

CARPENTER (CONSTRUCTION)

860.381.022

EXHIBIT A

APPROVED: OCTOBER 1, 2018

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time Based, which has been established to be **four years of not less than 6416 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 576 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. FORM BUILDING AND ROUGH FRAMING: 1. Form building (floors, beams, joists, wall columns, stairs, etc). 2. Rough Framing (floor framing, wall framing, metal studs, drywall application, roof framing, rough framing for stair work, scaffold building, etc., experience to be furnished in both house and heavy construction work). | 3000 |
| B. EXTERIOR FINISHING AND SYSTEMS: Application of cornice and exterior wall trim; setting door frames, window frames and trim; roof coverings. Installing decks, siding, and railing systems and fixture work. | 600 |
| C. INTERIOR FINISHING AND SYSTEMS: Installation of jambs, doors, windows, cabinets, countertops, casework, paneling and stairs. Application of all architectural trims, moldings, casing, appliques, etc. Installation of door, window and cabinet hardware. Installation of drywall, acoustical ceilings, moveable partitions, access panel systems, owner-supplied equipment, etc. | 1800 |
| D. MISCELLANEOUS: Scaffolding, welding, and maintenance of tools and equipment. Installation of rigid insulation, demolition, or any other manipulative process not listed or implied elsewhere. | 440 |
| E. PAID RELATED INSTRUCTION: | <u>576</u> |
| | TOTAL 6416 |

MINIMUM COMPENSATION TO BE PAID:

1st period of 0 – 12 months of 1 – 1604 hours and satisfactory progress* at 45% of the base skilled wage rate
2nd period of 13 – 24 months of 1605 – 3208 and satisfactory progress* and at least 30 hours of unpaid related instruction at 60% of the base skilled wage rate
3rd period of 25 – 36 months of 3209 – 4812 and satisfactory progress* and at least 60 hours of unpaid related instruction at 65% of the base skilled wage rate
4th period of 37 – 48 months of 4813 – 6416 and satisfactory progress* and at least 90 hours of unpaid related instruction 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 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 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.

The apprentice must complete satisfactorily 120 hours of unpaid school hours, as prescribed by the ABC of WI Apprenticeship Advisory Committee. **The apprentice shall obtain at least 30 hours per year in unpaid related instruction.** The 120 hours of unpaid related instruction may include such topics as: Written Communications, Applied Human Relations, Algebra, Applied Mathematics, Intro to Computers in the Trades, Computer Aided Drafting, Design Problems, Blueprint Reading, Technical Drafting, Estimating, Construction Technology, Trade Statistics, Material and Field Testing, Soil Mechanics and Drainage, Concrete and Asphalt Inspection, Strengths of Materials, Transit and Builders Level, Rigging, Woodworking, Basic Welding (maximum of 60 hours), Surveying, Civil Engineer Drafting, Related Machine Shop, Small Engine Repair, Electrical Circuits, Electrical Safety, Construction Safety, Isometric Drawing.

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 be of such a nature as to encourage 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 an application for completion to the ABC of WI Apprenticeship Advisory Committee. Upon approval by the ABC of WI Apprenticeship Advisory Committee and the BAS the apprentice will be completed from the apprenticeship program.