

September 8, 2020

TO: State Plumbing Apprenticeship Advisory Committee Members and Consultants

FROM: Owen Smith, Bureau of Apprenticeship Standards
(608) 266-2491; Owen.Smith@dwd.wisconsin.gov

SUBJECT: **State Plumbing Apprenticeship Advisory Committee meeting**

DATE: **Thursday, September 10, 2020**

TIME: **1:00 PM**

PLACE: <https://dwdwi.webex.com/dwdwi/j.php?MTID=m3fbca01c4e3f834e5868c15b472b4ba4>
Meeting number: 145 396 2494
Password: GTu32JprTQ7
Join by phone: 1-855-282-6330 US TOLL FREE
Access code: 145 396 2494

TENTATIVE AGENDA

1. Call the meeting to order.
2. Distribute the sign-in sheet. Introduce attendees.
3. Review the roster.

4. Old Business

- b. Registered apprenticeship during COVID-19
- c. Implementing revisions to CFR 29.30
- d. Federal grants to expand registered apprenticeship
- e. Industry-Recognized Apprenticeship Programs
- f. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org
- g. Apprenticeship Completion Award Program
- h. Other

5. New Business

- a. Mandatory registration in BASERS
- b. **For action:** revising state standards, including applicant assessment requirements and ASVAB
- c. 2020 Meeting of National Association of State and Territorial Apprenticeship Directors (NASTAD)
- d. 2020 National Apprenticeship Week
- e. 2021 Biennial Apprenticeship Conference
- f. Revising Transition to Trainer and Teaching Transition to Trainer
- g. BAS leadership and personnel changes
- h. Other

6. WTCS Update

7. Review the program participants.
8. Schedule the next meeting.
9. Adjourn.

**Draft Minutes of the
Plumbing
State Apprenticeship Advisory Committee**

March 19, 2020
Virtual

Members Present	Employer / Organization
Brietlow, Christina	Local 75
Brietlow, Steve (Co-Chair)	UA Plumbers Local 75
Bush, Mike	Local 75
Cannizzaro, Jessica	Milestone Plumbing, Inc.
Cartagena, Alaina	Local 75
DeYoung, Carol	Countryside Heating & Plumbing
Gain, Greg	United Mechanical
Schedler, Keith	Don's Plumbing Service Inc.
Members Absent	Employer / Organization
Balke, Brian	EGI Mechanical, Inc.
Callies, Dan	Oak Creek Plumbing
Clark, Roger	Local 118
Evers, Tom	Local 400
Flory, Tyler	Local 434
Hersey, Mark	J.F. Ahern
Ignatowski, Christopher	Local 434
Consultants & Guests	Employer / Organization
Abbott, Nick	Bureau of Apprenticeship Standards
Chacos, Kim	Madison Association of Plumbing Contractors
Emrick, Leigh	Associated Builders & Contractors
Gerhardt, Gail	MCA

Johnson, Al	Local 118
Johnson, Joshua	Bureau of Apprenticeship Standards
Kasper, Andrew	Bureau of Apprenticeship Standards
Korn, Gary	Local 434
Mayek, Mandy	Mid-State Technical College
O'Shasky, Lynn	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Zastrow, Wes	Local 75

1. The meeting was called to order at 10:05 a.m. by Co-Chair Steve Brietlow in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was present. A sign-in sheet was circulated.
3. The committee reviewed the current roster.
 - Bill Rozga and Dave Jones retired; ABC nominate new replacements.
 - Joseph N. Brenner, Jr. will be replaced by a nominee of MCA.
 - Keith Schedler needs to be listed and will renew; he is a nominee of PHCC.

The committee asked to review the list of contractor organizations in the state standards at the next meeting.

4. **Old Business**

a. Follow-up items from previous meeting

- i. The minutes were approved as written.
- ii. The state committee tabled reviewing Accuplacer Next Gen scores due to insufficient data.

b. Implementing revisions to CFR 29.30

Mr. Kasper updated attendees on the Bureau's progress:

- The Bureau's overall approach is to educate and assist sponsors, not punish them.
- BAS plans to meet with sponsors this summer to discuss the revisions, implementation, and expectations. The meetings will likely be held via webinar.
- The Bureau will use its AA/EEO website as the primary reference for sponsors and apprentices. The page can be accessed from the BAS homepage by clicking the AA/EEO tab on the left.
- BAS updated its information management systems to send automated disability disclosure forms to apprentices; if apprentices choose to complete the form, a copy is sent to the sponsor and ATR. This helps BAS meet the new requirement to track apprentices with disabilities for sponsors with five or more active apprentices.
- Sponsors should email their questions to Mr. Kasper.

Attendees did not have questions or comments.

c. Industry-Recognized Apprenticeship Programs

Director Johnson reported that IRAPs have been implemented nationally and the construction sector was not included. The Bureau, as the approving agency of all apprenticeships in Wisconsin, will deny IRAPs in Wisconsin and instead discuss flexible options available through registered apprenticeship. More information is likely to come, so the Bureau will keep the state committees informed.

Attendees did not have questions or comments.

d. Federal grants to expand registered apprenticeship

The Bureau has three active federal grants. The first, WAGE\$, is proceeding well. The Bureau anticipates meeting all over its targets except total number of apprentices in new occupations, which is not a surprise because the first programs in new sectors grow slowly at first.

The second and third grants—the State Apprenticeship Expansion (SAE) grant and the Apprenticeship State Expansion (ASE) grant—will help integrate registered apprenticeship into the workforce system. Through the SAE grant, the Bureau will reimburse sponsors for hiring graduates of certified pre-apprenticeship programs. Through the ASE grant, the Bureau funded two full-time Apprenticeship Navigators in the Milwaukee area. The Navigators will connect registered apprenticeship sponsors with the workforce community—WIOA certified individuals, youth apprenticeships, certified pre-apprenticeships, offenders—and will reimburse registered apprenticeship sponsors for certain costs of on-the-job learning.

Attendees did not have questions or comments.

e. Revisions to www.WisconsinApprenticeship.org

Director Johnson reported that the Bureau received permission from the Department of Workforce Development to re-revise its website to look and function differently than the DWD template. The request was influenced by claims from featured sponsors that the recent redesign made their contact information more challenging to access. The Bureau will revise the site this summer.

Attendees did not have questions or comments.

f. Apprenticeship Completion Award Program (ACAP)

Director Johnson reported that ACAP continues to be a strong example of bipartisan support for registered apprenticeship. He shared that the Bureau is further automating its ACAP processing system to eliminate opportunities for errors. The Department will likely request that ACAP is included in the next biennial budget request.

The state committee asked why the Bureau denied far more requests for reimbursement than it approved. Director Johnson explained that the denied reimbursements will always be greater than awarded reimbursements; apprentices submit all costs for related instruction and then, if approved, are reimbursed 25% or \$1,000, whichever comes first. The difference is coded as 'denied.'

g. Other

Attendees did not have additional items.

5. New Business

a. Lessons learned from DWD tour of Germany Apprenticeship Program

Director Johnson reported that he, Secretary Frostman, and several WI Apprenticeship stakeholders visited Germany to tour the Germany Apprenticeship Program. He stated the visit was invaluable in learning how WI Apprenticeship could improve and how it works very well already, within the context of U.S. society.

He noted several key take-aways:

- Apprenticeship in Germany is a socio-economic institution. Many, many industries and occupations train workers through registered apprenticeship, and students qualified for apprenticeships are tracked as early as fourth grade. These dynamics are possible due to greater government involvement in industries and the K-12 institutions.
- Similarly, apprenticeship in Germany focuses almost exclusively on preparing students and youth; apprenticeship is rarely used by adults to change careers because they would be far behind the skill level of youth. In contrast, Wisconsin Apprenticeship focuses mostly on helping adults prepare for careers, and Wisconsin Youth Apprenticeship focuses on broadly exposing participants to a career cluster or industry rather than prepare for an occupation.
- WI Apprenticeship works very well within the contexts of U.S. society. Involving K-12 students in career and technical education is very important. Although the U.S. secondary school system would not accept "tracking" students early, students are now required to begin "academic career planning" in middle school.
- Therefore, the most feasible means of strategically positioning Wisconsin Apprenticeship in the K-12 system are to include youth and registered apprenticeship as options within academic career planning and to promote bridging youth apprenticeship to registered apprenticeship.

