



State Apprenticeship Standards

for the

Plumbing Industry

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STATE OF WISCONSIN
 DWD
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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

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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 apprentice 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 apprentice 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 CPR/CCR 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 journeymen 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.

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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>		
	<u>(Min</u>	<u>-</u>	<u>Max)</u>
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.