.

20 Jne 2003 cA-22.2 Reg 3 s35.

**R.R.S. c.A-22.1 Reg 1 amended**

**36(1)** *The Apprenticeship and Trade Certification Regulations* are amended in the manner set forth in this section.

**(2) Section 46 is repealed.**

**(3) Section 50 is repealed.**

20 Jne 2003 cA-22.2 Reg 3 s36.

**R.R.S. c.A-22.2 Reg 2 repealed**

**37** *The Apprenticeship and Trade Certification (Commission Selection) Regulations* are repealed.

20 Jne 2003 cA-22.2 Reg 3 s37.

**Coming into force**

**38** These regulations come into force on the day on which they are filed with the Registrar of Regulations.

20 Jne 2003 cA-22.2 Reg 3 s38.

### Appendix

TABLE 1  
[Sections 3 and 23]

#### Industry Sectors

Column 1 Industry sectors	Column 2 Designated trades
Agriculture, Tourism and Service	cook; food and beverage person; guest services representative; hairstylist; landscape horticulturist; locksmith; pork production technician
Construction	boilermaker; bricklayer; cabinetmaker; carpenter; construction craft labourer; *construction electrician; floorcovering installer; glazier; *industrial mechanic (millwright); insulator (heat and frost), ironworker (reinforcing); ironworker (structural/ornamental); lather (interior systems mechanic); mobile crane operator; painter and decorator; pipeline equipment operator; plumber; power lineperson; *refrigeration and air conditioning mechanic; roofer; sheet metal worker; sprinkler system installer; steamfitter – pipefitter; tilesetter; water well driller
Production and Maintenance	*construction electrician; electronics assembler; *industrial mechanic (millwright); instrumentation and control mechanic; machinist; metal fabricator (fitter); *refrigeration and air conditioning mechanic; rig technician; welder
Motive Repair	agricultural equipment technician; aircraft maintenance engineer technician; automotive service technician; heavy duty equipment technician; motor vehicle body repairer (metal and paint); partsperson; recreation vehicle service technician; truck and transport mechanic

\* The designated trade is part of more than one industry sector.

TABLE 2  
[Sections 4, 9 and 23]

**Selection of Employee Representatives**

<b>PART I Designated Organizations</b>			
<b>Column 1 Industry sector</b>	<b>Column 2 Designated organization</b>	<b>Column 3 Trade boards</b>	<b>Column 4 Employee organizations</b>
<b>Construction</b>	<b>Saskatchewan Provincial Building and Construction Trades Council</b>	<ul style="list-style-type: none"> <li>- Boilermaker</li> <li>- Bricklayer</li> <li>- Cabinetmaker</li> <li>- Carpenter</li> <li>- Construction craft labourer</li> <li>- *Construction electrician</li> <li>- Floorcovering installer</li> <li>- Glazier</li> <li>- *Industrial mechanic (millwright)</li> <li>- Insulator (heat and frost)</li> <li>- Ironworker (reinforcing)</li> <li>- Ironworker (structural/ornamental)</li> <li>- Lather (interior systems mechanic)</li> <li>- Mobile crane operator</li> <li>- Painter and decorator</li> <li>- Pipeline equipment operator</li> <li>- Plumber</li> <li>- Power lineperson</li> <li>- *Refrigeration and air conditioning mechanic</li> <li>- Roofer</li> <li>- Sheet metal worker</li> <li>- Sprinkler system installer</li> <li>- Steamfitter - pipefitter</li> <li>- Tiler</li> <li>- Water well driller</li> </ul>	<ul style="list-style-type: none"> <li>- Bricklayers and Allied Craftworkers Local 1, Saskatchewan</li> <li>- Construction and General Workers' Union, Local 180</li> <li>- International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers, Local 771</li> <li>- International Association of Heat and Frost Insulators and Asbestos Workers, Local 119</li> <li>- International Brotherhood of Boilermakers, Local 558</li> <li>- International Brotherhood of Electrical Workers, Local 529</li> <li>- International Brotherhood of Electrical Workers, Local 2038</li> <li>- International Brotherhood of Painters and Allied Trades, Local 739</li> <li>- International Union of Elevator Constructors, Local 102</li> <li>- International Union of Operating Engineers, Local 870</li> <li>- Millwrights, Local 1021</li> <li>- Saskatchewan Federation of Labour</li> <li>- Saskatchewan Government &amp; General Employees Union</li> <li>- Saskatchewan Provincial Building and Construction Trades Council</li> <li>- Sheet Metal Workers' International Association, Local 296</li> <li>- The United Association of Journeymen &amp; Apprentices of the Plumbing and Pipe Fitting Industry of the US &amp; Canada, Local 179</li> <li>- United Brotherhood of Carpenters &amp; Joiners of America, Local 1985</li> </ul>