The state committee asked how many students pursue vocational training instead of college. Director Johnson answered that approximately 60% of high school students pursue vocational education.

b. 2021 Biennial Apprenticeship Conference

Director Johnson reported that the conference will be held February 22-24, 2021, at the Wilderness Hotel in the Wisconsin Dells. The planning team has begun meeting. The specific theme, workshops, and speakers are under discussion, but the primary focus will be that apprenticeship is for everyone, e.g. every sector, worker, student, partner, etc.

The Apprenticeship Expo will be included. By summer the Bureau will launch the registration page via EventBrite and mail a save-the-date notice.

Attendees did not have questions or comments.

c. 2020 National Apprenticeship Week

The 2020 National Apprenticeship Week was not yet announced nationally, so the Bureau will observe Wisconsin Apprenticeship Week the week of November 8-14.

Attendees did not have questions or comments.

d. Revising Transition to Trainer

Director Johnson reported that the Bureau, Wisconsin Technical College System, and Worldwide Instructional Design System have begun revising "Transition to Trainer." The revisions will make the course more accessible to non-traditional apprenticeship occupations, update terminology and

learning activities, and introduce on-line delivery of specific modules. The project is lead by WTCS and includes an industry focus group of trainers from traditional and new sectors.

The state committee thanked the Bureau and WTCS for revising the course.

e. BAS leadership and personnel changes

Director Johnson thanked attendees for their letters of support for his acceptance as Bureau Director. He emphasized that his vision is to innovate registered apprenticeship by integrating it further with certified pre-apprenticeship, youth apprenticeship, technical diplomas, and more.

Additional personnel changes include the following:

- Tommy Myles, Apprenticeship Navigator
- Dawn Pratt, Apprenticeship Navigator
- Milton Rogers, Apprenticeship Training Representative for Madison
- Corey Popp, Apprenticeship Training Representative for Madison
- Melissa Kendhammer, Apprenticeship Training Representative for La Crosse
- Chris Landerman, Apprenticeship Training Representative for Appleton

Attendees did not have questions or comments.

f. Other

i. Related instruction during COVID-19

Director Johnson thanked attendees for their flexibility in meeting via webinar. He emphasized that COVID-19 is an unprecedented occurrence, so the Bureau fully supports sponsors and technical colleges in proceeding at their discretion in a manner that they deem safe. The Bureau requests only that sponsors and technical colleges ensure that apprentices eventually receive the proper instruction so they can complete the program. Director Johnson noted that all Bureau staff will work from home mid-March through May.

Various training coordinators shared how they modified related instruction for online delivery. The state committee thanked Director Johnson for his support.

ii. Lead abatement training opportunity through WI Dept. of Health Services.

Mr. Owen Smith reported that the WI Dept. of Health Services will reimburse training centers for lead abatement training for apprentices and journey workers through its Lead Safe Homes program. He asked representatives of local committees and training centers if they would be interested in learning more. He is informally gauging interest during the state committee season and will email an official letter, background information, and interest survey in May.

Several training coordinators expressed interest in learning more.

6. WTCS Update

Ms. Nancy Nakkoul reiterated that technical colleges have been moving instruction to online delivery in response to COVID-19. She thanked sponsors and the Bureau for their support.

Ms. Nakkoul reported the following items:

- The WTCS Apprenticeship Completer Report is now online. The response rate increased to 43%; the median salary increased to \$80,344; and respondents reported 92% satisfaction with on-the-job learning and 96% satisfaction with related instruction. The report now includes data on apprenticeships in new sectors, although the data is limited. The WTCS is researching methods to account for differences in over-time in the salary reporting.
- Unduplicated enrollment in apprenticeship programs increased by 9.9% from the prior year.
- The master chart of all apprenticeships with related instruction via technical colleges is now available online.

Attendees did not have questions or comments.

7. Review the program participants.

Program participants included 1,326 apprentices and 536 employers with a contract in active or unassigned status on March 13, 2020.

8. The next meeting will be scheduled via online survey.
9. The meeting adjourned at 11:50 a.m.

*Submitted by Owen Smith,
Bureau of Apprenticeship Standards*

WAGE\$ Apprentices and Sponsors by Occupation Fall 2020 Committee Update

The Wisconsin Apprenticeship Growth and Expansion Strategies (WAGE\$) grant is a 5-year, \$5 million grant from the US Department of Labor. The purpose is to expand Registered Apprenticeship in Advanced Manufacturing and develop new programs in Information Technology and Health Care. The grant started October 1, 2015, and will conclude September 30, 2020.

- The overarching goal is 1,000 apprentices in the occupations selected for grant support.
- The table below shows the number of apprentices by occupation and underrepresented population.
- Employ Milwaukee, Inc., applied for and was granted the same type of grant that BAS applied for. Therefore, BAS and EMI entered into an agreement by which EMI would be able to count certain apprentices for its own grant. As of the date of this report, the following number of apprentices are included in EMI's grant, not the WAGE\$ grant.
 - 9 Industrial Manufacturing Technician apprentices
 - 4 IT Service Desk Technician apprentices
 - 9 Pharmacy Technician apprentices

WAGE\$ Apprentices by Occupation and Underrepresented Status October 1, 2015 - September 2, 2020				
This report includes apprentice records for the report period: Industrial Manufacturing Technician; Maintenance Technician; Mechatronics Technician; Welder - Fabricator; Welder / Automated Welding; Software Developer; Medical Assistant; IT Service Desk Technician; Data Analyst; Broadband Service Technician; Cybersecurity Analyst; Pharmacy Technician; Medical Assistant (WTCS),				
Apprentices claimed by Employ Milwaukee have been removed.				
Occupation Name	Count	Female	Minority	Veteran
Report Total:	678	67	110	50
Industrial Manufacturing Technician - 77 completed; 32 cancelled; 9 apprentices counted by Employ Milwaukee	146	21 (14%)	42 (29%)	6 (4%)
Maintenance Technician - 21 completed; 88 cancelled	360	5 (1%)	36 (10%)	31 (9%)
Mechatronics Technician - 19 cancelled	90	2 (2%)	5 (6%)	9 (10%)
Welder / Automated Welding & Fabricator - 5 completed; 5 cancelled	36	1 (3%)	4 (6%)	3 (8%)
Broadband Service Technician	1			
Data Analyst - 4 apprentices counted by Employ Milwaukee				
IT Service Desk Technician : 3 completed	4	1 (25%)	1 (20%)	
Software Developer	2	2 (100%)		
Medical Assistant - 14 completed; 2 cancelled	39	35 (90%)	22 (56%)	1 (2%)
Pharmacy Technician – 9 apprentices counted by Employ Milwaukee				

195 (29%) of the apprentices identify with at least one of the underrepresented populations.

- 164 of them identify with one of the populations.
- 30 identify with two of them.
- 1 of them identifies with all three.

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

8/31/20 12:38 PM

Filters Applied: Determination Date between 7/1/20 and 8/31/20, Fiscal Year(s)= FY21

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	21		\$5,500.00	\$48,091.51
Year One Totals		36	\$5,500.00	\$48,091.51
Completion	21		\$16,096.82	\$99,429.59
Completion Totals		34	\$16,096.82	\$99,429.59
Report Totals		70	\$21,596.82	\$147,521.10



WTCS System-Wide Activity Update September 2020

WTCS Apprenticeship Enrollment Trend

WTCS enrollments across all apprenticeship programs increased from 7588 to 7910 unduplicated, and 7696 to 8038 duplicated, students by the end of 2019-2020 academic year. That is a 4.1% and 4.25% increase, respectively, in one year.

Ascendium Education Group Tools of the Trade Scholarships Increased Again in 2020

For the 2020-21 academic year, Ascendium Education Group has committed to awarding an additional 50 scholarships to industrial and construction sector apprentices who receive their related instruction through a WTCS college. A total of 250 awards of \$1500 apiece will be granted statewide in March 2021, with the scholarship application period open from late August until mid-October 2020.

