



Recommendations for a Statewide Apprenticeship for Lubrication Technician

Thursday, July 30, 2015
10:00 AM – 3:00 PM

Attendees

1. Owen Smith
2. Pat Mullarkey
3. Ron Verkielen
4. Patrick Tonz
5. Gary Schmitz
6. Dan Vandembush

Recommendations

1. Need and scope

Statewide training is needed because the occupation is a common and important middle-skilled position (above entry-level) for which no standardized training exists. Moreover, some large companies are evolving the occupation into a critical part of the preventative maintenance team that performs inspections and troubleshoots equipment using ultra-sound testing equipment.

2. Term and length

The term is time-based. The length is two years of not less than 4,000 hours, including 288 hours of PRI. These recommendations are consistent with the various sole sponsor programs.

3. OJT

See Exhibit A.

4. PRI

Lube Tech apprentices registered to sole sponsors attend select courses from the Millwright curriculum. However, the apprentices must skip three semesters (first, fifth, sixth) because they do not include relevant courses. Consequently, Lube Tech apprentices often complete PRI at least one year after they complete OJT.

Therefore, the group recommends the following:

- i. Continue with the current PRI arrangement until need and funding arise.
- ii. Create a course sequence for Lube Tech apprentices that excludes the courses that only Millwrights take.
- iii. Develop new curriculum for lubrication fundamentals; ultra-sound and auto-grease technologies; and | filtration.

Lubrication Technician • 2-699687018-04-T
Exhibit A - Program Provisions

DRAFT August 2015

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 2 years of not less than 4,000 hours. Hours of labor shall be the same as established for other skilled employees in the trade.

PROBATIONARY PERIOD: The probationary period shall be the first 6 months of employment, but in no case shall it exceed twelve calendar months. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department, without adverse impact on the sponsor.

SCHOOL ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 288 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

WORK PROCESS SCHEDULE: In order to obtain well-rounded training and thereby qualify as a skilled worker in the trade, the apprentice shall have experience and training in the following areas. This instruction and experience shall include the following operations but not necessarily in the sequence given. Time spent on specific operations need not be continuous.

<u>Work Process Description</u>	<u>Approximate Hours</u>	
	(Min	- Max)
Adhere to industry and employer safety standards. A. Complete employer orientation. B. Wear appropriate personal protective equipment. C. Properly use tools and equipment.	100	
Apply lubricants to machinery and components according to need and site requirements: A. Grease B. Oil C. Hydraulic fluid D. Glycol E. Synthetics	1000	
Perform general lubrication practices. A. Perform routine inspections and housekeeping. B. Monitor lubrication and/or system operating parameters using ultra-sonic lubrication, temperature, pressure, level, and flow, etc. C. Identify leakage; contamination; loose, damaged or missing parts; and excessive vibration. D. Obtain oil samples for analysis, according to best practices. E. Perform minor pipe fitting: install oil sight glasses, breathers, drain plugs, etc.	1000	
Monitor, inspect, and operate hydraulic and central lube oil systems. A. Monitor visual oil quality. B. Perform oil analysis and determine whether to filter or replace the oil. C. Drain and change oil. D. Change oil filters and reservoir breather filters. E. Maintain proper oil level, temperature, flow rates, etc.	500	

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Perform preventive maintenance inspections according to maintenance schedule.	462
A. Print weekly route schedules.	
B. Complete route.	
C. Record and maintain information database for area of responsibility.	
Identify, handle and store new and used lubricants, according to best practices.	250
Familiarize self with lubrication routes and practices for all applicable areas.	200
Perform general duties.	200
A. Write work orders to correct machinery lubrication problems.	
B. Write purchase requisitions for tools, supplies, etc.	
C. Obtain lubrication information from operation and maintenance manuals and employer standards.	
Paid Related Instruction	288
TOTAL	4000

The above schedule is to include all operations and such other work as is customary in the trade.

MINIMUM COMPENSATION TO BE PAID: (Per collective bargaining agreement)

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CREDIT PROVISIONS: The apprentice, granted credit at the start or during the term of the apprenticeship, shall be paid the wage rate of the pay period to which such credit advanced the apprentice.

