

State Ind Mech & Flu Maint Committee • Madison WI  
 Maintenance Mechanic • 2-638281014-01-T  
 Exhibit A - Program Provisions

**TERM OF APPRENTICESHIP:** The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 8,000 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 576 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 safety regulations and employer procedures. 1. OSHA safety standards 2. Operate mobile and powerlift equipment. 3. Safety, including hand and power tools 4. Housekeeping 5. Tool and parts crib 6. General computer operations	150
Maintain and repair machines and equipment. 1. Interpret prints and schematics correctly. 2. All types of bearings, friction/anti-friction 3. Belts and chains 4. Coupling alignment 5. Gear boxes 6. Bench work 7. Rebuilding and overhauling pumps, including scrape and alignment 8. Conveyor maintenance 9. Exhaust fans and blowers 10. Roll changes 11. Electric motor replacement 12. Overhead crane repair 13. Robotics and diagnostics 14. Fabricate fiberglass, sheet metal, guards and rails. <i>Identical to #14 in "Install..."</i>	3500
Hydraulics and pneumatics 1. Pumps, valves, cylinders and actuators 2. Lubricants and coolants 3. Trouble shooting, repairing and rebuilding 4. Compressor repair, piping, tubing and hoses	1000
Install machines and equipment. DETA-10408-E (R. 12/2010)	500

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1. Interpret prints and schematics correctly.	
2. Couplings and alignment	
3. Rigging and hoisting	
4. Start-up and debugging new equipment	
5. Grouting and masonry	
6. Form building and carpentry	<i>Tasks 6-9 seem duplicative.</i>
7. Optical alignment and laser masonry	
8. Form building/carpentry	
9. Optical alignment and laser transit	
10. Demolition	
11. Robot installation	
12. Painting	
13. Structural layout and fabrication (structural steel, etc.)	
14. Fabricate fiberglass, sheet metal, guards and rails. <i>Identical to #14 in "Maintain"</i>	
Perform predictive and preventive maintenance inspection.	300
1. Visual/audible inspection	
2. Vibration analysis	
3. Fluid analysis	
4. Diagnostics	
Operate machines.	150
1. Grinders	
2. Drill press	
3. Saws	
4. Lathes	
5. Milling machines	
6. Miscellaneous machines	
7. Alter and repair fixtures and tools, and sharpen tools.	
Metallurgy	100
1. Flame cutting and heating	
2. Welding	
3. Heat treating	
4. Blacksmithing	
Local Optional Work Processes	1724
1. Engineering	
2. Turbine and generator repair	
3. Dam and river boom repair	
4. Electrical	
5. Machine building	
6. Buildings and facilities	
7. Elevator maintenance and repairs	
8. Boiler and furnace repair	
9. General carpentry	
10. Overhead doors	
11. Overhead cranes	
12. HVAC	
Paid Related Instruction	576
TOTAL	8000

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

**MINIMUM COMPENSATION TO BE PAID:**

The apprentice's wage must average no less than 60% of the skilled wage rate during the term of the apprenticeship. (DWD 295.05) The apprentice may not be started at less than the minimum wage.

Base skilled wage rate N/A 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.

<b>Work credit hours approved:</b>	N/A
<b>School credit hours approved:</b>	
<b>Paid related instruction:</b>	N/A
<b>Unpaid related instruction:</b>	N/A
<b>Total credit hours to be applied to the term of the apprenticeship:</b>	N/A

**SPECIAL PROVISIONS:**

Employers may require apprentice to complete basic First Aid and CPR courses.

The apprentice in his/her final year must take the Transition to Trainer Course.