

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
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STATE OF WISCONSIN

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

May 17, 2022

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

FROM: Owen Smith, Bureau of Apprenticeship Standards; Owen.Smith@dwd.wisconsin.gov

SUBJECT: State Painting & Glazing Apprenticeship Advisory Committee meeting

DATE: Wednesday, May 25, 2022

TIME: 10:00 AM

OPTIONS: **Attend in person.**
Department of Workforce Development, Room H103
201 E Washington Ave
Madison, WI 53703

Attend via phone.
608-571-2209; 382 127 990#

[Attend virtually.](#)

TENTATIVE AGENDA

1. Call the meeting to order.
2. Record attendees.
3. Review the roster.

4. Action items

- a. Approve the minutes
- b. Minimum required scores for applicants
- c. Review the state Exhibit A for each program.
- d. Review the related instruction.

5. Discussions

- a. BAS Director's Call with State Committees
- b. Modified format of state committee meetings
- c. Review of the *Wisconsin Apprenticeship Manual*
- d. Review of the state standards for Painting & Glazing
- e. Other

6. Review the program participants.
7. Adjourn



**Draft Minutes of the
 Painting & Glazing
 State Apprenticeship Advisory Committee**

September 7, 2021
 IUPATDC& Training Center, Fitchburg,
 w/ Virtual Option

Members Present	Organization/Employer
Arnold, Jeff	IUPAT DC7
Baumgartner, Brian	IUPAT DC7
Braun, Pete	Wall-Tech
Gifford, Adam	IUPAT DC7
Macejkovic, Jim	Building Service, Inc.
Mehrhoff, Jeff (Co-Chair)	IUPAT DC7
Niemiec, Tony	State Painting Company
Members Absent	Organization/Employer
Schwiesow, Charles (Co-Chair)	Porta Painting, Inc.
Walsh, Dean	Lake City Glass, Inc.
Wolf, Gregg	Schmetzer Paint Co., Inc.
Consultants & Guests	Organization/Employer
Abbott, Nick	Bureau of Apprenticeship Standards
Hunter, Joelle	IUPAT DC7
Moreno, Stephanie	WRTP/BIG STEP
Polk, David	Milwaukee Area Technical College
Schofield, Trina	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:03 a.m. by Co-Chair Jeff Merhoff, in conformance with the Wisconsin open meeting laws.
2. Mr. Smith recorded attendance. A quorum was present.
3. The committee reviewed the roster. Several labor members have changed; IUPAT will nominate new members.

4. Action items

a. Approve the minutes

The minutes were approved as written.

b. Review the hybrid registered apprenticeship in development.

Mr. Owen Smith reported that the focus group drafted the program further. The Bureau would prefer to review the job book more closely to ensure it aligns with current standards.

The state committee agreed. The program is not needed this fall due to shifts in contractors' labor needs.

c. Review the applicant assessment requirements.

Mr. Holmes proposed changing the required minimum score for Next Generation Reading to 237, the bottom of the current range.

Action: the state committee approved the motion; BAS will mail an official notification to local committees.

d. Review the state standards.

Mr. Smith reviewed that he had invited state construction committees to review their state standards. He informed attendees that the project has been tabled due to the pending revisions of the *Wisconsin Apprenticeship Manual*, which provides the boilerplate language that constitute 90% of the standards. Once the *Manual* has been reviewed, the Bureau will update the state standards; the policies and content unique to the state committee can be reviewed at any meeting.

Attendees did not have questions or comments.

5. Discussion items

a. Mandatory registration in BASERS, effective July 1, 2021

Mr. Smith reviewed that, effective July 1, all sponsors are now required to do the following: register in BASERS and register new contracts in BASERS.

The state committee reported that both local committees are registered and register new contracts.

b. Implementing revisions to CFR 29.30

Mr. Smith reported that Apprenticeship Training Representatives have begun to review local committees' affirmative action plans. The reviews had been delayed due to the pandemic. Local committees can expect to be contacted soon by their ATR.

Attendees did not have questions or comments.

c. Implementing Transition to Trainer and Teaching Transition to Trainer

Mr. Smith and Ms. Nakkoul reviewed that the course was revised in 2020 and instructors certified prior to 2021 must take a three-hour refresher in the revisions by December 31, 2021. The final refresher has been scheduled for November 12, 1-4 p.m., online. The Wisconsin Technical College System and Wisconsin Apprenticeship have coordinated four refreshers this year; the next refresher is the last. Instructors who do not take it must continue to teach the old curriculum.

