

Department of Workforce Development  
Employment and Training Division  
Bureau of Apprenticeship Standards  
201 E. Washington Ave., Room E100  
P.O. Box 7972  
Madison, WI 53707-7972  
Telephone: (608) 266-3332  
Fax: (608) 266-0766  
Email: DWDDDET@dwd.wisconsin.gov

STATE OF WISCONSIN  
  
Department of Workforce Development  
Tony Evers, Governor  
Amy Pechacek, Secretary-Designee  
Michele Carter, Division Administrator

May 24, 2023

TO: State Painting & Glazing Apprenticeship Advisory Committee Members and Consultants

FROM: Owen Smith, Bureau of Apprenticeship Standards; [Owen.Smith@dwd.wisconsin.gov](mailto:Owen.Smith@dwd.wisconsin.gov)

SUBJECT: **State Painting & Glazing Apprenticeship Advisory Committee meeting**

DATE: **Thursday, June 1, 2023**

TIME: **1:00 PM – 3:00 PM**

ATTEND: [Attend virtually.](#)

**Attend via phone only:**

Call: 608-571-2209. Code: 727 094 752#

**Attend in person.**

Department of Workforce Development, [Room F105](#)  
201 E Washington Ave, Madison, WI 53703

**AGENDA**

1. Call the meeting to order.
2. Record attendees.
3. **Old Business**
  - a. **Action:** approve revised Exhibit A for Coating Application Specialist
  - b. **Action:** approve proposed Exhibit A for Painter-Decorator-Taper-Finisher
  - c. **Action:** verify policies established by the state committee are accurate.
  - d. **Action:** identify policies established by the state committee to revise further in fall, if needed.
4. Adjourn



## Proposed Revisions to State Exhibit A for Coating Application Specialist

**TERM OF APPRENTICESHIP:** The term of apprenticeship shall be 4 years of not less than 7400 hours. In addition to the specified hours, the apprentice must successfully attain the competencies described in these program provisions. 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 IUPAT DC 7 Training Centers, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 400 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 and shall demonstrate competency, as specified herein. 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 apprentice shall be required to track work hours on a weekly basis. The hours will be based on the work processes below and will be tracked on a computer-based program provided by the committee.

<u>Work Process Description</u>	<u>Approximate Hours</u>
---------------------------------	--------------------------

<b>Adhere to health and safety regulations and practices.</b>	<b>500</b>
---	------------

- |   |   |
|---|---|
| A. Review safety data sheet.  | - |
| B. Maintain safe work areas.  | - |
| C. Wear proper personal protective equipment.   | - |
| D. Perform positive and negative fit tests on selected respirators.                     | - |
| E. Perform a selected emission qualify assessment.                                      | - |
| F. Adhere to practices for tools.   | - |
| G. Adhere to regulations for confined spaces.   | - |
| H. Adhere to regulations for motorized vehicles, e.g. forklift, flagging, etc.          | - |
| I. Adhere to regulations for working at heights, e.g. ladders, scaffolds, aerial lifts. | - |
| J. Adhere to practices for disposing materials and waste.                               | - |

<b>Prepare surfaces.</b>	<b>1500</b>
--------------------------	-------------

- |  |      |
|--|------|
| A. Identify the environmental conditions and exposure.             | 1500 |
| B. Determine the surface preparation method and coating.           | -    |
| C. Measure ambient conditions.                                     | -    |
| D. Apply solvents.   | -    |
| E. Apply chemical strippers.                                       | -    |
| F. Prepare the surface using hand tools.                           | -    |
| E. Prepare the surface using power tools.                          | -    |
| F. Perform jetting, e.g. water, sponge, etc.                       | -    |
| G. Perform abrasive blasting, e.g. carbon dioxide, carbonate, etc. | -    |

## Proposed Revisions to State Exhibit A for Coating Application Specialist

**Apply coatings.** - **1250**

- A. Apply coating using a conventional system.
- B. Apply coating using a HVLP spray system.
- C. Apply coating using an airless spray system.
- D. Apply coating using an air-assisted spray system.
- E. Apply waterproofing coating systems on horizontal and vertical surfaces.
- F. Apply firestopping or fireproofing materials.
- G. Apply coating using brush and roller.
- H. Mix products.
- I. Thin products.

