



## **TERMS OF AGREEMENT**

The Program Sponsor, the Apprentice, and his/her Parent or Guardian, in conformity with the terms and conditions provided herein, hereby agree to the following:

In conformity with the Program Sponsor's Standards as approved or amended in accordance with the Commissioner of Labor's Work Training Standards for Apprenticeship and Training Programs are as follows:

The Sponsor agrees to employ the Apprentice for the purpose of enabling said Apprentice to learn and acquire the trade or craft upon the terms and conditions contained in the Standards without discrimination because of race, color, religion, national origin, age, physical disability or sex. The sponsor is responsible to ensure attendance of related instruction for all registered apprentices in their program at an approved institution.

The apprentice registration date is the date the completed apprentice agreement (AT-5) is approved by the Department of Labor.

The Apprentice agrees to perform diligently and faithfully the work of the trade or craft complying with the training program contained in the Standards.

Your apprenticeship is valid only for the number of years/hours as listed on this registration agreement. Failure to complete the required on-the-job training hours and related classroom instruction in this time frame will result in your termination from the program. The Department of Labor will not recognize an individual as an apprentice beyond 6 months of the date of completion of the required on-the-job training hours.

In occupational licensed trades, upon successful completion of your on-the-job training hours and related instruction, an "Eligibility for License Examination" letter will be issued. The letter will allow you, upon application to the Connecticut Department of Consumer Protection, Occupational and Professional Trades Division, to sit for the occupational license examination in your trade category.

Pursuant to U.S.C.F.R. Title 29, Part 5 and C.G.S. 31-53, apprentices assigned to Prevailing Wage Project jobs must be paid their percentage of the program sponsor minimum completion rate or the project journey person's rate (Prevailing Wage), whichever is higher, plus 100% of the fringe benefits listed in the wage determination for their occupational classification.

The program sponsor and apprentice agree to the terms of the Apprenticeship Standards incorporated as part of this Agreement. The sponsor will not discriminate in the selection and training of the apprentice in accordance with the Equal Opportunity Standards in Title 29 CFR Part 30.3, and Executive Order 11246. This agreement may be terminated by either of the parties, citing cause(s), with notification to the registration agency, in compliance with Title 29, CFR, Part 29.6.

Section 2 Ethnic Group Definitions:

**Hispanic or Latino:** A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. The term, "Spanish origin," can be used in addition to "Hispanic or Latino".

Section 2 Race Definitions:

**Native American or Alaska Native:** A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

**Asian:** A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.

**Black or African American:** A person having origins in any of the black racial groups of Africa. Terms such as "Haitian" can be used in addition to "Black or African American".

**Native Hawaiian or Other Pacific Islander:** A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

**White:** A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

**Sponsor:** By signing this apprentice agreement the sponsor hereby certifies that the apprentice registered under the agreement has the lawful right to work in the United States.