WTCS Systemwide Apprenticeship Curriculum and Course Development Projects Summary FY 2019-20

New Program Systemwide Curriculum Standards	Major Curriculum Revision	Below-the-Line Courses with virtual modality option	Crosswalks between apprenticeship & technical diploma or AAS programs
<ul style="list-style-type: none">• Industrial Metrology• Roadway Maintenance Technician• Biotechnology Lab Support Tech• Pharmacy Technician• Medical Assistant• Cybersecurity Analyst• Facilities Maintenance Technician	Early Childhood Educator	<ul style="list-style-type: none">• Arborist (2)• Machine Tool (1)• Plumbing (2 URI)• IT-Software Developer (4)• IT-Service Desk (3)• IT-Data Analyst (5)• DC Theory Common Core• AC Theory Common Core	<ul style="list-style-type: none">• IT-Software Developer• IT-Service Desk• Cybersecurity Analyst• Metal Fabricator / Welder

Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College as of August 2020

The master chart of all apprenticeship programs with related instruction offered through the WTCS colleges can be found here via the following link. "Active" is defined as approved programs with enrollments in the past two years. The color-coded chart can be found on the MyWTCS website here: [WTCS Active Apprenticeship Programs Snapshot - Color Chart](#)



State Apprenticeship Standards for the **Plumbing Industry**

REVISED
June 1, 2017

Karen P Morgan

Bureau Director

David D. Jones
Co-Chair

Steve Bruntson
Co-Chair

Prepared by the
Bureau of Apprenticeship Standards
and the
State Plumbing Apprenticeship Advisory Committee

STATE OF WISCONSIN
COODWD
Department of Workforce Development

FOREWORD

WISCONSIN STATE APPRENTICESHIP STANDARDS FOR THE PLUMBING INDUSTRY

The plumbing trade is one of the oldest recognized trades and is very important to the public in relation to health and sanitation. It is necessary that plumbing systems be properly designed and installed by competent mechanics who are thoroughly familiar with all local, state and national rules governing installations as well as skilled in the practical installation of material that makes up the system. To obtain adequate training and education to prepare the people entering the industry for their responsibilities, these standards of apprenticeship have been developed and are presented as a guide in establishing uniform training procedures, which are applicable to local conditions.

The recruitment, selection, employment, and training of apprentices during their apprenticeship shall be without discrimination because of race, color, religion, national origin, sex, age, creed, handicap, marital status, ancestry, sexual orientation, arrest record, conviction record, or membership in the military forces of the United States or this state. The sponsor will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, Part 30, the Wisconsin Fair Employment Law, and all other applicable state laws.

These standards are consistent with the Wisconsin Apprenticeship Law, Wis. Stats. Chapter 106, Wis. Admin. Code DWD Chapter 295 and Wis. Admin. Code DWD 296 and with the Wisconsin Apprenticeship Manual as revised.

FINAL SECTION ALIGNMENT

- I. Definitions
- II. Personnel of State Plumbing Apprenticeship Advisory Committee
- III. Duties of State Plumbing Apprenticeship Advisory Committee
- IV. Personnel of Local Committees
- V. Local Apprenticeship Committee Functions and Duties
- VI. Local Apprenticeship Committee Operations
- VII. Minimum Qualifications of Apprentices
- VIII. Minimum Qualifications of Employers
- IX. Ratio of Apprentices to Journeyworkers
- X. Apprentice Contracts
- XI. Apprenticeship Terms
- XII. Probationary Period
- XIII. Related Instruction Attendance
- XIV. Schedule of Work Processes
- XV. Conditions of Work
- XVI. Continuity of Employment
- XVII. Evaluation and Completion of Apprentices
- XVIII. Cancellation of Apprentice Contracts
- XIX. Applicant, Apprentice, Employer, Committee Appeal Procedure
- XX. Modification of Standards

I. Definitions

- A. Apprentice means any person who enters into an Apprentice Contract with the department and with a sponsor or an apprenticeship committee acting as an agent of the sponsor.
- B. Apprentice Contract means any contract or agreement of service, express or implied, between an apprentice, the department, and a sponsor or an apprenticeship committee acting as the agent of a sponsor whereby an apprentice is to receive directly from or through the apprentice's employer, in consideration for the apprentice's services in whole or in part, instruction in any trade, craft, or business.
- C. Apprenticeship Committee means a joint apprenticeship committee or a non-joint apprenticeship committee designated by a sponsor to administer an apprenticeship program.
- D. Assignment means the initial placement of an apprentice with an employer.
- E. Bureau of Apprenticeship Standards (BAS) is the agency within the Department of Workforce Development charged with the oversight responsibilities of Wisconsin's apprenticeship program.
- F. Cancellation means the termination of the registration or approval status of a program at the request of the sponsor or termination of an Apprentice contract at the request of any party to the contract.
- G. Certificate of Completion means the department has determined that an apprentice has successfully completed an apprenticeship shown by a certificate of completion.
- H. Certificate of Registration means the acceptance and recording of such program by the department as meeting the basic standards and requirements of the department for approval of such program for federal and state purposes, as shown by a certificate of registration.
- I. Competency means the attainment of manual, mechanical or technical skills and knowledge, as specified by an occupational standard and demonstrated by an appropriate written and hands-on proficiency measurement.
- J. Completion rate means the percentage of an apprenticeship cohort who receives a certificate of apprenticeship completion within 1 year of the projected completion date. An apprenticeship cohort is the group of individual apprentices registered to a specific program during a 1 year time frame, except that a cohort does not include the apprentices whose apprenticeship agreement has been cancelled during the probationary period or who have transferred.
- K. Direct Entry means qualifying applicants are directly admitted into the apprenticeship program, and all post selection requirements remain in force.
- L. Direct Interview means qualifying applicants go directly to oral interviews and are placed on the list, if appropriate.

- M. Direct Supervision means to assume the responsibility of an activity of an apprentice and its results by providing oversight and guidance physically at the site where the activity is being conducted.
- N. Department means the Department of Workforce Development (DWD) which is the state registration agency for the purposes of 29 CFR 29. The Bureau of Apprenticeship Standards is part of the Department of Workforce Development.
- O. Electronic media means media that utilize electronics or electromechanical energy for the end user (audience) to access the content; and includes, but is not limited to, electronic storage media, transmission media, the Internet, extranet, lease lines, dial-up lines, private networks, and the physical movement of removable/transportable electronic media and/or interactive distance learning.
- P. Employee means person who is employed as a Wisconsin licensed journey worker or master plumber.
- Q. Employer is any plumbing contractor who is engaged in the plumbing business qualified to employ apprentices as outlined in Section VIII of these standards.
- R. Full Time Licensed/Journey worker/Licensed Master Plumber is a person who is routinely employed by a firm for at least 35 hours per week for the year with reasonable time off for vacations.
- S. General supervision means to assume the responsibility of an activity of an apprentice and its results without being present at the site where the activity is being conducted.
- T. Interim credential means a credential issued by the department, upon request of the appropriate sponsor, as certification of competency attainment by an apprentice.
- U. Joint Apprenticeship Committee means an apprenticeship committee that consists of an equal number of representatives of employers and of representatives of employees who are represented by a collective bargaining agent.
- V. Journeyworker means a worker who has attained a level of skill, abilities and competencies recognized within an industry as having mastered the skills and competencies required for the occupation and/or hold a State of Wisconsin certification.
- W. Local apprenticeship committee means an apprenticeship committee to which the department has delegated the authority to act under Administrative Code DWD 295.02 and 295.03.
- X. Nonjoint apprenticeship committee means an apprenticeship committee that consists of representatives of employers, but not of representatives of employees who are represented by a collective bargaining agent.
- Y. Quality Assurance Assessment means a comprehensive review conducted by the department regarding all aspects of an apprenticeship program's performance (see section VI –Local Apprenticeship Committee Operations).

- Z. Reassignment means the assignment of an apprentice from one employer to another within the same apprenticeship program.
- AA. Registration of an apprentice contract means the acceptance and recording of an apprentice contract by the department as evidence of the apprentice's participation in a particular registered apprenticeship program.
- BB. Related instruction means an organized and systematic form of instruction designed to provide the apprentice with the knowledge of the theoretical and technical subjects related to the apprentice's occupation. Such instruction may be given in a classroom, through occupational or industrial courses, or by correspondence courses of equivalent value, electronic media, or other forms of self-study approved by the department.
- CC. Sponsor means any local committee operating an apprenticeship program and in whose name the apprenticeship program is approved by the Bureau of Apprenticeship Standards.
- DD. Sponsor Training Center is an education source that provides related instruction as approved by the Bureau of Apprenticeship Standards
- EE. State Committee is the Wisconsin State Plumbing Apprenticeship Advisory Committee is advisory to the Department of Workforce Development and the Bureau of Apprenticeship Standards on matters of apprenticeship and to the Wisconsin Technical College System (WTCS) on matters of related instruction for apprentices.
- FF. Transfer means a shift of apprenticeship registration from one program to another where there is agreement between the apprentice and the affected apprenticeship committees or program sponsors.
- GG. Unassignment means the temporary interruption of an apprentice contract.
- HH. Wisconsin Apprenticeship Advisory Council means the council created by WI Stats. 15.227 (13).
- II. Wisconsin Technical College System is a publicly funded system of colleges subject to Chapter 38 of the WI State Statutes and Technical College System Administrative Rules.

