

**Trade
Information
Sheet
(Sample
Apprentice
Contract)**

Associated Builders & Contractors of Wisconsin, Inc.

PLUMBER

862.381.030

TRADE INFORMATION

APPROVED: MAY 14, 2015

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time Based, which has been established to be **five years of not 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 cancel 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 for a minimum of 572 hours** 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.

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>Schedule Of Processes To Be Worked</u>		<u>Approximate Hours</u>
A.	INTERIOR AND EXTERIOR UNDERGROUND SANITARY AND STORM SEWER WORK, OR PRIVATE SEWAGE SYSTEMS:	1000
B.	VERTICAL STACKS AND BRANCHES: Including soil, waste, vents, and conductors	2374
C.	WATER SUPPLY SYSTEMS: Underground and above ground domestic potable hot and cold water systems, cross-connection control, and water treatment.	1900
D.	SETTING AND CONNECTING ALL TYPES OF PLUMBING FIXTURES AND APPLIANCES: Including those connected with both the water supply and waste systems.	1520
E.	PLUMBING LAYOUT:	550
F.	CORE DRILLING, STOCK WORK AND TRUCK DRIVING:	84
G.	PAID RELATED INSTRUCTION:	<u>572</u>
		TOTAL 8000

MINIMUM COMPENSATION TO BE PAID:

1st period of 0 – 12 months of 1 – 1600 hours, satisfactory progress* and a current license at 45% of the base skilled wage rate

2nd period of 13 – 24 months of 1601 – 3200 hours and satisfactory progress*, at least 45 hours of unpaid related instruction and a current license at 55% of the base skilled wage rate

3rd period of 25 – 36 months of 3201 – 4800 hours and satisfactory progress*, at least 90 hours of unpaid related instruction and a current license at 65% of the base skilled wage rate

4th period of 37 – 48 months of 4801 – 6400 hours and satisfactory progress*, at least 135 hours of unpaid related instruction and a current license at 70% of the base skilled wage rate

5th period of 49 – 60 months of 6401 – 8000 hours and satisfactory progress*, at least 180 hours of unpaid related instruction and a current license at 75% 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 and unpaid 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 the base skilled wage rate stated above. If the apprentice does not complete the terms of the contract in the fifth year period, the apprentice shall be paid at no less than 75% 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 and Plumbing Review course (or pass the test out option) in the final year of the apprenticeship. This will not be counted in the requirement to complete in order to meet ratio neutral status.

The apprentice must complete satisfactorily 260 hours of unpaid school hours, as prescribed by the ABC of WI Apprenticeship Advisory Committee. **The apprentice shall obtain at least 45 hours per year in unpaid related instruction.**

The 260 hours of unpaid related instruction must include:

First aid/CPR (12 to 30 hours)

Isometric Interpretation & Drawing (18 to 40 hours)

Plumbing Applications Lab (36 to 60 hours)

Plumbing Blueprint Reading (32 to 45 hours)

Plumbing Repair (45 to 90 hours)

Plumbing Review (54 hours) or pass the test out option

Safety/OSHA (24 to 54 hours)

Transition to Trainer (7 to 17 hours)

Transit/Level/Laser (18 to 40 hours)

Welding (30 to 60 hours)

The apprentices must successfully complete all required unpaid related instruction courses in order to apply for completion.

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 state-licensed skilled worker direct supervision, except fourth and fifth year apprentices who have successfully completed the first three years of the work and all related instruction (paid and unpaid except Transition to Trainer and Plumbing Review or pass the test out option) and all safety

training (including current first aid and CPR) may work alone as long as their work is supervised by a state-licensed skilled worker or state-licensed master plumber.

For Service and Repair apprentices who have completed one (1) year of training as an apprentice; completed a minimum of 100 hours of paid related instruction; and completed a specified unpaid related instruction program (90 Hours) in service/repair is qualified to work under the indirect supervision of a state-licensed skilled worker or state-licensed master plumber.

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.

Apprentices must obtain a valid credential from the Wisconsin Department of Safety and Professional Services and maintain it throughout the apprenticeship.

Upon completion of the on-the-job training work hours and the paid and unpaid school hours the apprentice must submit an application to take the Wisconsin state plumbing exam to the ABC of WI Apprenticeship Advisory Committee. Upon successfully passing the exam, the apprentice will be completed from the apprenticeship program.