

**State Ind Mech & Flu Maint Committee
Exhibit A Review**

SPONSORED TRADE	TERM	PROB PERIOD
Industrial Manufacturing Technician	HYBRID 3000 hours	3 months
Industrial Pipefitter	4 years of 8000 hours	6 months
Machine Repair	48 months OR 8000 hours	6 months
Machine Repair/Pipefitter	6 years of 12000 hours	2000 hours
Maintenance Mechanic	4 years of not less than 8,000 hours	6 months
Maintenance Mechanic/Pipefitter	6 years of 12000 hours	2000 hours
Millwright	4 years OR 8000 hours	6 months
Millwright/Pipefitter	4 years OR 8000 hours	6 months
Welder-Fabricator	HYBRID 8000 hours	6 months

Question 1: Does the State Committee want to standardize the term structure across all trades with time-based terms, or do the current term structures accurately reflect the intent of the committee?

Background:

The term structure states the number of years and/or hours required to complete the program. The Bureau finds that the clearest term structure is "X years of not less than XXXX hours," because it states unequivocally that the apprentice must satisfy both the required years and hours in order to complete. This structure is used by the Maintenance Mechanic trade.

In contrast, most trades use the structure, "X years OR XXXX hours." This structure can be problematic, because it states that satisfying either the required years or the required hours is acceptable in order to complete. For example, a millwright apprentice who works 8,000 hours in less than four years due to overtime would complete the program.

Question 2: Does the State Committee want to increase the probationary period for applicable trades from six months to 12 months, the new maximum probationary period established by CFR 29.29 in 2010? (this would exclude the 18-mo Industrial Manufacturing Technician)