



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, **etc.**

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 **may skip one or more topics within a semester or skip an entire semester** that does apply to their program. Consequently, Lube Tech apprentices **may complete PRI up to two years** 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.

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Exhibit A - Program Provisions

DRAFT September 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 and safety training . 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 F. Other	1000
Perform general lubrication practices. A. Perform routine inspections and housekeeping. B. Monitor lubrication and system operating parameters using employer tools/standards . C. Identify leakage; contamination; loose, damaged or missing parts; and 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.	662
A. Familiarize self with lubrication routes and practices for all applicable areas.	
B. Print weekly route schedules.	
C. Complete route.	
D. Record and maintain information database for area of responsibility.	
Identify, handle and store new and used lubricants, according to employer's best practices.	250
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 OEM 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:

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:

The employer may require the apprentice to obtain basic First Aid and CPR certifications in his/her first year and maintain them throughout the program.

The apprentice in his/her final year must successfully complete the Transition to Trainer course.