

MINNESOTA DEPARTMENT OF TRANSPORTATION
PRIME CONTRACTOR – SUBCONTRACTOR’S
STATEMENT OF COMPLIANCE
FEDERAL COPELAND ACT / DAVIS BACON ACT
MINNESOTA PREVAILING WAGE STATUTES

Table with 3 columns: REPORT NUMBER, STATE PROJECT NUMBERS (S), DATE, PRIME CONTRACTOR/SUBCONTRACTOR, PHONE NUMBER, CONTRACT NUMBER, ADDRESS, FEDERAL PROJECT NUMBER, TYPE OF WORK.

(Complete as described on proposal)

STATEMENT WITH RESPECT TO COMPLIANCE AND WAGES PAID

I, Molly Musolf, Project Administrator do hereby state:
(Name of signatory party) (Title)

(1) That I pay or supervise the payment of the persons employed by Northland Constructors of Duluth Inc on said Contract; that during the payroll period commencing on the 24th day of September of the year 2023, and ending the 30th day of September of the year 2023, there were 11 workers performing covered work on said Contract.

DESCRIBE LEGAL DEDUCTIONS

(2) That the payroll submitted under said Contract is complete and accurate; that the wage rate(s) of the laborer(s), mechanic(s), and worker(s) performing work under said Contract is (are) paid according to the wage determination(s) and labor provisions incorporated in said Contract and according to applicable laws;

(3) That any apprentices employed during said payroll period are duly registered in a bona fide apprenticeship program registered with the Minnesota Department of Labor and Industry, or are registered with the Bureau of Apprenticeship and Training; United States Department of Labor.

(4) That: (Check one box only)

(a) WHERE FRINGE BENEFITS ARE PAID TO ANY APPROVED PLANS, FUNDS, OR PROGRAMS

[X] In addition to the basic hourly wage rates paid to each laborer, worker, or mechanic listed on said payroll, payments to current, bona fide fringe benefit programs as set forth in paragraph 4(d), have been or will be made to the program’s administrators, per state and federal regulations and plan requirements, as set forth in paragraph 4(e) for the benefit of said workers, except as noted in Section 4(c).

(b) WHERE FRINGE BENEFITS ARE PAID IN CASH TO ALL WORKERS

[] Each laborer, worker, or mechanic listed on said payroll has been paid, as indicated on the payroll, an amount not less than the sum of the applicable basic rate plus the fringe rate as listed in the appropriate wage determination incorporated into said Contract.

NOTE---FRINGE BENEFITS SECTION C, D, E, AND SIGNATURE BLOCK IS ON PAGE 2.

(c) EXCEPTIONS

WORKER NAME	CLASSIFICATION/OCCUPATION	EXPLANATION

(d) BENEFIT PROGRAM INFORMATION in DOLLARS CONTRIBUTED PER HOUR (Must be completed if 4(a) is checked)

PROGRAM TITLE, CLASSIFICATION TITLE, OR INDIVIDUAL WORKERS	HEALTH/WELFARE	VACATION/HOLIDAY	APPRENTICESHIP/TRAINING	PENSION	OTHER INCLUDE TITLE
Central Pension Operators 49	\$12.15	\$0	\$.55	\$12.50	\$.03
Cement Masons Local 633	\$8.98	\$7.12	\$.51	\$10.89	\$1.75
Laborers 1091 Duluth Bld	\$9.40	\$3.10	\$.42	\$10.75	\$.10
Carpenters Local 361	\$11.60	\$2.36	\$.84	\$15.70	\$.16
MN Teamsters Local 346	\$12.52	\$0	\$0.30	\$9.13	\$0.76
BAC Local Union 1	\$12.46	\$2.00	\$.41	\$13.24	\$5.10
	\$	\$	\$	\$	\$
	\$	\$	\$	\$	\$
	\$	\$	\$	\$	\$
	\$	\$	\$	\$	\$
	\$	\$	\$	\$	\$

(e) BENEFIT PROGRAM INFORMATION (Must be completed if 4(a) is checked)