Mr. Smith reported that certified instructors who have not taken the required refresher can continue teaching the old curriculum until they complete the refresher.

Attendees replied that their instructors have been re-certified.

d. Supportive services and OJL reimbursement for registered apprentices

Mr. Smith reviewed that reimbursements are available to sponsors for hiring graduates of qualified certified pre-apprentices and youth apprenticeships and reimbursements are available to qualified apprentices for supportive services. He noted the details and points of contact were communicated to sponsors and apprentices through BASERS and official letters.

Attendees did not have questions or comments.

e. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org

Mr. Smith reported that the campaign, "Apprenticeship: A Different Kind of Classroom," is underway and encourages women and minorities to pursue registered apprenticeships. The campaign includes social media collateral, billboards, bus wraps, outreach material, and electronic media spots. He played a video from the campaign.

Attendees did not have questions or comments.

f. Apprenticeship Completion Award Program

Mr. Smith reported that the program continues to be an example of strong bipartisan support for registered apprenticeship. It has been renewed multiple times. Reimbursements are granted on a first come, first served basis while funds last. All funds were dispersed during the last fiscal year, which concluded June 30. The allocation for the current fiscal year was increased by the legislature.

Attendees did not have questions or comments.

g. 2021 National Apprenticeship Week

Mr. Smith reported that Wisconsin will observe National Apprenticeship November 14 -20.

Attendees did not have questions or comments.

h. BAS leadership and personnel changes

Mr. Smith review recent personnel changes in leadership and in the field.

Attendees did not have questions or comments.

i. Other

Attendees did not have questions or comments.

6. WTCS Update

Mr. Smith encouraged attendees to read the report.

Attendees did not have questions or comments.

7. Review the program participants.

Attendees did not have questions or comments.

8. The Bureau will schedule the next meeting via electronic survey.

9. The meeting adjourned at 11:00 a.m.

Submitted by Owen Smith, Program & Policy Analyst

DRAFT

TERM OF APPRENTICESHIP: The term of apprenticeship shall be 4 years and 7000 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.

Work Process Description
Approximate Hours

	(Min	-	Max)
Health and Safety Awareness		-	400
Introduction to Industrial Coatings		-	850
Materials and Corrosion		-	850
Surface Preparation / Abrasive Blasting		-	1050
Spray Applications		-	1050
Coatings		-	1150
Specialty Applications		-	850
Contractor Quality Management		-	400
Paid Related Instruction	400		
TOTAL			7000

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)

First Period of 0 to 1560 hours - 50% of skilled wage rate.

Second Period of 1561 to 3120 hours - 55% of skilled wage rate.

Third Period of 3121 to 4680 hours - 65% of skilled wage rate.

Fourth Period of 4681 to 6240 hours - 75% of skilled wage rate.

Fifth Period after 6241 to 7000 hours - 85% of skilled wage rate.

Apprentices who complete the 7000 hours required in less than four (4) years shall remain at 85% of the skilled wage rate until the expiration of the four years.

Base skilled wage rate \$35.95 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:	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.

A grade of C or better is required for all course work. Unexcused absenteeism of ten (10) hours including tardiness in any one (1) paid related instruction semester may result in the apprentice repeating the semester. Apprentices may be absent for only one night of unpaid related training per semester.

TERM OF APPRENTICESHIP: The term of apprenticeship shall be 3 years and 5250 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.

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Work Process Description
Approximate Hours

	(Min	-	Max)
Health and Safety Awareness		-	400
Introduction to the Drywall Trade		-	800
Materials of the Drywall Trade		-	800
Tools of the Drywall Trade		-	800
Filling, Taping and Sanding Applications		-	800
Automatic Taping Tools of the Drywall Trade		-	800
Advanced Drywall Applications and Systems		-	450
Paid Related Instruction	400		
TOTAL	5250		

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)

1st period of 1170 at 50% of the base skilled wage rate

2nd period of 1170 at 55% of the base skilled wage rate

3rd period of 1170 at 65% of the base skilled wage rate

4th period of 1170 at 75% of the base skilled wage rate

5th period of 1170 at 85% of the base skilled wage rate

Apprentices who complete the 5250 hours required in less than three (3) years shall remain at 85% of the skilled wage rate until the expiration of the three years.

Base skilled wage rate \$34.28 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: 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.

A grade of C or better is required for all course work. Unexcused absenteeism of ten (10) hours including tardiness in any one (1) paid related instruction semester may result in the apprentice repeating the semester. Apprentices may be absent for only one night of unpaid related training per semester.