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Column 1 Industry sector	Column 2 Designated organization	Column 3 Trade boards	Column 4 Employee organizations
<b>Production and Maintenance</b>	<b>Saskatchewan Federation of Labour</b>	<ul style="list-style-type: none"> <li>- *Construction electrician</li> <li>- Electronics assembler</li> <li>- *Industrial mechanic (millwright)</li> <li>- Instrumentation and control mechanic</li> <li>- Machinist</li> <li>- Metal fabricator (fitter)</li> <li>- *Refrigeration and air conditioning mechanic</li> <li>- Rig technician</li> <li>- Welder</li> </ul>	<ul style="list-style-type: none"> <li>- Canadian Union of Public Employees</li> <li>- Communications, Energy and Paperworkers' Union</li> <li>- International Brotherhood of Electrical Workers, Local 2067</li> <li>- Saskatchewan Federation of Labour</li> <li>- The United Association of Journeymen &amp; Apprentices of the Plumbing and Pipe Fitting Industry of the US and Canada, Local 179</li> <li>- United Steelworkers, Local 7916</li> <li>- United Steelworkers of America, Local 5890</li> </ul>

<b>PART II Designated Industry Groups</b>		
<b>Column 1 Industry sector</b>	<b>Column 2 Trade boards</b>	<b>Column 2 Trade boards</b>
<b>Agriculture, Tourism and Service</b>	<ul style="list-style-type: none"> <li>- Cook</li> <li>- Food and beverage person</li> <li>- Guest services representative</li> <li>- Hairstylist</li> <li>- Landscape horticulturist</li> <li>- Locksmith</li> <li>- Pork production technician</li> </ul>	<ul style="list-style-type: none"> <li>- Canadian Union of Public Employees</li> <li>- Communications, Energy and Paperworkers' Union</li> <li>- Hotel Employees and Restaurant Employees Union, Local 41</li> <li>- National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA)</li> <li>- Public Service Alliance of Canada</li> <li>- Sask Joint Board Retail, Wholesale and Department Store Union</li> <li>- Saskatchewan Federation of Labour</li> <li>- Saskatchewan Government &amp; General Employees Union</li> <li>- Service Employees International Union</li> <li>- United Food and Commercial Workers Union, Local 1400</li> </ul>
<b>Motive Repair</b>	<ul style="list-style-type: none"> <li>- Agricultural equipment technician</li> <li>- Aircraft maintenance engineer technician</li> <li>- Automotive service technician</li> <li>- Heavy duty equipment technician</li> <li>- Motor vehicle body repairer (metal and paint)</li> <li>- Partsperson</li> <li>- Recreation vehicle service technician</li> <li>- Truck and transport mechanic</li> </ul>	<ul style="list-style-type: none"> <li>- Canadian Office and Professional Employees Union, Local 397</li> <li>- Canadian Union of Public Employees</li> <li>- International Brotherhood of Teamsters, Local 395</li> <li>- National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA)</li> <li>- Saskatchewan Federation of Labour</li> <li>- Saskatchewan Government &amp; General Employees Union</li> <li>- United Steelworkers of America, Local 5890</li> </ul>

\* The trade board is part of more than one industry sector.