II. Personnel of the State Plumbing Apprenticeship Advisory Committee

This Committee shall be composed of no less than ten (10) nor more than thirty (30) members. The intention is to have fair representation from local committees on the state committee. The Bureau of Apprenticeship Standards (BAS) will ensure that all areas of the state are properly represented on each state trade committee.

- A. Employer representative names will include nominees submitted to the Bureau of Apprenticeship Standards (Bureau) by the Wisconsin Association of Plumbing, Heating and cooling Contractors, the Mechanical Contractors Association of Wisconsin and the Associated Builders and Contractors of Wisconsin, Inc.
- B. Employee representative names will include nominees submitted to the Bureau by the Wisconsin Pipe Trades Association.

- C. Members will serve for a term of three years and may be re-nominated for further terms. Committee memberships will be staggered to maintain continuity in functioning.
 - 1) Members must be currently and actively participating in the trade and are required to attend at least 75 percent of the meetings over the term of their appointment.
 - 2) Members must represent organizations that are actively involved with training apprentices at the local level; or
 - 3) Be involved in the development of emerging trades; or
 - 4) Have been involved in the training of apprentices in the last two years.
- D. Exceptions to these requirements can be made by the BAS in order to expand female and minority participation on committees.
- E. The BAS may also designate consultant members to serve as non-voting members, as needed. The WTCS representatives, industry apprenticeship coordinators, instructors and other interested parties in the apprenticeship program may advise and consult with state committee, but they are not allowed to serve as voting members.
- F. The State Plumbing Apprenticeship Advisory Committee generally meets at least twice each year and their membership includes equal numbers of employer and employee members who have been nominated by organizations involved at the local committee level.
- G. The committee operates on a consensus based decision-making process. This means that there may be concerns after discussion, but the committee members may consent to the proposal anyway and allow it to be adopted. Therefore, reaching consensus does not assume that everyone must be in complete agreement, but that all members can live with the decision. When the committee cannot reach consensus, the BAS will make the final decision.
- H. The Bureau may remove a person from membership on a committee for one or more of the following reasons:
 - 1) Failure to attend at least 75% of the committee meetings over the term of the appointment, unless excused by the Bureau for good cause.
 - 2) Failure to meet the membership requirements under paragraph II D unless an exception is granted under II D as noted above.
 - 3) Violation of any state apprenticeship statute, rule or standard.
- I. Vacancies may be filled, or representatives changed in term, at the request of the appropriate association.

III. Duties of the State Plumbing Apprenticeship Advisory Committee

- A. Recommend/advise on policy and/or program changes in the trade.
- B. Formulate minimum state standards (and review them every five years) for the trade and make recommendations on changes to the Bureau including:
 - 1) the period of training
 - 2) minimum work process requirements
 - 3) related instruction
 - 4) probation period
 - 5) employer requirements to serve as a trainer
 - 6) journey level worker/apprentice ratios
 - 7) apprentice reviews
 - 8) apprentice selection process (AA/EEO requirements)
 - 9) local committee review-assist local committees and/or sponsors in developing selection procedures which are bias free and which ensure minorities and women are considered
- C. Recommend curriculum, related instruction and delivery service requirements for the trade to the Bureau and the Wisconsin Technical College System (WTCS).
- D. Assume statewide leadership for the purpose of improving conditions and expanding the number of employers using apprentices in the trade.
- E. Support the state program of training for apprentices.
- F. Prepare a policy for the trade on proficiency assessment/testing (for work experience and course work) to be utilized by local committees in determining apprenticeship credit for previous experience/education.
- G. Review and monitor local committee activity levels (including biennial reports) and recommend changes in AA/EEO operations where appropriate.
- H. The committee will follow these operational guidelines:
 - 1) Meet at least a minimum of two times a year.
 - 2) Elect of the Committee co-chairs; an employer representative and an employee representative. The committee will hold an election of co-chairs annually.
 - 3) Conduct meetings in conformity with the Wisconsin Open Meeting law.
 - 4) A meeting quorum exists when at least two employer and two employee representatives are present.
 - 5) Official meeting minutes will be prepared by the Bureau of Apprenticeship Standards.
 - 6) Committee recommendations will be made by consensus.

IV. Personnel of Local Committees

Local Apprenticeship Committees, either joint or non-joint, are created much the same as State Plumbing Apprenticeship Advisory Committee. Each local committee has a minimum of four voting members, generally comprised of employer and employee members. If members are added to a committee, they must include equal employer and employee representation.

- A. Multi-trade local committees are authorized provided that at least one member of the committee is a member of the apprentice's trade that is being reviewed.
- B. The BAS requests nominations from associations that have apprenticeship programs and employer/employee organizations that participate in the Wisconsin apprenticeship program.
- C. Joint apprenticeship committees have equal numbers of employer and employee representatives. Employer members must currently work at the trade or represent those who employ skilled workers of the trade and have trained apprentices in the last five years. The local Contractors Association will nominate the employer members who employ plumber journeyworkers and apprentices.
- D. Employee members must be active journeyworkers and/or master plumbers working at the trade or represent active journeyworkers. Local Labor Organizations representing skilled workers in the area will nominate employee members.
- E. Non-joint apprenticeship committees consist of a minimum of four voting members that consist of representatives of employers that participate in Wisconsin's Apprenticeship program. Nominations for employer members who employ apprentices and journeyworkers are made by the Contractor's Association. When there is no area employer organization, the BAS will request the state-wide employers' organization or state trade apprenticeship committee to assist it in locating qualified employers to serve.
- F. Exceptions to these requirements can be made by the BAS in order to expand female and minority participation on the committees.
- G. In order for a Local Apprenticeship Committee to be recognized as advisory to the BAS, each member must be designated by the BAS. After nominations have been submitted, the BAS will finalize the committee membership. Before membership is finalized, the BAS will ensure that females and minorities are represented on the committee, where they are employed in the skilled workforce. Membership is finalized with a letter from the BAS confirming the committee membership to committee members. No person is considered a committee member until they have been so designated.
- H. Each Local Apprenticeship Committee is assigned a geographical area by the BAS. The committee may be expected to advise the BAS and the WTCS on all apprenticeship matters in the trades covered by the committee. The assignment of

the area may be based on several factors such as; the union jurisdiction, WTCS boundaries, population centers, or others.

- I. Members will serve for a term of three years and may be re-nominated for further terms. Terms will be staggered to ensure that continuity of the committee is maintained.
- J. Members must attend at least 75% of the meetings over the term of their appointment, unless excused for good cause.
- K. The Bureau may remove a person from membership on a committee for one or more of the following reasons:
 - 1) Failure to attend at least 75% of the committee meetings over the term of the appointment, unless excused by the Bureau for good cause.
 - 2) Failure to meet the membership requirements under paragraph IV G, unless an exception is granted under IV E as noted above.
 - 3) Violation of any state apprenticeship statute, rule or standard

V. Local Apprenticeship Committee Functions and Duties

- A. Ensure that employer and apprentice applications are processed in a timely manner. Ensure that apprentices are properly registered in conformity with Wisconsin Apprenticeship regulations.
- B. Establish Local Standards. The local committee must use the State Plumbing Standards for their trade as a guide in the operation of the apprenticeship program in their area. Provisions drawn from local collective bargaining agreements must conform to the minimum requirements of the State Plumbing Standards.
- C. Development and implement selection procedure and an affirmative action plan for a bias free apprentice selection procedure to meet the requirements of DWD 295 and 296 and the Wisconsin Apprenticeship Manual. The committee processes applications for apprenticeship and this method must be spelled out clearly in the selection procedures. The selection procedures must also be available for applicants to review.
- D. Recommend to the BAS credit for previous experience/education in conformity with State Plumbing Apprenticeship Advisory Committee policy and procedures. Individuals selected into the apprenticeship program via direct entry and who have received training or employment in an occupation directly or directly related to the occupation in the local standards, will be award Credit for Previous Experience and will pay the apprentice at the wage rate commensurate the awarded credit.
- E. Local committees will have a written procedure for assisting apprentices in their area who are out of work, so that the best possible effort can be made to get them back to work.
- F. Approve employers for apprenticeship training purposes in accordance with State Plumbing Apprenticeship Advisory Committee Standards (and para. VIII E below). All employer applications for apprentices must be reviewed by the committee. Ensure that employers provide apprentices with the required range of work process experience and safeguard the training of apprentices on the job.