TERM OF APPRENTICESHIP: The term of apprenticeship shall be 3 years and 5250 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.

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Work Process Description
Approximate Hours

	(Min	-	Max)
Health and Safety Awareness		-	400
Introduction to the Drywall Trade		-	800
Materials of the Drywall Trade		-	800
Tools of the Drywall Trade		-	800
Filling, Taping and Sanding Applications		-	800
Automatic Taping Tools of the Drywall Trade		-	800
Advanced Drywall Applications and Systems		-	450
Paid Related Instruction	400		
TOTAL	5250		

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)

1st period of 1170 at 50% of the base skilled wage rate.

2nd period of 1170 at 55% of the base skilled wage rate

3rd period of 1170 at 65% of the base skilled wage rate

4th period of 1170 at 75% of the base skilled wage rate

5th period of 1170 at 85% of the base skilled wage rate

Apprentices who complete the 5250 hours required in less than three (3) years shall remain at 85% of the skilled wage rate until the expiration of the three years.

Base skilled wage rate \$36.30 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: 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.

A grade of C or better is required for all course work. Unexcused absenteeism of ten (10) hours including tardiness in any one (1) paid related instruction semester may result in the apprentice repeating the semester. Apprentices may be absent for only one night of unpaid related training per semester.

TERM OF APPRENTICESHIP: The term of apprenticeship shall be 4 years and 7000 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.

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Work Process Description
Approximate Hours

	(Min	-	Max)
Health and Safety Awareness		-	600
Introduction to the Glazing Trade		-	1200
Sealants		-	500
Architectural Drawings		-	100
Glazing Systems Installation and Layout		-	2600
Replacement, Retro-fit and Weatherization		-	700
Welding Applications		-	100
Local Optional Work Processes			800
Paid Related Instruction	400		
TOTAL	7000		

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)

- 1st period of 6 months at 50% of the base skilled wage rate.
- 2nd period of 6 months at 55% of the base skilled wage rate
- 3rd period of 6 months at 60% of the base skilled wage rate
- 4th period of 6 months at 65% of the base skilled wage rate
- 5th period of 6 months at 70% of the base skilled wage rate
- 6th period of 6 months at 75% of the base skilled wage rate
- 7th period of 6 months at 80% of the base skilled wage rate
- 8th period of 6 months at 85% of the base skilled wage rate

Apprentices who complete the 7000 hours required in less than four (4) years shall remain at 85% of the skilled wage rate until the expiration of the four years.

Base skilled wage rate \$41.35 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.

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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:

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Approximate Hours

	(Min	-	Max)
Health and Safety Awareness		-	600
Introduction to the Glazing Trade		-	1200
Sealants		-	500
Architectural Drawings		-	100
Glazing Systems Installation and Layout		-	2600
Replacement, Retro-fit and Weatherization		-	700
Welding Applications		-	100
Local Optional Work Processes			800
Paid Related Instruction	400		
TOTAL	7000		

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

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- 1st period of 6 months at 50% of the base skilled wage rate.
- 2nd period of 6 months at 55% of the base skilled wage rate
- 3rd period of 6 months at 60% of the base skilled wage rate
- 4th period of 6 months at 65% of the base skilled wage rate
- 5th period of 6 months at 70% of the base skilled wage rate
- 6th period of 6 months at 75% of the base skilled wage rate
- 7th period of 6 months at 80% of the base skilled wage rate
- 8th period of 6 months at 85% of the base skilled wage rate

Apprentices who complete the 7000 hours required in less than four (4) years shall remain at 85% of the skilled wage rate until the expiration of the four years.

Base skilled wage rate \$39.20 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.

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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:

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Work Process Description
Approximate Hours

	(Min	-	Max)
Health and Safety Awareness		-	400
Introduction to the Painting and Decorating Trade		-	1000
Surface Preparation and Cleaning		-	1150
Non-Spray Application of Coatings		-	1150
Identifying Paints, Coatings and Materials		-	600
Spray Painting		-	1150
Wood Finishes		-	300
Wall Coverings		-	350
Abrasive Blasting		-	250
Decorative Finishes		-	250
Paid Related Instruction	400		
TOTAL	7000		

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)

First Period of 0 to 1560 hours - 50% of skilled wage rate.

Second Period of 1561 to 3120 hours - 55% of skilled wage rate.

Third Period of 3121 to 4680 hours - 65% of skilled wage rate.

Fourth Period of 4681 to 6240 hours - 75% of skilled wage rate.

Fifth Period after 6241 to 7000 hours - 85% of skilled wage rate.