**Prepare coatings**

- A. Interpret data sheet.
- B. Mix coating.
- C. Thin coating.
- D. Sweat coating.
- E. Apply coating within pot life.

- **500**

**Apply specialty coatings.**

- A. Repair concrete.
- B. Install epoxy flooring system.
- C. Apply plural components.
- D. Troubleshoot common problems associated with plural-components.
- E. Fill pitted steel and concrete surfaces.
- F. Fill concrete bug holes after blasting.
- G. Apply tank linings, e.g. fiberglass mat, fiberglass reinforced, and vinyl ester.

- **750**

**Perform quality management.**

- A. Measure ambient conditions.
- B. Inspect quality control equipment.
- C. Perform pre-surface inspection.
- D. Determine blast surface profile.
- E. Inspect application equipment.
- F. Determine the WFT by notch gauge.
- G. Determine the DFT by SSPC-PA2.
- H. Determine dryness or state of cure.
- I. Inspect coating application between coats.
- J. Perform pinhole and holiday testing.
- K. Evaluate adhesion or cure.
- L. Document inspection results.
- M. Perform visual inspection for defects.

- **500**

**Troubleshoot equipment.**

- A. Clean spray equipment.
- B. Troubleshoot spray equipment.
- C. Troubleshoot blast equipment.

**1000**

Local Optional Work Processes

**1000**

Paid Related Instruction

400

**TOTAL**

**7400**

**Proposed Revisions to State Exhibit A for  
Coating Application Specialist**

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

**MINIMUM COMPENSATION TO BE PAID:** (Per collective bargaining agreement)

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 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.

Work credit hours approved:	None
School credit hours approved: Paid related instruction:	None
Unpaid related instruction:	None
Total credit hours to be applied to the term of the apprenticeship:	None

**SPECIAL PROVISIONS:**

In addition to paid related instruction, the apprentice hereby agrees to attend a minimum of 80 hours of unpaid related instruction which includes First Aid/CPR/AED and OSHA 30. Additional courses may be determined by the committee.

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



Recommended Adoption of State Exhibit A for  
**Painter-Decorator-Taper-Finisher**

**December 2022**

**TERM OF APPRENTICESHIP:** The term of apprenticeship shall be Time-Based, which has been established to be **four years of not less than 7400 hours**. In addition to the specified hours, the apprentice must successfully attain the competencies described in these program provisions. 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 9 months of the apprenticeship, 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 480 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 and shall demonstrate competency, as specified herein. 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)

**Adhere to health and safety regulations and practices. (320)**

- A. Maintain safe work areas.
- B. Wear proper personal protective equipment.
- C. Perform positive and negative fit tests on selected respirators.
- D. Adhere to safety practices for tools and equipment.
- E. Adhere to safety practices for heights, e.g. ladders, scaffolds, aerial lifts.
- F. Adhere to safety practices for disposing materials and waste.

**Prepare materials. (800)**

- A. Select appropriate material, e.g. residential, commercial, service area, use.
- B. Select tools and equipment.
- C. Select preparation agents.
- D. Select drywall panels by width, length, and thickness.
- D. Prepare a mixing area.
- E. Mix single component materials.
- E. Mix multi-component materials.
- F. Mix filling compounds, e.g. pre-mix, powdered, fast-set.
- G. Create a custom tint.

**Prepare surfaces. (800)**

- A. Determine if proper lighting is present.
- B. Determine whether pre-filling is required.
- C. Determine the appropriate compound for the substrate.
- D. Determine whether to use shims.
- E. Apply chemical strippers and de-glossers.
- F. Repair substrate.
- G. Prepare substrate for sealant.
- H. Prepare new substrate for painting.
- I. Prepare previously painted substrate.

Recommended Adoption of State Exhibit A for  
**Painter-Decorator-Taper-Finisher**

- J. Prepare porous surfaces.
- K. Prepare metal surfaces.
- L. Operate low-pressure washer.
- M. Patch damaged drywall.
- N. Finish damaged drywall.
- O. Repair common paint failures.

