

State Insulation Workers (Heat & Frost) • Madison WI  
 Insulation Worker (Heat & Frost) • 1-863364014-02-T  
 Exhibit A - Program Provisions

**Approved: March 20, 2015**

**TERM OF APPRENTICESHIP:** The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 6,240 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 12 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 400 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)
PIPE COVERING Fabricate, install and jacket the following piping systems: A. Plumbing B. Heating C. Cold or Refrigeration D. Process Piping	2800
EQUIPMENT Fabricate, install and jacket the following types of equipment insulation: A. Hot B. Cold or Refrigeration C. Miscellaneous	1240
DUCT COVERING Fabricate, install and jacket the following types of insulation: A. Blanket B. Rigid	1200
LOCAL OPTIONAL WORK PROCESSES (Miscellaneous) A. Handling materials. B. Handling and erecting scaffolding. C. Safety training and jobsite orientation	600
Paid Related Instruction	400
<b>TOTAL</b>	<b>6240</b>

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

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**MINIMUM COMPENSATION TO BE PAID:**

The base skilled wage rate is \$\_\_\_\_\_ per hour.

The apprentice wage scale is deemed adequate when, during the term of training, it averages 60% of the current journeyworker rate.

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.

**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 complete the Transition to Trainer course.

The apprentice must attend related instruction during the 30-day period following a layoff. School attendance during this 30-day period shall be paid for by the most recent employer, as an obligation originally assumed by the employer unless the apprentice has been terminated for violation of the employer's written work rules.

After the first 30 days following layoff, the apprentice is unassigned, and the obligation of the employer to pay the apprentice for school attendance is waived.