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## 29 C.F.R. § 520.408

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### What is the subminimum wage for learners and what must I do to comply with the terms of my certificate?

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(a) All learner certificates shall specify:

- (1) The subminimum wage rate of not less than 95 percent of the applicable minimum wage required by section 6(a) of the FLSA;
- (2) The number or proportion of learners authorized to be employed on any one day;
- (3) The occupations in which learners may be employed;
- (4) The authorized learning period of not more than 240 hours, except in extraordinary situations as discussed in § 520.403; and
- (5) The effective and expiration dates of the certificate.

(b) Learners properly hired prior to the date on which a learner certificate expires may be continued in employment at subminimum wage rates for the duration of their authorized learning period under the terms of the certificate, even though the certificate may expire before the learning period is completed.

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