

- 520.406 What happens once I have submitted my request for authorization to pay messengers, learners, or apprentices subminimum wages?
- 520.407 What is the subminimum wage for messengers and what must I do to comply with the terms of my certificate?
- 520.408 What is the subminimum wage for learners and what must I do to comply with the terms of my certificate?
- 520.409 When will authority to pay apprentices special minimum wages become effective and what is the special minimum wage rate?
- 520.410 How long does a messenger, learner, or apprentice certificate remain in effect?
- 520.411 Does a certificate authorizing payment of subminimum wages to messengers and/or learners remain in effect during the renewal process?
- 520.412 What records, in addition to those required by Part 516 of this chapter and section 520.203 of this part, must I keep relating to the employment of messengers, learners, or apprentices under special certificate?

#### Subpart E—Student-Learners

- 520.500 Who is a student-learner?
- 520.501 How do I obtain authority to employ student-learners at subminimum wages?
- 520.502 What information must an application to employ student-learners at subminimum wages contain?
- 520.503 What must I demonstrate in my application for a student-learner certificate to receive a favorable review?
- 520.504 When will authority to pay student-learners subminimum wages become effective?
- 520.505 How will I be notified that my request to employ student-learners at subminimum wages has been denied and can I appeal the denial?
- 520.506 What is the subminimum wage for student-learners and what must I do to comply with the terms of my student-learner certificate?
- 520.507 How long does my certificate remain in effect?
- 520.508 What records, in addition to those required by Part 516 of this chapter and section 520.203 of this part, must I keep when student-learners are employed?

AUTHORITY: Sec. 14, 52 Stat. 1062, 1064 (29 U.S.C. 214); secs. 2-12, 60 Stat. 237-244; (5 U.S.C. 1001-1011); 52 Stat. 1068, as amended, 29 U.S.C. 214.

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#### Subpart A [Reserved]

### Subpart B—What are the General Provisions Governing the Employment of Messengers, Learners (Including Student-Learners), and Apprentices at Subminimum Wages?

#### § 520.200 What is the legal authority for payment of wages lower than the minimum wage required by section 6(a) of the Fair Labor Standards Act?

Section 14(a) of the Fair Labor Standards Act provides, in order to prevent curtailment of employment opportunities, for the payment of special minimum wage rates to workers employed as messengers, learners (including student-learners), and apprentices under special certificates issued by the Department of Labor.

#### § 520.201 How are those classifications of workers which may be paid subminimum wages under section 14(a) of the Fair Labor Standards Act defined?

(a) A messenger is a worker who is primarily engaged in delivering letters and messages for a firm whose principal business is the delivery of such letters and messages.

(b) A learner is a worker who is being trained for an occupation, which is not customarily recognized as an apprenticeable trade, for which skill, dexterity and judgment must be learned and who, when initially employed, produces little or nothing of value. Except in extraordinary circumstances, an employee cannot be considered a “learner” once he/she has acquired a total of 240 hours of job-related and/or vocational training with the same or other employer(s) or training facility(ies) during the past three years. An individual qualifying as a “learner” may only be trained in two qualifying occupations.

(c) A student-learner is a student who is at least sixteen years of age, or at least eighteen years of age if employed in an occupation which the Secretary has declared to be particularly hazardous, who is receiving instruction in an accredited school, college or university and who is employed on a part-