NAME AND ADDRESS OF FRINGE BENEFIT FUND, PLAN, OR PROGRAM ADMINISTRATOR	BENEFIT ACCOUNT NUMBER	THIRD PARTY TRUSTEE AND/OR CONTRACT PERSON	TELEPHONE NUMBER
Central Pension Fund Metro Blvd Mpls, MN 55439	49-04569	Fred P Dereschunk	312-788-9441
MN Cement Masons Local 633 Central Ave, Mpls, MN 55414		Denny White	612-379-1558
MN Laborers Fringe Benefit Metro Blvd, Mpls, MN 55439	16-07456	Tom Pender	218-741-3638
MN Teamsters Metro Blvd Mpls, MN 55439	50-01108	Clarence Laborde	218-628-1034
Carpenters Local 361 London Road, Duluth, MN 55812			218-724-3297

The willful falsification of any of the above statements may subject the prime contractor or subcontractor to civil or criminal prosecution under federal and/or state law. See Minnesota Statute 15C; 16B; 161.315, Subdivision 2; 177.43, Subdivision 5; 177.44, Subdivision 6; 609.63; or United States Code 18 U.S.C. 1001; 31 U.S.C. 231; CFR 5.12.

NAME AND TITLE OF CONTRACTOR'S REPRESENTATIVE (PRINT)	SIGNATURE	DATE
As a representative of the contractor submitting the attached payroll, I hereby certify that the information is true and accurate to the best of my knowledge.		

NAME AND TITLE OF PRIME CONTRACTOR (PRINT)	SIGNATURE	DATE
Molly Musolf, Project Administrator	<i>Molly Musolf</i>	10/4/23
As a representative of the Prime Contractor, I have reviewed the attached forms and certify to the best of my knowledge that they accurately reflect operations of this company on this project and meet the contract requirements for this project.		

NOTE: For information regarding this form, submission of payroll records, or copies of the laws stated above, contact the Minnesota Department of Transportation, Labor Compliance Unit, Mail Stop 650, 395 John Ireland Boulevard, St. Paul, Minnesota 55155-1899, or call 651-366-4209 or 651-366-4204.

Certified Payroll Transcript

Period 9/24/2023 - 9/30/2023

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 9/30/23)			
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay		
Benton, Jacob R - 4538 M/EX: S/2 Race/Sex: AI/M WI Operators Local 139 305 G2/1C EEO: Journeyman Check #: 4093023	WI Operators Local 1 / 305 G2/1C	Regular Hourly	0.00	8.00	8.00	8.00	8.00	8.00	8.00	0.00	40.00	43.230	1,729.20	Federal Taxes \	459.99		
	WI Operators Local 1 / 305 G2/1C	Overtime Hourly	0.00	3.00	4.00	4.00	3.00	0.00	0.00	0.00	14.00	64.845	907.85	Wisconsin Taxe	158.71		
													0.00	Additional Medi			
													0.00	Social Security	163.49		
													2,637.05	Medicare Empl	38.24		
														Working Dues %	39.56		
														Working Dues %	19.93		
														2,637.05	879.92		1,757.13
Daniels, Nate C - 6168 M/EX: S/1 Race/Sex: B/M Operating Engineers Local 49 313 Group 3 crawler Hyd Backho EEO: Journeyman Check #: 4093023	WI Operators Local 1 / Operator(MN) in Wisr	Overtime Hourly	0.00	0.00	0.00	0.00	1.00	5.00	0.00	6.00	64.215	385.30	Federal Taxes \	512.22			
												0.00	Minnesota Taxe	146.00			
													0.00	Wisconsin Taxe	15.21		
													385.30	Additional Medi			
														Social Security	171.86		
														Medicare Empl	40.20		
														Levy/Garnishm			
														Working Dues %	53.30		
														Working Dues %	2.58		
														2,771.98	941.37		1,830.61
Fawcett, Melissa M - 4862 M/EX: S/0 Race/Sex: C/F Minnesota Laborers 101 Laborer EEO: Check #: 4093023	Wisconsin Bldg Trade / 101 MN Laborer	Regular Hourly	0.00	11.00	12.00	12.00	5.00	0.00	0.00	40.00	37.530	1,501.20	Federal Taxes \	461.61			
	Wisconsin Bldg Trade / 101 MN Laborer	Overtime Hourly	0.00	0.00	0.00	0.00	6.00	8.00	0.00	14.00	56.295	788.13	Wisconsin Taxe	149.73			
	Wisconsin Bldg Trade / 101 MN Laborer	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.100	124.00	Additional Medi				
	Wisconsin Bldg Trade / 101 MN Laborer	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.650	65.10	Social Security	153.66			
													0.00	Medicare Empl	35.94		
														Other Non Taxable	189.10		
														2,478.43	65.88		
														2,478.43	1,055.92		1,422.51

