

New Rule, R.1995 d.553, effective October 16, 1995.  
See: 27 N.J.R. 2868(a), 27 N.J.R. 3958(a).

**12:56-18.2 School-to-work program requirements**

(a) The following conditions shall be met to allow for non-paid activities of student learners at for profit and not-for-profit organizations:

1. The student shall be at least 16 years of age;
2. The activity must be related to a formal school-to-work transition plan for a student learner;
3. There is collaboration and planning between work-site staff and school staff resulting in clearly identified learning objectives related to the non-paid activities;
4. Any productive work is incidental to achieving learning objectives;
5. The student learner receives credit for time spent at the worksite and the student is expected to achieve the learning objectives;
6. The student learner is supervised by a school official and a workplace mentor;
7. The non-paid activity is of a limited duration, related to an educational purpose and there is no guarantee or expectation that the activity will result in employment; and
8. The student learner does not replace an employee.

New Rule, R.1995 d.553, effective October 16, 1995.  
See: 27 N.J.R. 2868(a), 27 N.J.R. 3958(a).

**SUBCHAPTER 19. EMPLOYMENT IN THE TRUCKING INDUSTRY**

**Authority**

N.J.S.A. 34:11-56a1 et seq., specifically 34:11-56a16.

**Source and Effective Date**

R.1996 d.375, effective August 5, 1996.  
See: 28 N.J.R. 1475(a), 28 N.J.R. 3798(c).

**12:56-19.1 Trucking industry employer defined**

“Trucking industry employer” means any business or establishment primarily operating for the purpose of conveying property from one place to another by road or highway, and includes the storage and warehousing of goods and property. Such an employer must also be subject to the jurisdiction of the Secretary of Transportation pursuant to the Federal Motor Carrier Act, 49 U.S.C. § 31501 et seq., whose employees are exempt under Section 13(b)(1) of the Fair Labor Standards Act, 29 U.S.C. § 213(b)(1), which provides an exemption to employees regulated by Section 204 of the Federal Motor Carrier Act and Interstate Commerce Act.

**12:56-19.2 Minimum wage**

Employees engaged in the trucking industry shall be paid a minimum wage rate as provided in N.J.S.A. 34:11-56a4 and N.J.A.C. 12:56-3.1.

**12:56-19.3 Overtime rates**

Every trucking industry employer shall pay to all drivers, helpers, loaders and mechanics for whom the Secretary of Transportation may prescribe maximum hours of work for the safe operation of vehicles pursuant to 49 U.S.C. § 31502(b) an overtime rate not less than one and one-half times the minimum wage required pursuant to N.J.S.A. 34:11-56a4 and N.J.A.C. 12:56-3.1.

**SUBCHAPTER 20. EMPLOYMENT OF SKILLED MECHANICS**

**Authority**

N.J.S.A. 34:11-56a1 et seq., specifically 34:11-56a16.

**Source and Effective Date**

R.1996 d.376, effective August 5, 1996.  
See: 28 N.J.R. 1476(a), 28 N.J.R. 3800(a).

**12:56-20.1 Skilled mechanic defined**

(a) For purposes of this exemption, “skilled mechanic” is defined as:

1. A mechanic who is a specialist performing all repairs and who works on the total automobile and who works on various automobile makes and models; or
2. A mechanic who is responsible for work on certain parts of the vehicle, for example, transmission mechanic, brake mechanic, engine mechanic, air-conditioning mechanic.

(b) The term “skilled mechanic” does not include: a mechanic or helper who works on limited sections of an automobile and performs minor tasks such as lubricating, tire changing, brake service, oil changing.

**12:56-20.2 Minimum wage**

Skilled mechanics engaged in the new or the new and used motor vehicle sales or the automotive and/or truck repair industry must be paid a minimum wage rate as provided in N.J.A.C. 12:56-3.1.

Amended by R.1998 d.405, effective August 3, 1998.  
See: 30 N.J.R. 1893(a), 30 N.J.R. 2928(b).

Inserted a reference to the automotive and/or truck repair industry.

**12:56-20.3 Overtime rates**

(a) Skilled mechanics employed by nonmanufacturing employers primarily engaged in the business of selling new or new and used motor vehicles or in the business of automotive and/or truck repair shall be exempt from the overtime requirements of N.J.S.A. 34:11-56a4 and N.J.A.C. 12:56-6.1 provided all of the following conditions are met:

1. The mechanic shall be paid on a flat rate or incentive rate basis; and

2. The mechanic shall be guaranteed a basic contractual hourly rate, separate from and exclusive from the flat or incentive rate. The contractual hourly rate must include payment of time and one-half of the hourly rate for all hours actually worked in excess of 40 hours per week. The contractual hourly rate must be at least minimum wage.

Amended by R.1998 d.405, effective August 3, 1998.  
See: 30 N.J.R. 1893(a), 30 N.J.R. 2928(b).

In (a), inserted a reference to the business of automotive and/or truck repair.

**APPENDIX A****AVAILABILITY OF STANDARDS REFERRED TO IN THIS CHAPTER**

A copy of each of the standards referenced in this chapter is on file and may be inspected at the following office between the hours of 9:00 A.M. and 4:00 P.M. on normal working days:

New Jersey Department of Labor  
Division of Workplace Standards  
John Fitch Plaza  
Trenton, New Jersey

Copies of the referenced standards may be obtained from the following office:

Office of Wage and Hour Compliance  
New Jersey Department of Labor  
PO Box 389  
Trenton, New Jersey 08625-389

Amended by R.1990 d.520, effective November 5, 1990.  
See: 22 N.J.R. 2235(a), 22 N.J.R. 3379(b).  
Revised and updated addresses.