Work credit hours approved: N/A

School credit hours approved:
Paid related instruction: N/A

Unpaid related instruction: N/A

Total credit hours to be applied to the term of the apprenticeship: N/A

SPECIAL PROVISIONS:

An apprentice in his/her final year must participate in the Transition to Trainer Course.

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Exhibit A - Program Provisions

Approved: July 27, 2010

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 2 years. Hours of labor shall be the same as established for other skilled employees in the trade.

PROBATIONARY PERIOD: The probationary period shall be the first 6 months of employment, but in no case shall it exceed twelve calendar months. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department, without adverse impact on the sponsor.

SCHOOL ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 288 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

WORK PROCESS SCHEDULE: In order to obtain well-rounded training and thereby qualify as a skilled worker in the trade, the apprentice shall have experience and training in the following areas. This instruction and experience shall include the following operations but not necessarily in the sequence given. Time spent on specific operations need not be continuous.

<u>Work Process Description</u>	<u>Approximate Hours</u> (Min - Max)
General Lubrication Practices: Routine inspection and housekeeping requirements. Monitoring of the following lubrication and/or system operating parameters: temperature; pressure; flow; level; leakage; vibration; contamination prevention; loose, damaged or missing parts., etc. Obtain oil samples for analysis, as required. Minor pipe fitting; e.g., install oil sight glasses, breathers, drain plugs, etc.	1000
General Job Requirements: Write work orders as appropriate to correct machinery lubrication problems. Write purchase requisitions for lubrication tools, supplies, etc., as required for job. Obtain lubrication information from O.E.M. operation and maintenance manuals.	200
Lubricant Storage, Handling and Application: Proper storage and identification of new and used oils; Proper handling, dispensing, and application of oils and greases consistent with current best practices.	250
Preventive Maintenance Inspections: Disassemble and inspect couplings as per MMS PM procedure; perform visual inspections of gear reducers as per MMS PM procedures.	200
Computerized Lube Scheduling & Database Program: Print weekly route schedules; confirm completed route information; maintain lube database information for area of responsibility (e.g., proper lubricant, frequency, etc.)	262
Hydraulic & Central Lubricating Oil Reservoirs: Inspection, housekeeping, care, monitoring, start-up and shutdown of hydraulic and central lube oil systems, including, but not limited to: changing oil filters and reservoir breather filters, draining and changing oil, monitoring visual oil quality, maintaining proper oil level, temperature, flow rates, etc.	500
Plant Lubrication Routes & Practices Orientation: Familiarization and indoctrination of Oiler's role and responsibilities in performing job duties. Oiler route orientation for all applicable areas of the mill.	200

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Machinery and Component Lubrication: The following machinery and components (but not limited to) are included in the lubrication program: turbines; air compressors; pumps; speed reducers; couplings; bearings; chains; open gears; etc.	1000
Safety, orientation, use of tools and equipment.	100
Paid Related Instruction	288
TOTAL	4000

The above schedule is to include all operations and such other work as is customary in the trade.

MINIMUM COMPENSATION TO BE PAID: (Per collective bargaining agreement)

1st period of 6 months at XX% of skilled wage rate.

2nd period of 6 months at XX% of skilled wage rate.

3rd period of 6 months at XX% of skilled wage rate.

4th period of 6 months at XX% of skilled wage rate.

Base skilled wage rate \$XX.XX per hour.

If at any time the base skilled wage rate rises or falls, the apprentice's wage shall be adjusted proportionately. The wage rate of apprentices employed in this trade and this firm shall be based on the base skilled wage rate stated above.

All apprentices are covered by State and Federal Wage and Hour Standard requirements. All apprentices shall be paid no less than the minimum wage established under regulations.

CREDIT PROVISIONS: The apprentice, granted credit at the start or during the term of the apprenticeship, shall be paid the wage rate of the pay period to which such credit advanced the apprentice.

Work credit hours approved: N/A

School credit hours approved: N/A
Paid related instruction:

Unpaid related instruction: N/A

Total credit hours to be applied to the term of the apprenticeship: N/A

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Web based training will be provided as part of this apprenticeship program and must be satisfactorily completed. All matters not stipulated in this apprenticeship agreement are stipulated by the collective bargaining agreement between the employer and apprentice will be in effect provided such terms are not in conflict with the apprenticeship law or commission apprenticeship rules. A copy of the negotiated apprenticeship standards will be given to each apprentice by the employer.