- G. Maintain records of each apprentice in the committee's program. The local committee must review and ensure that adequate classroom and work/on-the-job records are kept for each apprentice.
- 1) Each committee must have a record of applications, active apprentices, apprentice progress records, affirmative action efforts, transfers, etc.
 - 2) Local committees must have a system for receiving progress records from each apprentice. These records must be received regularly.
 - 3) Local committees must get regular reports on each apprentice's grades and attendance from the approved training provider.
 - 4) Review and make sure that adequate classroom and on-the-job records are kept for apprentices. All reviews should be in writing. All apprentice records must be maintained for five years after the last apprentice action.
- H. Review and evaluate apprentice classroom and on-the-job performance and credentials at least annually and before recommending completion to the Bureau. All reviews must be in person and in writing.
- I. Review the status and progress of every apprentice prior to the end of the probationary period and recommend any appropriate action to the employer. Apprentices must be interviewed in person by the committee at least twice during their apprenticeship, with one review prior to the end of their probationary period so their progress at work and at school can be discussed with the apprentice. Employers and supervisors should also be interviewed, so that all viewpoints are available to the committee.
- J. Encourage parties to Apprentice Contracts to bring their complaints before the committee. If either the employer or the apprentice has a grievance about their program, it is important to bring this matter before the committee first, rather than make an official complaint directly to the BAS. If the committee does not make a satisfactory adjustment, then the complainant must be told how to appeal in writing to the BAS.
- K. Local committee standards will have a consistent transfer policy that addresses the transfer of apprentices from one sponsor to another. The committee must assure that transfer forms are properly signed by all parties and forwarded to the BAS promptly.
- L. Recommend to the BAS, credit for previous experience and education in conformity with State Plumbing Apprenticeship Advisory Committee policy and procedures.
- 1) Credit should be granted prior to the end of the probationary period, or at least as soon as a proper evaluation can be made of the credit request.
 - 2) Apprentices may be granted credit for prior construction work experience or school experience.
 - 3) Such credit should only reflect actual work time that relates directly to the trade or school time relating directly to the trade related instruction.
 - 4) A request for credit must be substantiated with evidence presented to the local committee.
 - 5) Any party to the Apprentice Contract may forward a request for credit to the committee (apprentice, employer, the BAS or the committee). Third parties may supply supporting information to the committee for consideration in the determination process.

- 6) Credit awarded shall advance the apprentice to the wage period such credit entitles the apprentice as outlined in the trade information.
 - 7) Credit for previous time under a Plumbing apprenticeship contract in Wisconsin, both work and school, must be given to the apprentice, unless extenuating circumstances exist. All exceptions for extenuating circumstances must be requested in writing and approved by the Bureau and State Committee.
- M. If the BAS approves the committee's recommendation of credit and such credit advances the apprentice to a higher wage, then that wage must apply. All credit recommendations of the committee, approved or denied, must be made in writing and forwarded to the BAS. Work and school time credit served, under a prior Wisconsin apprenticeship contract in the same trade, must be credited at once, unless a written reason is presented and approved by the BAS.
- N. Recommend completions of apprenticeship to the BAS. The committee should review each apprentice's record and make a recommendation to the BAS on the apprentice's eligibility to be completed.
- O. Make reports and recommendations to the BAS and the State Plumbing Apprenticeship Advisory Committee. Each area committee must keep the BAS and the State Plumbing Apprenticeship Advisory Committee informed of their activities and their suggestions for program improvements.
- P. Keep minutes of each committee meeting and submit copies to the BAS. The committee must submit a copy of the minutes of each of its meetings. Failure to submit copies of the minutes could result in the termination of the committee's designation and deregistration of the committee.
- Q. Advise and inform the public on projected apprentice openings, where applicable.
- R. Advise the BAS and technical colleges or provider of related instruction on all matters pertaining to related instruction in the committee area. Assist in securing related instruction with the state and/or area WTCS districts.
- S. Respond to surveys and questionnaires sent by the BAS regarding information on participating employers, apprentices, meetings held, and AA/EEO progress.
- T. Meet in conformity with the Wisconsin Open Meeting Law.
- U. Actively participate in statewide trade or industry marketing and apprenticeship promotion. Report back to the respective nominating organizations and keep them fully informed and active in promoting the local program.
- V. Recommend modifications to ratios in state standards to help meet area workforce needs in conformity with bargaining agreements, where applicable.

VI. Local Apprenticeship Committee Operations

- A. The committee elects its own officers.
- B. The committee is responsible for recording the committee's proceedings.
- C. All meetings must be called and conducted in accordance with Wisconsin's Open Meeting Law.
- D. Notice of all meetings of the committee must be provided to all committee members, the Bureau Representative, and the WTCS School Representative, when appropriate.
- E. A meeting may be called by either a committee member, the Bureau Representative or the WTCS Representative.
- F. The Bureau, State or Local Committees may request interested organizations to have a representative serve as a Consultant. Consultants may include: WI Technical College representatives; Industry Apprenticeship Coordinators; Apprenticeship Instructors; Employer and Employee Organization representatives; appropriate Community Based organizations. Consultants, guests, Bureau Representatives and WTCS Representatives are not permitted to vote; only designated members are permitted to vote.
- G. Local committees will meet at least two times each year or as prescribed by the State Plumbing Apprenticeship Advisory Committee.
 - 1) Joint Apprenticeship Committees. A meeting quorum exists when at least one employer and one employee representative is present. In the case of unequal representation, the members present shall vote for those absent from their group.
 - 2) Non-Joint Committees. A meeting quorum exists when at least two members are in attendance.
 - 3) When holding a local committee meeting, it is suggested that committees follow a formal procedure similar to the following:
 - i. Call to order by presiding officer. This meeting is called to order in accordance with Wisconsin's Open Meetings Law.
 - ii. Roll Call of Committee members.
 - iii. Review and approval of minutes from last meeting.
 - iv. Reports.
 - v. Old Business.
 - vi. New business.
 - vii. Affirmative Action report.
 - viii. Communications and miscellaneous matters.
 - ix. Next meeting date.
 - x. Discussion.

- xi. Closed meeting portion (motion to close the meeting must be made in accordance with the Wisconsin Opening Meetings Law). Include time.
- xii. Adjournment.

H. Compliance Reviews

- 1) BAS staff will conduct periodic Compliance Reviews of local committees to determine whether local committees are complying with their approved Affirmative action Plan and Selection Procedures.
- 2) BAS evaluates the committee performance in accordance with chapter 7 of the Wisconsin Apprenticeship Manual in administering the committee's apprenticeship program to determine that all requirements are being satisfactorily met and that any necessary corrective action is being implemented.

I. Liability of Local Committees

- 1) Should the committee or any member be subject to any legal action as a result of recommendations made in the conduct of Local Apprenticeship Committee business, the BAS will, if it has concurred with the recommendations, assume responsibility for representing the committee or committee member.
- 2) The committee or member must have clearly indicated in writing to all affected parties that the recommendation was appealable to the BAS. Failure to do this may abrogate BAS's responsibility.

VII. Minimum Qualifications of Apprentices

All applicants must submit a proper application on forms approved by BAS.

- A. All apprentices must be high school graduates, from a state accredited or state approved school, have a GED or High School Equivalency Certificate. High school transcript or proof of equivalency must be provided to the Committee on request. An apprentice must be 18 years of age to be placed with a contractor.

WI Statute 118.15 (4), states that "instruction in a home-based private educational program that meets all of the criteria under s. 118.165 (1) may be substituted for attendance at a public or private school." Providers of the instruction must file form PI-1206 "Home-Based Private Educational Program" annually with the Department of Public Instruction (DPI). This form may be used as proof of instruction.