Apprentices who complete the 7000 hours required in less than four (4) years shall remain at 85% of the skilled wage rate until the expiration of the four years.

Base skilled wage rate \$32.98 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:	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:

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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.

Work Process Description
Approximate Hours

	(Min	-	Max)
Health and Safety Awareness		-	400
Introduction to the Painting and Decorating Trade		-	1000
Surface Preparation and Cleaning		-	1150
Non-Spray Application of Coatings		-	1150
Identifying Paints, Coatings and Materials		-	600
Spray Painting		-	1150
Wood Finishes		-	300
Wall Coverings		-	350
Abrasive Blasting		-	250
Decorative Finishes		-	250
Paid Related Instruction	400		
TOTAL	7000		

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)

First Period of 0 to 1560 hours - 50% of skilled wage rate.

Second Period of 1561 to 3120 hours - 55% of skilled wage rate.

Third Period of 3121 to 4680 hours - 65% of skilled wage rate.

Fourth Period of 4681 to 6240 hours - 75% of skilled wage rate.

Fifth Period after 6241 to 7000 hours - 85% of skilled wage rate.

Apprentices who complete the 7000 hours required in less than four (4) years shall remain at 85% of the skilled wage rate until the expiration of the four years.

Base skilled wage rate \$35.95 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: None

School credit hours approved: None
Paid related instruction:

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.

A grade of C or better is required for all course work. Unexcused absenteeism of ten (10) hours including tardiness in any one (1) paid related instruction semester may result in the apprentice repeating the semester. Apprentices may be absent for only one night of unpaid related training per semester.



This summary counts employers and apprentices, between 5/15/2022 and 5/15/2022 with contract status as Active & Unassigned in occupation(s) associated with this committee.

Report is based on apprentice contracts where:

- Contract sector is 'Construction'.
- Contract occupation code matches a occupation code assigned to committee.
- Contract sponsor is the employer.

Note: Employers active in more than one occupation or committee can cause Column #3 totals at the Committee or State level to deviate from the summed total of the individual occupation or committee rows.

Occupation	Apprentices									Employers				
	Total	Minority		Females		Union		Non-Union		Total	Union		Non-Union	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	94	12	12.8	10	10.6	94	100.0	0	0	33	33	100.0	0	0
Glazier (0186538101001)	26	3	11.5	0	0	26	100.0	0	0	11	11	100.0	0	0
Painter And Decorator (0184038101001)	57	7	12.3	8	14.0	57	100.0	0	0	18	18	100.0	0	0
Taper - Finisher (0184038101002)	11	3	27.3	3	27.3	11	100.0	0	0	5	5	100.0	0	0

State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 5/15/2022 and 5/15/2022 with contract status as Active & Unassigned in occupation(s) associated with this committee.

Report is based on apprentice contracts where:

- Contract sector is 'Construction'.
- Contract occupation code matches a occupation code assigned to committee.
- Contract sponsor is the employer.

Note: Employers active in more than one occupation or committee can cause Column #7 totals at the Committee or State level to deviate from the summed total of the individual occupation or committee rows.

Sponsor Name Occupation	Apprentices									Employers				
	Total	Minority		Females		Union		Non-Union		Total	Union		Non-Union	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	94	12	12.8	10	10.6	94	100.0	0	0	33	33	100.0	0	0
Madison Area Glazing JAC	7	0	0	0	0	7	100.0	0	0	3	3	100.0	0	0
Glazier (0186538101001)	7	0	0	0	0	7	100.0	0	0	3	3	100.0	0	0
Madison Area Painting & Decorating JAC	25	2	8.0	6	24.0	25	100.0	0	0	11	11	100.0	0	0
Painter And Decorator (0184038101001)	20	1	5.0	4	20.0	20	100.0	0	0	8	8	100.0	0	0
Taper - Finisher (0184038101002)	5	1	20.0	2	40.0	5	100.0	0	0	3	3	100.0	0	0
Milwaukee Area Painting & Decorating JAC	43	7	16.3	4	9.3	43	100.0	0	0	12	12	100.0	0	0
Painter And Decorator (0184038101001)	37	6	16.2	4	10.8	37	100.0	0	0	11	11	100.0	0	0
Taper - Finisher (0184038101002)	6	2	33.3	1	16.7	6	100.0	0	0	2	2	100.0	0	0
Southeastern Glazing JAC	19	3	15.8	0	0	19	100.0	0	0	8	8	100.0	0	0
Glazier (0186538101001)	19	3	15.8	0	0	19	100.0	0	0	8	8	100.0	0	0