

Associated Builders & Contractors of WI, Inc.

HEAVY EQUIPMENT OPERATOR

859.683.010

TRADE INFORMATION

APPROVED: MAY 14, 2015

EXTENT OF PERIOD OF APPRENTICESHIP: The term of apprenticeship shall be **three years of not less than 5200 hours**. The probationary period shall be the first 1300 hours of employment, but in no case shall it exceed nine (9) calendar months. Hours of labor shall be the same as established for other skilled employees in the trade.

SCHOOL ATTENDANCE: The apprentice shall attend the assigned Wisconsin Technical College System for **paid related instruction classes for 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.

Schedule Of Processes To Be Worked

Maximum Hours

A. BASIC CRANE OR EXCAVATING To include: Hydraulic crane, lattice boom crane w/ attachments, tower crane, derrick crane, excavator (track or wheel), backhoe, clamshell, pile driver, caisson rig, and gradall.	3000*
B. BASIC GRADING AND MATERIALS HANDLING To include: motor grader or patrol grader, scraper (single or twin engine), wheel endloader, track endloader, loader backhoe, tractor, forklift, wheel dozer, track dozer w/ blade, Track Dozer w/ pipe boom or cable reel.	3000*
C. MISCELLANEOUS OPERATING SKILLS To include: directional boring or drilling machine, dredge, tug boat, concrete breaker, concrete slipform paver and related concrete paving equipment, curb machine, asphalt paver and related asphalt paving equipment, chip spreader, hydro blaster, concrete batch plant, crusher plant, wash plant, asphalt plant, pug mill, screening plant, articulated truck, rigid frame truck, dump truck, lowboy semi truck and trailer, lube or fuel truck, profiling machine, reclaiming machine, milling machine, shouldering/widening machine, bump cutter & grooving machine, trenching machine, roller/compactor-steel wheel, roller/compactor-rubber tired, rock drill – track or rubber tired, post driver, robotic tool carrier, straddle carrier, rail leveling/stone leveling machine, rail tie placer/extractor/tamper, sweeper, man hoist, cable plow (track or rubber tired), tunneling machine, stump chipper, skid steer loader, well drilling machine, bridge paver, concrete laser screed, environmental burner.	3000*
D. MAINTENANCE AND RELATED SKILLS To include: blaster and drill operator, machine maintenance/repair, driller's helper, grade checker and grade layout, lead man, well driller, mudjack, pipe layer.	3000*
E. PAID RELATED INSTRUCTION	<u>400</u>
TOTAL MINIMUM	5200

MINIMUM COMPENSATION TO BE PAID:

- 1st period of 0 – 12 months of 1 – 1733 hours and satisfactory progress* at 60% of the base skilled wage rate
- 2nd period of 13 – 24 months of 1734 – 3466 hours and satisfactory progress* at 65% of the base skilled wage rate
- 3rd period of 25 – 36 months of 3467 – 5200 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 three-year period, the apprentice shall be paid at no less than 70% of the skilled rate until completed.

If the apprentice completes the prescribed work hours before completing the required schooling, 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, or a MSHA course (8 hours) 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.

When the apprentice has accrued 5200 hours, including paid related instruction, and/or passed three performance tests and completed the paid related instruction; the apprentice will be classified as a skilled worker.

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

*An apprentice who has accrued 5200 hours, including completion of related instruction, and is qualified to operate six (6) major machines or attachments listed above from a minimum of one from each category above may be completed from the apprenticeship program. Maximum time on basic machine category may be satisfied by any combination of time from machines listed in that category. Hours listed are “maximum hours” which can be used for credit towards the minimum total of 5200 Hours. There is no minimum requirement for any category except category “E. Paid Related Instruction” which is 400 minimum hours.