Certified Payroll Transcript

Period 9/24/2023 - 9/30/2023

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)	-----Hours-----											Project Amounts	***** Weekly Totals ***** (Week Ending 9/30/23)			
		Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross	Deductions		Net Pay			
Glesner, Brian J - 4021 M/EX: M/1 Race/Sex: C/M Minnesota Laborers Labor Service 2 EEO: Check #: 4093023	Wisconsin Bldg Trade / 107 MN Pipelayer in	Regular Hourly	0.00	2.50	0.00	0.00	2.00	0.00	0.00	0.00	4.50	41.030	184.64	Federal Taxes \	249.69		
	Wisconsin Bldg Trade / 107 MN Pipelayer in	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.100	13.95	Minnesota Taxe	97.00		
														Other Taxable	0.00	Wisconsin Taxe	5.11
														Other Non Taxable	0.00	Additional Medi	
														Project Total	198.59	Social Security	136.12
																Medicare Empl	31.84
																Vacation Variab	154.23
															Working Dues/t	7.93	
															2,195.51	681.92	1,513.59
Gustafson, Donovan L - 2008 M/EX: S/1 Race/Sex: C/M Minnesota Laborers 101 Laborer EEO: Check #: 4093023	Wisconsin Bldg Trade / 101 MN Laborer	Regular Hourly	0.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	1.00	37.530	37.53	Federal Taxes \	375.95		
	Wisconsin Bldg Trade / 101 MN Laborer	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.100	3.10	Minnesota Taxe	132.00		
														Other Taxable	0.00	Wisconsin Taxe	
														Other Non Taxable	0.00	Additional Medi	
														Project Total	40.63	Social Security	136.66
																Medicare Empl	31.96
																Child Support	
															Levy/Garnishm		
															Vacation Variab	168.18	
															Working Dues/t	1.22	
															2,204.20	845.97	1,358.23

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Period 9/24/2023 - 9/30/2023

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----									Rate	Project Amounts	***** Weekly Totals ***** (Week Ending 9/30/23)				
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Total Gross			Deductions	Net Pay			
Herrick, Brian James - 5065	Wisconsin Bldg Trade / MN Laborer Foreman	Regular Hourly	0.00	10.00	13.00	11.00	2.00	0.00	0.00	0.00	36.00	48.390	1,742.04	Federal Taxes	765.16			
M/EX: S/0	Wisconsin Bldg Trade / MN Laborer Foreman	Overtime Hourly	0.00	0.00	0.00	0.00	5.00	5.00	0.00	10.00	72.585	725.86	Minnesota Tax	54.00				
Race/Sex: C/M	Wisconsin Bldg Trade / MN Laborer Foreman	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.100	111.60	Wisconsin Tax	159.67				
Minnesota Laborers	Wisconsin Bldg Trade / MN Laborer Foreman	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.650	46.50	Additional Medi					
102 Laborer Foreman												0.00	Social Security	224.39				
EEO: Journeyman												0.00	Medicare Empl	52.48				
Check #: 4093023													Project Total	2,626.00	Vacation Variab	217.00		
													Other Taxable		Working Dues/	56.12		
													Other Non Taxable	0.00	Other	15.00		
															3,619.32	1,543.82	2,075.50	
Hynes Jr., Timothy D - 4696	Local 139 Apprentice / 80% Group 2 Apprent	Regular Hourly	0.00	8.00	8.00	8.00	8.00	8.00	0.00	40.00	33.430	1,337.20	Federal Taxes	348.39				
M/EX: S/1	Local 139 Apprentice / 80% Group 2 Apprent	Overtime Hourly	0.00	3.00	4.00	4.00	4.00	0.00	0.00	15.00	50.145	752.18	Wisconsin Tax	124.86				
Race/Sex: C/M												0.00	Additional Medi					
Local 139 Apprentice												0.00	Social Security	129.54				
80% Group 2 Apprentice													Project Total	2,089.38	Medicare Empl	30.29		
EEO:															Working Dues %	31.34		
Check #: 4093023															Working Dues %	20.30		
															2,089.38	684.72	1,404.66	
Johnson, Troy W - 4658	Minnesota Teamsters / 603 GRP 1 Low Boy	Regular Hourly	0.00	3.75	0.00	0.00	0.00	0.00	0.00	3.75	37.590	140.96	Federal Taxes	138.62				
M/EX: M/2												0.00	Minnesota Tax	48.00				
Race/Sex: C/M												0.00	Wisconsin Tax					
Minnesota Teamsters													Project Total	140.96	Additional Medi			
602 5 Axel Grp 1															Social Security	87.46		
EEO: Journeyman															Medicare Empl	20.46		
Check #: 4093023															1,410.65	294.54	1,116.11	

