

Apprenticeship and Industry Training Act

Baker Trade Regulation

Alberta Regulation 263/2000
Consolidated to January 31, 2011

NOTE

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ALBERTA REGULATION 263/2000
as amended by Alta. Reg. 278/2004, 69/2005, 102/2006, 270/2006 and 1/2011

Apprenticeship and Industry Training Act

BAKER TRADE REGULATION

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- Definitions **1** In this Regulation,
- (a) apprentice” means a person who is an apprentice in the trade;
 - (b) “baked goods” means breads, cakes, pies, pastries, cookies, doughnuts and specialty baked foods and includes any baked goods that are leavened mechanically, chemically or biologically;
 - (c) “certified journeyman” means a certified journeyman as defined in the *Apprenticeship Program Regulation*;
[Alta. Reg. 270/2006]
 - (d) “technical training” means technical training as defined in the *Apprenticeship Program Regulation*;

- (e) “trade” means the occupation of baker that is designated as an optional certification trade pursuant to the *Apprenticeship and Industry Training Act*;
- (f) “uncertified journeyman” means an uncertified journeyman as defined in the *Apprenticeship Program Regulation*.

[Alta. Reg. 270/2006]

General Matters Respecting the Trade

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| Constitution of the trade | 2 The undertakings that constitute the trade are the preparation of and the production of baked goods in commercial quantities for public consumption. |
| Tasks, activities and functions | 3 When practising or otherwise carrying out work in the trade, the following tasks, activities and functions come within the trade: <ul style="list-style-type: none">(a) sanitizing equipment and work space;(b) applying professional and personal skills;(c) applying computer knowledge, bookkeeping and trade terminology;(d) applying knowledge of the statutes and regulations pertaining to the food industry;(e) selecting, operating and maintaining tools and non-mechanized equipment;(f) selecting, operating and maintaining mechanized and computerized equipment;(g) developing and applying production techniques respecting<ul style="list-style-type: none">(i) freezer technology;(ii) par-baked products;(iii) pre-mixes and bases;(h) preparing doughs and batters;(i) preparing creams, icings, fillings, toppings, desserts, confections and ice cream;(j) applying good management techniques;(k) scaling and mixing ingredients;(l) practising baking methods; |

- (m) applying one's knowledge with respect to
 - (i) properties of food;
 - (ii) micro-organisms associated with foods;
 - (iii) causes, effect and control of food borne illnesses;
 - (iv) nutrients;
- (n) product labelling, including listing known allergens

[Alta. Reg. 69/2005]

Apprenticeship

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| Term of the apprenticeship program | 4 | <ul style="list-style-type: none"> (1) Subject to credit for previous training or experience being granted pursuant to an order of the Board, the term of an apprenticeship program for the trade is 3 periods of not less than 12 months each. (2) In the first period of the apprenticeship program an apprentice must acquire not less than 1560 hours of on the job training and successfully complete the technical training that is required or approved by the Board. (3) In the 2nd period of the apprenticeship program an apprentice must acquire not less than 1560 hours of on the job training and successfully complete the technical training that is required or approved by the Board. (4) In the 3rd period of the apprenticeship program an apprentice must acquire not less than 1560 hours of on the job training and successfully complete the technical training that is required or approved by the Board. |
| Employment of apprentices | 5 | <ul style="list-style-type: none"> (1) Where a person employs an apprentice, that employment must be carried out in accordance with this section. (2) Subject to subsection (3), a person who is a certified journeyman or an uncertified journeyman in the trade or employs a certified journeyman or an uncertified journeyman in the trade may employ 2 apprentices and 2 additional apprentices for each additional certified journeyman or uncertified journeyman in the trade that is employed by that person. <p style="text-align: right; margin-right: 20px;">[Alta. Reg. 1/2011]]</p> <ul style="list-style-type: none"> (3) Subsection (2) does not apply to an apprentice who is engaged in an apprenticeship program in the trade and has completed all the requirements required or approved by the Board for advancement into the 3rd period of that apprenticeship program. <p style="text-align: right; margin-right: 20px;">[Alta. Reg. 102/2006, 270/2006]</p> |
| Wages | 6 | <ul style="list-style-type: none"> (1) Subject to the <i>Apprenticeship Program Regulation</i>; a person shall not pay wages to an apprentice that are less than those provided for under subsection (2). |

- (2) Subject to the *Employment Standards Code*, a person employing an apprentice must pay wages to the apprentice that are at least equal to the following percentages of the wages paid to employees who are certified journeypersons or uncertified journeypersons in the trade:

[Alta. Reg. 270/2006]

- (a) 65% in the first period of the apprenticeship program;
- (b) 75% in the 2nd period of the apprenticeship program;
- (c) 85% in the 3rd period of the apprenticeship program.

Transitional Provisions, Repeals, Expiry and Coming into Force

- Apprenticeship continues **7** A person who immediately prior to January 1, 2001 was an apprentice in an apprenticeship program under the *Baker Trade Regulation* (AR 122/94) continues as an apprentice in that apprenticeship program under this Regulation
- Repeal **8** The *Baker Trade Regulation* (AR 122/94) is repealed.
- Expiry **9** For the purpose of ensuring that this Regulation is reviewed for ongoing relevancy and necessity, with the option that it may be repassed in its present or an amended form following a review, this Regulation expires on August 31, 2019.
- Coming into force **10** This Regulation comes into force on January 1, 2001.

[Alta. Reg. 278/2004, 3/2010]