TABLE 3  
[Sections 5, 9 and 23]

**Selection of Employer Representatives**

Column 1 Industry sector	Column 2 Designated organization	Column 3 Trade boards	Column 4 Employer organizations
<b>Construction</b>	<b>Saskatchewan Construction Association, Inc.</b>	<ul style="list-style-type: none"> <li>- Boilermaker</li> <li>- Bricklayer</li> <li>- Cabinetmaker</li> <li>- Carpenter</li> <li>- Construction craft labourer</li> <li>- *Construction electrician</li> <li>- Floorcovering installer</li> <li>- Glazier</li> <li>- *Industrial mechanic (millwright)</li> <li>- Insulator (heat and frost)</li> <li>- Ironworker (reinforcing)</li> <li>- Ironworker (structural/ornamental)</li> <li>- Lather (interior systems mechanic)</li> <li>- Mobile crane operator</li> <li>- Painter and decorator</li> <li>- Pipeline equipment operator</li> <li>- Plumber</li> <li>- Power lineperson</li> <li>- *Refrigeration and air conditioning mechanic</li> <li>- Roofer</li> <li>- Sheet metal worker</li> <li>- Sprinkler system installer</li> <li>- Steamfitter - pipefitter</li> <li>- Tiler</li> <li>- Water well driller</li> </ul>	<ul style="list-style-type: none"> <li>- Canadian Home Builders' Association - Saskatchewan</li> <li>- CLR Construction Labour Relations Association of Saskatchewan Inc.</li> <li>- Electrical Contractors Association of Saskatchewan, Inc.</li> <li>- General Contractors Association of Saskatchewan Incorporated</li> <li>- Mechanical Contractors Association of Saskatchewan Inc.</li> <li>- Merit Contractors Association Inc.</li> <li>- Saskatchewan Construction Association, Inc.</li> <li>- Saskatchewan Heavy Construction Association</li> <li>- Saskatchewan Masonry Institute, Inc.</li> <li>- Saskatchewan Professional Painting Contractors Association Inc.</li> </ul>



Column 1 Industry sector	Column 2 Designated organization	Column 3 Trade boards	Column 4 Employer organizations
<b>Production and Maintenance</b>	<b>Saskatchewan Mining Association</b>	<ul style="list-style-type: none"> <li>- *Construction electrician</li> <li>- Electronics assembler</li> <li>- *Industrial mechanic (millwright)</li> <li>- Instrumentation and control mechanic</li> <li>- Machinist</li> <li>- Metal fabricator (fitter)</li> <li>- *Refrigeration and air conditioning mechanic</li> <li>- Rig technician</li> <li>- Welder</li> </ul>	<ul style="list-style-type: none"> <li>- Canadian Industry of Forestry - Saskatchewan</li> <li>- Saskatchewan Mining Association Inc.</li> <li>- Saskatchewan Steel Fabricators &amp; Erectors Association</li> <li>- Saskatchewan Trade and Export Partnership (STEP)</li> </ul>
<b>Motive Repair</b>	<b>Saskatchewan Automobile Dealers' Association</b>	<ul style="list-style-type: none"> <li>- Agricultural equipment technician</li> <li>- Aircraft maintenance engineer technician</li> <li>- Automotive service technician</li> <li>- Heavy duty equipment technician</li> <li>- Motor vehicle body repairer (metal and paint)</li> <li>- Partsperson</li> <li>- Recreation vehicle service technician</li> <li>- Truck and transport mechanic</li> </ul>	<ul style="list-style-type: none"> <li>- Saskatchewan Association of Automotive Repairers Inc.</li> <li>- Saskatchewan Automobile Dealers' Association</li> <li>- Saskatchewan Trucking Association</li> </ul>