Certified Payroll Transcript

Period 9/24/2023 - 9/30/2023

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----										Rate	Project Amounts	***** Weekly Totals ***** (Week Ending 9/30/23)				
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Total Gross	Deductions			Net Pay				
Kirkwood, Eric James - 4320	WI Operators Local 1 / 344 G4/2c	Regular Hourly	0.00	11.00	12.00	0.00	0.00	0.00	0.00	0.00	23.00	43.380	997.74	Federal Taxes \	501.87				
M/EX: S/0													0.00	Other Taxable			Minnesota Taxe	99.00	
Race/Sex: C/M													0.00	Other Non Taxable			Wisconsin Taxe	55.29	
Operating Engineers Local 49													997.74	Project Total			Additional Medi		
305 G2/1C																	Social Security	164.06	
EEO: Journeyman																	Medicare Empl	38.37	
Check #: 4093023																	Child Support		
																	Working Dues %	47.94	
																	Working Dues %	8.49	
																	2,646.18	915.02	1,731.16
Solomon, Timothy H - 4659	Minnesota Teamsters / 602 5 Axel Grp 1	Regular Hourly	0.00	0.00	12.25	0.00	0.00	0.00	0.00	0.00	12.25	36.590	448.23	Federal Taxes \	333.26				
M/EX: M/0													0.00	Other Taxable			Minnesota Taxe	112.00	
Race/Sex: C/M													0.00	Other Non Taxable			Wisconsin Taxe	13.91	
Minnesota Teamsters													448.23	Project Total			Additional Medi		
602 5 Axel Grp 1																	Social Security	154.54	
EEO: Journeyman																	Medicare Empl	36.14	
Check #: 4093023																	2,492.69	649.85	1,842.84
VanWave, Scott Patrick - 4592	Minnesota Teamsters / 602 5 Axel Grp 1	Regular Hourly	0.00	0.00	12.00	0.00	0.00	2.50	0.00	0.00	14.50	36.590	530.55	Federal Taxes \	313.47				
M/EX: S/1	Minnesota Teamsters / 602 5 Axel Grp 1	Overtime	0.00	0.00	0.00	0.00	0.00	1.50	0.00	0.00	1.50	54.885	82.33	Minnesota Taxe	72.00				
Race/Sex: C/M													0.00	Other Taxable			Wisconsin Taxe	27.78	
Minnesota Teamsters													0.00	Other Non Taxable			Additional Medi		
602 5 Axel Grp 1													612.88	Project Total			Social Security	120.52	
EEO: Journeyman																	Medicare Empl	28.19	
Check #: 4093023																	1,943.85	561.96	1,381.89

Certified Payroll Transcript

Period 9/24/2023 - 9/30/2023

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Job Totals	Hours	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Project Amounts	***** Weekly Totals ***** (Week Ending 9/30/23)		
											Total Gross	Deductions	Net Pay
Regular Hourly		0.00	48.00	53.00	39.00	24.00	16.00	0.00	180.00	7,344.91	Federal Taxes V	4,460.23	
Overtime Hourly		0.00	6.00	8.00	8.00	19.00	18.00	0.00	59.00	3,559.32	Minnesota Taxe	760.00	
Regular Hourly		0.00	6.25	24.25	0.00	2.00	2.50	0.00	35.00	1,304.38	Wisconsin Taxe	710.27	
Overtime		0.00	0.00	0.00	0.00	0.00	1.50	0.00	1.50	82.33	Additional Medi		
Vacation		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	364.25	Social Security	1,642.30	
										0.00	Medicare Emplc	384.11	
										0.00	Child Support		
										12,655.19	Levy/Garnishme		
											Vacation Variab	728.51	
											Working Dues 9	172.14	
											Working Dues 9	51.30	
											Working Dues/h	131.15	
											Other	15.00	
											26,489.24	9,055.01	17,434.23