- B. All applicants must take one of the following assessments and satisfy the minimum scores, which are approximately at the 11th grade level:

Accuplacer	ACT	TABE v. 9/10
Arithmetic: 66	Math: 15	Applied Math: 14
Elementary Algebra: 33		Math Comprehension: 19
Reading: 66	Reading: 16	Reading: 21

Local committees must accept scores from all assessments for a maximum of five years from the test date.

- C. The apprentice applicant must have the ability to get to and from school and work. Individual employers may require a valid driver's license at the time of placement as an apprentice.
- D. Apprentices may be required to obtain a doctor's certificate of physical fitness for the trade at the time of placement. If the candidate is not judged to be physically fit by a physician, the apprenticeship will be canceled. If a committee has a physical fitness certificate requirement, it must use the requirement uniformly with all apprentice applicants.
- E. Applicants may be required to take a recognized substance abuse test at the time of placement. A positive test result may result in the denial of the apprenticeship. If a committee has a substance abuse test requirement, it must apply the test uniformly with all apprentice applicants.
- F. Apprentices may be required to submit to random, reasonable suspicion, and post accident drug and alcohol testing and before commencing work on a project.
- G. Direct Entry for Veterans
 - 1) Meet qualifying requirements as stated VII of these standards.
 - 2) Individuals must submit a DD-214 to verify military training and/or experience
 - 3) Local committees may elect direct entry or provide for a direct interview after entry qualifications are met.
 - 4) Entry of Veterans will be done without regard to race, color, religion, national origin, sex, age, creed, handicap, marital status, ancestry, or sexual orientation.

VIII. Minimum Qualifications of Employers

- A. The employer must be legally established and demonstrate financial responsibility if requested and the employer must be sufficiently experienced to be able to provide knowledgeable and capable instruction for the apprentice. More specifically, the Employer must have at least (1) year's experience as a plumbing contractor, immediately previous to the time of request for the apprentice.
- B. The hiring of an apprentice shall not displace a journeyworker.
- C. The employer must employ a full time journeyworker or masters, or work at the trade full time so as to ensure safe and quality training at all times and to provide day to day supervision and training of apprentices (see Section XVI, Conditions of Work).
- D. The employer must employ a full time master plumber who is specifically assigned the responsibility for the overall training of the apprentice. Such authority must be in writing.
- E. The employer, when applying for training status, must provide evidence of Unemployment Insurance and Worker's Compensation coverage to the local committee.
- F. Employers may be required by the Local Apprenticeship Committee to appear at designated intervals to keep the committee informed as to the apprentice's

progress, conduct, interest, schooling, etc. and may be required to provide this information in writing.

- G. If the Local Apprenticeship Committee finds that the employer is unable or unwilling to train the apprentice, the Bureau, upon recommendation of the committee, may assign such apprentice to another employer.

- H. All employer applications for apprentices must be reviewed by the committee.
- 1) The committee recommends approval or disapproval of each employer's request for an apprentice. This recommendation must be made within 40 days.
 - 2) If approval is recommended, the BAS may proceed with the preparation of the contracts.
 - 3) If, however, the committee recommends denial, the employer must be notified in writing of the committee's reasons and a copy of the notice must be provided to the BAS.
 - 4) The committee must also inform the employer how to appeal if the employer disagrees with the recommendation.
 - 5) All appeals must be investigated by the BAS and will be reviewed with the committee before the BAS makes its final disposition of the application.

IX. Ratio of Apprentices to Journeyworkers

- A. Apprentices may be employed according to the following ratio; Fourth and fifth year apprentices are not to be counted as apprentices or journey workers when computing the ratio so long as both the paid and unpaid related instruction have been completed (with the exception that the Transition to Trainer course and the Plumbing Review Course which are to be taken during the final year of the apprenticeship without impact on the ratio).
- B. To accomplish this, local committees should structure the apprentices' unpaid related instruction so that total hours are distributed equally throughout the first years of the apprenticeship period. This structure will then allow the apprentices to be completed with both the paid and unpaid related instruction prior to the fourth and fifth year of the apprenticeship. Registered learners shall not be counted as apprentices when computing the ratio when trained by Restricted License Master or Restricted License Journeyman plumbers.

C. SKILLED WORKERS

APPRENTICES

1 Skilled Employee	1 Apprentice
2 Skilled Employees	1 Apprentice
3 Skilled Employees	2 Apprentices
4 Skilled Employees	3 Apprentices
5 Skilled Employees	4 Apprentices
6 Skilled Employees	4 Apprentices
7 Skilled Employees	5 Apprentices
8 Skilled Employees	5 Apprentices
9 Skilled Employees	5 Apprentices
10 Skilled Employees	6 Apprentices

- D. Thereafter, one additional apprentice for each two skilled employees.
- E. In the above ratio, skilled employees must be full time journey workers or master plumbers, so as to assure competent and safe training at all times and to provide day to day supervision and training for the apprentices.

- F. A committee may request an adjustment in the ratio for a contractor. The contractor must have a good record in training apprentices to become journey workers and show a need for one additional apprentice. A request would be for this contractor and apprentice only. An additional apprentice would be given to the contractor subject to the approval of the Department and review by the State Plumbing Apprenticeship Committee.

X. Apprentice Contracts

All apprentices shall have a contract in compliance DWD 295.07 with a local committee. Apprentices are assigned to an employer by a letter of assignment.

- A. Each copy of the contract will contain the term of the apprenticeship, the approved Trade Information (Exhibit A), the credit recommended (if any) and any special provisions.
- B. Individuals that make application and are registered through the application of Administrative Rule DWD 295.10 shall be registered directly with a local committee.

XI. Apprenticeship Terms

The term of apprenticeship for the plumbing apprenticeship program shall be 5 years of no less than 8,000 hours. The probationary period shall be 25% of the length of the program, or the first 12 months of employment, whichever is shorter. Hours of labor shall be the same as established for other skilled employees in the trade. The term of apprenticeship shall include the probationary period.

Local committees have the option of choosing a longer term of apprenticeship and/or pursue implementing competency or hybrid apprentice programs in addition to time-based. Hybrid and competency based programs must be reviewed by the State Plumbing Apprenticeship Advisory Committee and approved by the BAS.

- A. Competency-Based Approach. Local committees who choose to employ a competency-based approach to apprenticeship must comply with the following requirements:
1. The occupation must be recognized and approved as a competency-based apprenticeable occupation. If the program is not approved by US DOL as a competency based program, the sponsor must consult with the BAS to determine if it is suitable as a competency based program.
 - 2) The on-the-job learning component of the apprenticeship program must be identified in the program standards.
 - 3) The related instruction component of the competency-based approach must comply with all of the provisions of DWD 295 as referenced in the Wisconsin Apprenticeship Manual.
 - 4) Program sponsors must identify within the program standards the required competencies that must be mastered within the program standards, and the required competencies that must be mastered by the apprentice during their apprenticeship.

- 5) Successful completion of the term of apprenticeship will require that the apprentice demonstrate mastery of identified competencies.
- (6) Demonstration of the acquisition of the identified competencies must be determined by both written and hands-on proficiency evaluations.
- (7) All testing and evaluation of the identified competencies must occur in a controlled learning environment that permits accurate and verifiable results by a qualified proctor.
- (8) Program sponsors must identify and document the methods and means used to qualify testing and evaluation proctors.

B. Time Based Approach

The time based approach is the traditional term of apprenticeship and the term is stated in years, months or hours or a combination of thereof. This approach measures an individual skill through completion of at least 8,000 hours of on-the-job learning as described in a work process schedule.

C. Hybrid Approach

Local committee's that choose to use the hybrid approach to apprenticeship measures an individual's skills through a combination of hours of on-the-job learning and successful completion of competency as described in a work process schedule. The program must comply with the guidelines for the competency-based portion of the apprentice's term of apprenticeship.

XII. Probationary Period:

The probationary period cannot exceed 25 percent of the term of the apprenticeship.

- A. During the probationary period, the apprentice or local committee may void the contract by written notice to the Bureau.
- B. After expiration of the probationary period there must be good cause provided the Bureau for the cancellation of the Apprentice Contract.
- C. There is only one probationary period for each apprenticeship (25% of the apprentice contract) regardless of the number of employers involved.
- D. Employers may request cancellation of their Letter of Assignment with an apprentice during the probationary period upon written notice to the local committee. However, the local committee may choose to place the apprentice with another employer.

XIII. Related Instruction Attendance

- A. The apprentice shall attend school and satisfactorily complete the course of instruction (or receive credit for) for no less than 572 hours of Paid Related Instruction unless otherwise approved by the Bureau and the State Committee.

