

Associated Builders & Contractors of WI, Inc.

HEAT AND FROST INSULATOR

863.364.014

**TRADE INFORMATION**

**APPROVED: MAY 14, 2015**

**EXTENT OF PERIOD OF APPRENTICESHIP:** The term of apprenticeship shall be **four (4) years of not less than 6280 hours**. The probationary period shall be the first 1560 hours of employment, but in no case shall it exceed one (1) calendar year. Hours of labor shall be the same as established for other skilled employees in the trade, in the establishment.

**SCHOOL ATTENDANCE:** The apprentice shall attend the assigned Wisconsin Technical College System for **paid related instruction classes a minimum of 400 hours**, or the equivalent and satisfactorily complete the prescribed course material, unless otherwise approved by the Department. The employer must pay for related instruction hours at the same rate per hour as for services performed.

**SCHEDULE OF PROCESSES TO BE WORKED:** In order to obtain well-rounded training and thereby qualifying 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. The below schedule of processes to be worked shall include all operations and such other work as is customary in the trade.

<u>Schedule Of Processes To Be Worked</u>	<u>Approximate Hours</u>
A. Pipe Covering To Include: plumbing, heating, and cold or refrigeration	2840
B. Equipment To include: hot, cold or refrigeration, and miscellaneous	1240
C. Duct Covering To include: blanket, and rigid	1200
D. Miscellaneous To include: materials handling and scaffold erecting and handling	600
E. Paid Related Instruction	<u>400</u>
	<b>TOTAL 6280</b>

**MINIMUM COMPENSATION TO BE PAID:**

1st period of 0 – 12 months of 1 – 1570 hours and satisfactory progress\* at 45% of the base skilled wage rate.

2nd period of 13 – 24 months of 1571 – 3140 hours and satisfactory progress\* at 60% of the base skilled wage rate.

3rd period of 25 – 36 months of 3141 – 4710 hours and satisfactory progress\* at 65% of the base skilled wage rate.

4th period of 37 – 48 months of 4711 – 6280 hours and satisfactory progress\* at 70% of the base skilled wage rate.

Base skilled wage rate \_\_\_\_\_ per hour.

\*Satisfactory progress is defined as completing the minimum on the job hours; satisfactory progress on the job; satisfactory progress in paid related instruction; current in first aid and CPR; and compliance with the record keeping policy.

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 base skilled wage rate stated above.

If the apprentice does not complete the terms of the contract in the four year period, the apprentice shall be paid at no less than 70% of the skilled rate until completed.

If an apprentice completes the prescribed work hours before completing the required paid related instruction, the apprentice shall be held in the last period of apprenticeship until the apprenticeship is satisfactorily completed.

**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: \_\_\_\_\_

School Credit: \_\_\_\_\_

Total Credit to be applied to the terms of the apprenticeship: \_\_\_\_\_

**SPECIAL PROVISIONS: The apprentice shall obtain certification in First Aid and CPR and a minimum of a 10-Hour OSHA Safety course during the first 12 months of the contract.** The First Aid and CPR certifications must be kept current. The apprentice is required to take the Transition to Trainer course in the final year of the apprenticeship.

Apprentices shall attend at least 90% of scheduled paid related instruction each semester. In the event paid related instruction is missed, the apprentice shall make up the content missed as prescribed by the ABC of WI Apprenticeship Advisory Committee.

All work shall be performed under skilled worker supervision. Supervision should not be of such a nature as to prevent the development of responsibility and initiative. Under no circumstance shall an apprentice supervise another apprentice.

Upon completion of the on-the-job training work hours and the paid and unpaid school hours the apprentice must submit to the ABC of WI Apprenticeship Advisory Committee and application for completion. Upon approval by the ABC of WI Apprenticeship Advisory Committee and the BAS, the apprentice will be completed from the apprenticeship program.