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Column 1 Industry sector	Column 2 Designated organization	Column 3 Trade boards	Column 4 Employer organizations
Agriculture, Tourism and Service	Tourism Saskatchewan	<ul style="list-style-type: none"> <li>- Cook</li> <li>- Food and beverage person</li> <li>- Guest services representative</li> <li>- Hairstylist</li> <li>- Landscape horticulturist</li> <li>- Locksmith</li> <li>- Pork production technician</li> </ul>	<ul style="list-style-type: none"> <li>- Agricultural Manufacturers of Canada</li> <li>- Canada West Equipment Dealers Association</li> <li>- Canadian Federation of Independent Business</li> <li>- Canadian Restaurant and Food Services Association</li> <li>- Sask Pork</li> <li>- Saskatchewan Chamber of Commerce</li> <li>- Saskatchewan Greenhouse Growers Association</li> <li>- Saskatchewan Hotel and Hospitality Association</li> <li>- Saskatchewan Nursery Landscape Association</li> <li>- Saskatchewan Professional Locksmith Association Inc.</li> <li>- Tourism Saskatchewan</li> </ul>

\* The trade board is part of more than one industry sector.

2 Dec 2016 SR 91/2016 s8.

TABLE 4  
[Section 26]

### Compulsory Apprenticeship Trades

Compulsory Apprenticeship Trades
Construction Electrician Plumber Refrigeration and Air Conditioning Mechanic Sheet Metal Worker

2 Dec 2016 SR 91/2016 s8.

TABLE 5  
[Section 32]

**Minimum Rates of Pay**

<b>Designated Trade</b>	<b>Minimum Rate of Pay Requirements</b>
<b>Hairstylist</b>	<p>The employer of an apprentice in the trade shall pay wages to the apprentice during the first six months of the apprentice's employment at a rate not less than the minimum wage established pursuant to <i>The Saskatchewan Employment Act</i> or the <i>Canada Labour Code</i>, as the case may require.</p> <p>The employer of the apprentice shall pay wages to the apprentice, beyond the first half of an apprenticeship year, at a rate of not less than 110% of the minimum wage established pursuant to <i>The Saskatchewan Employment Act</i> or the <i>Canada Labour Code</i>, as the case may require.</p>
<b>Food and Beverage Person Guest Service Representative</b>	<p>The employer of an apprentice in the trade shall pay wages to the apprentice at a rate not less than the minimum wage established pursuant to <i>The Saskatchewan Employment Act</i> or the <i>Canada Labour Code</i>, as the case may require.</p>
<b>Electrician</b>	<p>The employer of an apprentice in the trade shall:</p> <ul style="list-style-type: none"> <li>(a) subject to clause (b), increase the wages paid to the apprentice in equal increments at the completion of: <ul style="list-style-type: none"> <li>(i) the first half of each apprenticeship year; and</li> <li>(ii) each apprenticeship year; and</li> </ul> </li> <li>(b) during the final apprenticeship year, pay the apprentice not less than 70% of the hourly rate of a newly qualified journeyman in that establishment.</li> </ul>
<b>Pork Production Technician Production Line Welder</b>	<p>The employer of an apprentice in the trade shall:</p> <ul style="list-style-type: none"> <li>(a) subject to clause (b), increase the wages paid to the apprentice in equal increments at the completion of: <ul style="list-style-type: none"> <li>(i) the first half of each apprenticeship year; and</li> <li>(ii) each apprenticeship year; and</li> </ul> </li> <li>(b) during the last half of the final apprenticeship year, pay the apprentice not less than 70% of the hourly rate of a newly qualified journeyman in that establishment.</li> </ul>

TABLE 6  
[Section 33]

**Ratio of Apprentices to Journeypersons**

<b>Designated Trade</b>	<b>Apprentices</b>	<b>Journeypersons</b>
Boilermaker *	1	2
Electronics Assembler	3	1
Food and Beverage Person	4	1
Glazier	3	1
Guest Services Representative	4	1
Hairstylist	3	1
Insulator (heat and frost) *	1	2
Machinist	3	1
Power Lineperson	3	1
Roofer	3	1
Steamfitter-Pipefitter *	1	2
Truck and Transport Mechanic	3	1
Welder	3	1

\* Employers may employ the first apprentice with one journeyperson supervising the apprentice. Subsequent registered apprentices beyond the first must meet the prescribed ratio.

2 Dec 2016 SR 91/2016 s8.