- B. The apprentices shall attend unpaid related instruction classes for a minimum of 260 hours and take such subjects and for such period of time as the Local Committee requires.
- C. All apprentices are required to complete an approved First Aid Course/CPR/CCR course and OSHA 10 during the first year of their apprenticeship. First Aid and CPRCCR certifications must be kept current throughout the term of the apprenticeship.
- D. Apprentices must meet unpaid related instruction course requirements specified in the table 'Unpaid Related Instruction Requirements; Approved by State Plumbing Committee- October 18, 2001'.
- E. The Plumbing Review course will be mandatory for all plumbing apprentices effective with new Contracts December 1, 2010 and later for apprentices who are scheduled to complete January 1, 2012 and later.
- F. The apprentice shall be paid the same rate for regular school attendance as for work on the job. Apprentices are paid 'straight time' rate for paid school hours. An employer is not required to pay overtime (time and one-half) to apprentices while receiving paid related instruction, unless such requirements are contained in an applicable collective bargaining agreement.
- G. Apprentices shall attend unpaid related instruction on their own time and take such subjects as the local committee requires.
- H. Apprentices must attend school during the thirty day period following a lay-off. School attendance during this 30 day period shall be paid for by the most recent employer, as an obligation originally assumed by the employer unless the apprentice has been terminated for violation of the employer's written work rules.

XIV. Schedule of Work Processes

See Trade Information (Exhibit A) attached or as approved by the State Plumbing Apprenticeship Advisory Committee.

XV. Conditions of Work

Apprentices will have the same hours of employment and be subject to the same conditions for overtime as the journey workers with whom they work. They shall be allowed to work under the supervision of a journey worker plumber on all work normally performed by such journey workers.

- A. During the first three years of apprenticeship, plumbing apprentices shall be given the opportunity to install plumbing material as their skill may permit under the direct supervision of a journeyworker or Master plumber licensed in Wisconsin.
- B. Apprentices who have successfully completed the first three years of work and all related instruction may work alone as long as their work is under the general supervision of a journey worker or master plumber; with the exception as stated in XVI C.

- C. Service 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 licensed journey worker or master plumber. This means he/she must have immediate access to a supervisor via phone or radio.

To facilitate the ability for apprentices to do service work earlier in their training:

1. Individuals who are interested in working in the service and repair industry will be registered as set forth in the local standards and in the same manner as all apprentices.
2. Individuals will be required to participate in the paid regular curriculum but will have the option to also participate in a special unpaid service curriculum.
3. After completion of specified related instruction and corresponding field experience (under direct supervision) the apprentice would qualify to work under the indirect supervision of a licensed journey worker or master plumber. This means he/she must have immediate access to a supervisor via phone or radio.
4. The apprentice shall successfully complete all requirements and be granted a certificate signed by both employee and employer representatives (or Training Director) of the Local Apprenticeship committee prior to working under indirect supervision.

D. Under no circumstances shall apprentices supervise other apprentices.

E. Apprentices will have the same hours of employment and be subject to the same conditions for overtime as the journeymen with whom they work. They shall work under the supervision of a journeyman on all work normally performed by such journeyman.

F. Apprentices also shall be subject to the same overtime or travel requirements as journey workers but not to the degree that either conflicts with required related instruction nor with State or Federal Regulations and Laws. Irresponsible work habits such as absences, late arrival, early departures, may result in discharge by the employer, as well as termination from the program by the Local Committee.

G. Hours of employment shall not conflict with the hours specified for related instruction or with Federal or State regulations.

XVI. Continuity of Employment

It shall be the duty of the Local Committee, insofar as possible, to provide the apprentice with reasonable continuous employment by assigning laid off apprentices to other employers who have work.

- A. When it is shown in the apprentice reviews that an employer cannot/will not/has not provided the required instruction in the trade, the local committee may assign the apprentice to another employer, subject to the approval of the Bureau. The apprentice must receive credit from the new employer for the training already satisfactorily completed.

- B. When an employer has laid off an apprentice, that employer must recall such apprentice, if available, before employing another.

XVII. Evaluation and Completion of Apprentices

- A. Local committees are expected to require apprentices and their employers to keep the committee informed of the progress of each apprentice. This information must be provided so the committee can review the apprentices' progress at least once annually.
 - (1) The first such review of an apprentice shall be done in person prior to the expiration of the probationary period.
 - (2) The BAS, the employer of record, and/or the applicable area local apprenticeship committee must be provided with timely reports on attendance, progress, and grades on each apprentice. Local committees shall make arrangements with the school that provides related instruction to receive grades and/or progress reports on each apprentice so these records can become a part of each apprentice's review.
- B. Local committees are required to maintain a current "apprentice work record" system so that the committee can get feedback from each apprentice as to the type of work experience they are receiving and the hours of school they are attending. These records are required to be submitted at least monthly.

It is required that Local Committees maintain an "Apprentice Record System" so the committee can get regular feedback from each apprentice.

- 1. **Apprentice Work Records.** The apprentice will maintain a work record showing the amount and type of work being performed classified in accordance with the designations of the work processes as shown in the Trade Information. Work record forms will be provided each apprentice. Work records are to be submitted to the Local Committee at one month intervals to be recorded in the apprentice's master record. Work records will be supplemented by supplemental instruction reports. Work records together with off-site instruction and training reports will be used by the Local Committee in determining advancements, completions, and reassignment needs.
 - 2. The Local Committee shall also maintain records of recommendations made on disciplinary or adverse actions, hearings and decisions made, involuntary actions relative to the program, enrolled apprentices, participating sponsors, registration agency, or any legal proceeding involving the Committee.
 - 3. All records pertaining to apprenticeship shall be maintained for at least five years, and made available to the Bureau upon request.
- C. Local committees shall maintain an apprentice evaluation system so that the committee can get regular feedback from the employers on each apprentice's progress. These reports should be received prior to each apprentice's review.
- D. A summary of each apprentice's review shall be made in writing to the apprentice and where deficiencies exist, a clear defined goal set for correction of the

deficiencies and an indication of the penalty (i.e. cancellation) if the goals are not met.

- E. Within a reasonable period of time before expiration of the apprenticeship, the local committee shall review the apprentice in person by a final review or examination.
 - (1) If the apprentice successfully completes such review or examination, the committee shall recommend to the BAS the apprentice be permitted to take the journeyman license examination.
 - (2) If the apprentice fails to meet all provisions of their Apprentice Contract, the final review and/or examination, the committee may recommend to the BAS, that the apprentice's apprenticeship should be extended for a period of time, not to exceed one calendar year.
 - (3) The BAS will not approve an extension of the term of an apprenticeship contract to exceed one year.

XVIII. Cancellation of Apprentice Contracts

The State Committee and the BAS require that each local committee maintain clear records to substantiate a recommendation for cancellation of an apprenticeship. When a party to the contract requests cancellation of the contract, the BAS will send a 20-day Intent to Cancel Notice to all parties to the contract. The notice states that the contract will be cancelled 20 calendar days from the date of the Notice, unless the BAS receives written objection from any party within the 20 day period.

- A. Employers are required to provide the local committee with written cause for terminating an apprentice (to include reductions in force) to the local committee.
- B. Apprentices may request cancellation of the program by providing a written request to the local committee.
- C. A local committee may request cancellation of the Apprentice Contract after the probationary period has expired by making such request with reasons to the BAS and Committee in writing.
- D. The BAS will consult the local committee before taking final cancellation action.
- E. The local committee may recommend cancellation to the BAS of an Apprentice Contract on its own motion, after proper notice to the parties of the Apprentice Contract.

XIX. Right of Appeal

In the case of a dispute between the apprentice and the employer with regard to an Apprentice Contract, either party may appeal in writing to the local committee to adjust the matter. Either party thereafter may appeal the recommendations of the committee to the Bureau regarding any part of the Apprentice Contract.

- A. In cases of a problem or dispute involving a matter of policy or local standards, the matter shall be referred to the State Plumbing Apprenticeship Advisory Committee for review.

