

State Steamfitting Apprent Adv Comm • Madison WI  
Steamfitter (Service/Refrigeration) • 1-862281022-07-T  
Exhibit A - Program Provisions

**PROPOSED REVISIONS**

**TERM OF APPRENTICESHIP:** The term of apprenticeship shall be Time-based, which has been established to be 5 years of no less than 8000 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 500 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.

**Work Process Description**

**Approximate Hours**  
**(Min - Max)**

**Install and start-up mechanical systems and equipment.**

1500

1. Interpret gages, meters, charts and computer software.
2. Operate electrical/electronic test equipment.
3. Install and start-up electrical power and control circuits.
4. Install and start-up motors, starters and circuit boards.
5. Install and start-up pumps and heating and cooling systems.
6. Install and start-up air conditioning/refrigeration systems.
7. Install and start-up various process piping systems.
8. Install and start-up fans and air handling equipment.

**Maintain and troubleshoot mechanical systems and equipment.**

2500

1. Interpret gages, meters, charts and computer software.
2. Operate electrical/electronic test equipment.
3. Maintain and troubleshoot piping, tubing and accessories.
4. Maintain and troubleshoot bearings, bushings, shafts, seals, and O-rings.
5. Maintain and troubleshoot belts, sheaves/pulleys and couplings.
6. Maintain and troubleshoot pumps and heating and cooling systems.
7. Maintain and troubleshoot air conditioning/refrigeration systems
8. Maintain and troubleshoot fans and air handling equipment
9. Troubleshoot and repair leaks.
10. Evacuate systems and measure vacuum levels.
11. Perform refrigerant recovery.
12. Charge refrigeration systems.

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<b>Install, maintain and troubleshoot mechanical control systems.</b>	1500
1. Interpret gages, meters, charts and computer software.	
2. Operate electrical/electronic test equipment.	
3. Install, maintain and troubleshoot DDC and pneumatic control systems.	
4. Install, maintain and troubleshoot electrical power and control circuits.	
5. Install, maintain and troubleshoot motors, starters and circuit boards.	
6. Install, maintain and troubleshoot industrial instrumentation controls.	
7. Install, maintain and troubleshoot contactors, relays, switches and sensors.	
8. Install, maintain and troubleshoot operational and safety controls.	
<b>Perform mechanical duties.</b>	1250
1. Interpret blueprints, symbols, specifications and schematic drawings.	
2. Calculate piping layout and offsets.	
3. Create accurate spool or CAD drawings for use in pre-fabrication.	
4. Operate lifting and moving equipment.	
5. Safely rig piping and equipment.	
6. Perform pressure, hydronic and hydrostatic tests on systems.	
<b>Join pipes and fittings.</b>	250
1. Solder, braze, fuse and weld.	
2. Cut using oxyacetylene torch and plasma.	
3. Mechanically join.	
<i>Here, the focus group proposes splitting one work process into two work processes. If you agree, what should the minimum hours be?</i>	
<b>Perform miscellaneous duties.</b>	500
1. Demonstrate knowledge of all federal, state and employer safety regulations.	
2. Perform record keeping.	
3. Communicate professionally with other workers and customers.	
4. Perform job-related tasks not listed elsewhere.	
Paid Related Instruction	500
<b>TOTAL</b>	<b>8000</b>

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

**MINIMUM COMPENSATION TO BE PAID:**

DWD 295.05 Apprentice Wages. (1) An apprentice contract wage scale is deemed adequate when, during the term of training, it averages 60% of the current journeyman rate.

The apprentice contract should provide for a graduated scale progressing in periods as approved by the Bureau of Apprenticeship Standards. A wage progression will be established for local apprenticeship standards that meets the terms of DWD 295.05 and has the approval of the Bureau.

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

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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:**

The apprentice shall obtain **local committee-approved** certification in First Aid and CPR and a minimum of a 10-hour OSHA Safety Course during the first 12 months of the contract.

An apprentice in his/her final year **must successfully complete** in the Transition to Trainer Course.

The apprentice shall attend unpaid related instruction on his/her own time and **successfully complete** such courses and for such period of time as the Local Committee requires.

The apprentice must obtain an **EPA** Universal CFC card prior to completion or as directed by the Local Committee.