**Apply non-spray coatings. (960)**

- A. Apply coating using a brush.
- B. Apply coating using a roller.
- C. Apply coating using a trowel.
- D. Apply coating to various substrates.
- E. Paint exterior doors.
- F. Paint fixed and movable shutters.
- G. Paint double-hung window.
- H. Paint casement window.

**Apply spray coatings. (800)**

- A. Apply coating using a conventional system.
- B. Apply coating using a HVLP spray system.
- C. Apply coating using an airless spray system.
- D. Apply coating using an air-assisted spray system.
- E. Apply waterproofing coating systems on horizontal and vertical surfaces.
- F. Apply firestopping or fireproofing materials.

**Apply finishes to wood. (160)**

- A. Clean wood substrates.
- B. Sand wood substrates.
- C. Prepare wood surfaces for finish coat.
- D. Apply a sealer.
- E. Apply stains.
- F. Apply clear finishes.

**Install wall coverings. (320)**

- A. Install coverings around windows, doors, light fixtures, and other obstacles.
- B. Install coverings around stairs, slant walls, dormers, and archways.
- C. Correct installation failures.

**Perform abrasive blasting. (160)**

- A. Set up a conventional abrasive blast system.
- B. Remove hazards from the work area.
- C. Adhere to the pre-start sequence.
- D. Operate the system.
- E. Adhere to the shutdown sequence.

**Use automatic taping tools. (320)**

- A. **Modify** hand taping tool handles and blades.
- B. Perform the automatic taping tool sequence.
- C. Load tape.
- D. Operate a loading pump.

**Tape drywall. (800)**

- A. Perform hand taping.
- B. Perform mechanical taping.
- C. Perform banjo taping.



Recommended Adoption of State Exhibit A for  
**Painter-Decorator-Taper-Finisher**

- D. Perform wipe procedures for dry taping.
- E. Perform wipe procedures for wet taping.
- F. Wipe angles that are not 90 degrees.
- G. Correct problems from wiping angle tapes.

**Fill drywall. (320)**

- A. Fill flat joints.
- B. Fill butt joints.
- C. Fill ceiling joints.
- D. Fill fasteners.
- E. Fill vertical and horizontal angles.
- F. Fill bottoms.
- G. Fill three-ways.
- H. Fill non-90-degree angles.
- I. Load flat finishing boxes.
- J. Repair flat finishing boxes
- K. Apply filler coats, e.g. first, second, third, skim.
- L. Apply the five levels of drywall finishes.

**Sand drywall. (160)**

- A. Perform hand sanding and touch-up.
- B. Use a pole sander.
- C. Perform dustless sanding.
- D. Install beads and trims.
- E. Cut beads and trims.

**Apply advanced drywall systems. (160)**

- A. Repair common defects.
- B. Mix filling compounds and fast-set fillers.
- C. Repair hollow areas.
- D. Repair ridged joints.
- E. Repair nail pops, loose filler, and gouges.
- F. Repair cracks.
- G. Repair water and fire damage.
- H. Repair plaster and stains.
- I. Repair textures.
- J. Repair beads and trim.
- K. Apply texture.
- L. Apply membranes and barriers.
- M. install rigid insulation board.
- N. Apply base coats and reinforcing mesh.
- O. Apply finish coats.

Local Optional Work Processes **(680)**

Related Instruction

**640**

TOTAL

**7400**

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

**MINIMUM COMPENSATION TO BE PAID:**

Recommended Adoption of State Exhibit A for  
**Painter-Decorator-Taper-Finisher**

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 journeyworker rate or skilled wage rate. The apprentice contract shall provide for a graduated scale progressing in periods as approved by the department.

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 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.

**Work credit hours approved:** N/A

**School credit hours approved:**  
**Paid related instruction:** N/A

**Unpaid related instruction:** N/A

**Total credit hours to be applied to the term of the apprenticeship:** N/A

**SPECIAL PROVISIONS:**

In addition to paid related instruction, the apprentice hereby agrees to attend a minimum of 80 hours of unpaid related instruction which includes First Aid/CPR/AED and **OSHA 30**.

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