- B. If the State committee cannot satisfactorily resolve the matter, it will provide the BAS with its recommendations.
- C. All applicants, employers or apprentices have the right of appeal to the BAS on any recommendation or action taken by the local committee. The advisory status of a local committee shall include the following statement in their disciplinary actions or denial correspondence:

"Should you feel the recommendation or action taken by the local Apprenticeship Committee to be contrary to the area apprenticeship standards, you have the right to appeal in writing to the Department of Workforce Development, Bureau of Apprenticeship Standards, stating the specific section of said standards or addendum to same which you feel was violated."
- D. Any party to the contract may file an appeal in writing within 20 days of the final decision. When an appeal is received the BAS Director will review the appeal and issue a written determination within 40 days of the appeal.
- E. If requested in writing within ten days by one of the parties, the Bureau Director's decision may be appealed in writing the DWD Legal Counsel. The DWD Legal Counsel will review the case and issue a final determination within ten days.
- F. Right to Hearing. A dissatisfied party may file a written request with the BAS or the DWD Legal Counsel for a formal administrative hearing to review the reasonableness of a DWD order as outlined in Chapter 5 of the Wisconsin Apprenticeship Manual. DWD shall respond to a request for an administrative hearing within 20 days. DWD has the discretion to determine whether or not it will hold a hearing. DWD's final decision is reviewable in Circuit Court.
- G. Items not Subject to a Hearing. Actions of the employer that involve the employment relationship and not the apprenticeship program are not subject to a hearing. Violations of employer work rules may not be subject to a hearing contingent upon a review that the employer is not illegally discriminating in its administration of apprenticeship policy.

XX Modification of Standards

- A. Local standards may be modified by the local committee if such modifications are in conformance with these State Standards and approved by the BAS.
- B. The minimum requirements set forth in these Standards shall not be altered by virtue of any collective bargaining agreement

State Plumbing Appren Advisory Committee • Madison WI
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Exhibit A - Program Provisions

Approved: November 1, 2015

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 5 years of no less than 8,000 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 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 572 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. 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>Work Process Description</u>	<u>Approximate Hours</u>		
	(Min	-	Max)
Interior and exterior underground sanitary and storm sewer work, or private sewage systems.	1000		
Vertical stacks and branches, including soil, waste vent, and conductors.	2374		
Water supply systems, including underground and above-ground domestic potable hot and cold water systems, cross-connection control, and water treatment.	1900		
Setting and connecting all types of plumbing fixtures and appliances, including those connected with both the water supply and waste systems.	1520		
Plumbing layout	550		
Core drilling, stock work and truck driving	84		
Paid Related Instruction	572		
TOTAL	8000		

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

MINIMUM COMPENSATION TO BE PAID:

All apprentices must be started at no less than 35% of base journey worker's rate. The 60% provision referred to in DWD 295.05 must be met in establishing this wage schedule.

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

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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:

Apprentices are required to complete an approved First Aid and CPR course and OSHA 10 course within the first twelve months of the apprenticeship and keep the certifications current throughout the term of the apprenticeship.

Apprentices must meet unpaid related instruction course requirements specified in the table, "Unpaid Related Instruction Requirements: Approved by State Plumbing Committee October 21, 2015."

36 to 60 hours - Plumbing Applications Lab
32 to 45 hours - Plumbing Blueprint Reading
45 to 90 hours - Plumbing Repair
08 to 17 hours - Transition to Trainer
18 to 40 hours - Isometric Interpretation & Drawing
18 to 40 hours - Transit/Level/Laser
30 to 60 hours - Welding
24 to 54 hours - Safety/OSHA
12 to 30 hours - First Aid/CPR

The apprentice shall attend night school on the apprentice's own time and take subjects required for no less than 260 hours.

An apprentice in his/her final year must successfully complete Transition to Trainer and either complete the 54-hour Plumbing Review Course or pass the test-out option.

State Committee Report - Construction

State Plumbing Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 9/1/2020 in trade(s) associated with this committee.

Sponsor Name Trade	Apprentices									Employers				
	Total	Minority		Female		Union		Non- Union		Total	W/Union Appr		W/Non-Union Appr	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
All Sponsors Total	1495	95	6.4	12	0.8	497	33.2	998	66.8	560	109	19.5	464	82.9
ABC of Wisconsin (All)	499	34	6.8	3	0.6			499	100.0	177			177	100.0
Plumber (0186238103001)	499	34	6.8	3	0.6			499	100.0	177			177	100.0
Appleton Area Plumbing JAC	101	1	1.0	0	0.0	24	23.8	77	76.2	41	8	19.5	33	80.5
Plumber (0186238103001)	101	1	1.0	0	0.0	24	23.8	77	76.2	41	8	19.5	33	80.5
Central WI Area Plumbing JAC	25	1	4.0	0	0.0	7	28.0	18	72.0	17	6	35.3	12	70.6
Plumber (0186238103001)	25	1	4.0	0	0.0	7	28.0	18	72.0	17	6	35.3	12	70.6
Eau Claire Area Plumbing JAC	82	1	1.2	0	0.0	27	32.9	55	67.1	40	13	32.5	30	75.0
Plumber (0186238103001)	82	1	1.2	0	0.0	27	32.9	55	67.1	40	13	32.5	30	75.0
Fond du Lac Area Plumbing JAC	24	0		0	0.0	14	58.3	10	41.7	12	3	25.0	9	75.0
Plumber (0186238103001)	24	0		0	0.0	14	58.3	10	41.7	12	3	25.0	9	75.0
Kenosha-Racine-Walworth Plumbing JAC	69	7	10.1	1	1.4	62	89.9	7	10.1	25	19	76.0	7	28.0
Plumber (0186238103001)	69	7	10.1	1	1.4	62	89.9	7	10.1	25	19	76.0	7	28.0
La Crosse Area Plumbing JAC	77	2	2.6	0	0.0	24	31.2	53	68.8	39	9	23.1	31	79.5
Plumber (0186238103001)	77	2	2.6	0	0.0	24	31.2	53	68.8	39	9	23.1	31	79.5
Lake To Lake Area Plumbing JAC	25	0		0	0.0	5	20.0	20	80.0	14	2	14.3	13	92.9
Plumber (0186238103001)	25	0		0	0.0	5	20.0	20	80.0	14	2	14.3	13	92.9
Madison Area Plumbing JAC	157	12	7.6	5	3.2	98	62.4	59	37.6	45	12	26.7	35	77.8
Plumber (0186238103001)	157	12	7.6	5	3.2	98	62.4	59	37.6	45	12	26.7	35	77.8
Marshfield Area Plumbing JAC	13	0		0	0.0			13	100.0	8			8	100.0
Plumber (0186238103001)	13	0		0	0.0			13	100.0	8			8	100.0
Milwaukee Area Plumbing JAC	185	30	16.2	2	1.1	185	100.0			41	41	100.0		
Plumber (0186238103001)	185	30	16.2	2	1.1	185	100.0			41	41	100.0		
Northeast WI Area Plumbing JAC	85	1	1.2	1	1.2	27	31.8	58	68.2	36	6	16.7	30	83.3
Plumber (0186238103001)	85	1	1.2	1	1.2	27	31.8	58	68.2	36	6	16.7	30	83.3
Northern WI Plumbing Advisory Committee	29	4	13.8	0	0.0			29	100.0	17			17	100.0
Plumber (0186238103001)	29	4	13.8	0	0.0			29	100.0	17			17	100.0
Rhineland Area Plumbing JAC	25	2	8.0	0	0.0	2	8.0	23	92.0	21	2	9.5	19	90.5
Plumber (0186238103001)	25	2	8.0	0	0.0	2	8.0	23	92.0	21	2	9.5	19	90.5
Southwest WI Area Plumbing Advisory Comm	25	0		0	0.0			25	100.0	19			19	100.0
Plumber (0186238103001)	25	0		0	0.0			25	100.0	19			19	100.0
Wausau Area Plumbing JAC	46	0		0	0.0	17	37.0	29	63.0	27	7	25.9	20	74.1

State Committee Report - Construction

State Plumbing Committee

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	Total	Minority		Female		Union		Non- Union		Total	W/Union Appr		W/Non-Union Appr	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
All Sponsors Total	1495	95	6.4	12	0.8	497	33.2	998	66.8	560	109	19.5	464	82.9
Plumber (0186238103001)	46	0		0	0.0	17	37.0	29	63.0	27	7	25.9	20	74.1
Western WI Area Plumbing JAC	28	0		0	0.0	5	17.9	23	82.1	14	2	14.3	13	92.9
Plumber (0186238103001)	28	0		0	0.0	5	17.9	23	82.1	14	2	14.3	13	92.9