**DIVISION OF EMPLOYMENT AND TRAINING
Bureau of Apprenticeship Standards**

Appleton South - BAS Area #17
Moraine Park Technical College
2151 N Main Street RM N-119.1
West Bend WI 53090

STATE OF WISCONSIN



Department of Workforce Development

Tony Evers, Governor
Amy Pechacek, Secretary-designee
Michele Carter, Division Administrator

May 31, 2023

TIMOTHY HYNES
11440 SOUTH CEMETERY RD
SOLON SPRINGS WI 54873

Employer Assignment

Apprentice Name Timothy Hynes	Social Security Number ***-**-7865
Employer Name Northland Constructors	Local Committee Name Wisconsin Operating Engineers JAC

This letter is to verify that this Apprentice Contract has been assigned to Northland Constructors, effective May 24, 2023.

Any objection to this assignment must be made in writing and received by this office no later than ten working days from the date of this letter.

The employer agrees to take this apprentice into service under the conditions specified in the Apprentice Contract. The employer shall retain this apprentice as long as work is available or the apprentice is transferred to another employer.

The employer and apprentice are required to notify the Bureau of Apprenticeship Standards and the Local Committee, when the apprentice is released from this employer.

Timothy J Budda
Apprenticeship Training Representative
Telephone: (262) 335-5849
Fax: (920) 735-2473
Email: timothy.budda@dwd.wisconsin.gov

Also mailed to: Northland Constructors
Wisconsin Operating Engineers JAC
Fox Valley Technical College



SKILL IMPROVEMENT & APPRENTICESHIP FUND
W11584 STATE ROAD 21 • COLOMA, WI 54930 • (715) 228-4911 • FAX (715) 228-4901 • woetrainingcenter.org

Thursday, May 25, 2023

NORTHLAND CONSTRUCTORS DULUTH
4843 RICE LAKE
DULUTH, MN 55803
Contractor Fax: (218) 722-4560

This letter is to notify NORTHLAND CONSTRUCTORS DULUTH that Timothy Hynes, Jr XXX-XX-(7865) has his/her apprenticeship contract assigned to your firm for training as an Operating Engineer Apprentice effective 5/24/2023.

Timothy Hynes, Jr's apprenticeship began on 5/24/2023 and his/her status is that of a 3rd pay period apprentice. He/she should be paid 80% of the Area 2 Building M/U rate of \$38.97 = \$31.18, plus fringes at the same scale as that paid to journeyworkers, except that the amount of the Central Pension shall be at the apprentice rate of \$6.72 per hour. **If the apprentice works under a different contract he/she should be paid at the appropriate rate.**

As you are aware the Federal and State apprenticeship standards have policies set in place regarding the number of hours an apprentice must attend for their required related instruction. Failure to attend the required amount of related instruction each year may result in the cancellation of his/her apprenticeship, therefore causing you to lose your ability to employ him/her as an operating engineer.

Apprentices will receive notice regarding their required Related Instruction each year. Please remember the State Bureau of Apprenticeship does not excuse anyone from their required courses because they may still be working.

Thank you for your participation in the program.

Sincerely,

Daniel Sperberg

Daniel Sperberg
Training Director

Cc: Timothy Hynes, Jr

Timothy Hynes, Jr
11440 South Cemetery Rd
Solon Springs, WI 54873-0426

Apprentice Contract

This contract was prepared by Timothy J Budda on the date of May 31, 2023, between the Wisconsin Department of Workforce Development (the Department) and:

Apprentice

Timothy Hynes
11440 South Cemetery Rd

Solon Springs WI 54873
thynesone88@gmail.com

DOB: March 16, 1988

Contract #: 333580

Phone: (715) 816-0683

SSN: ***-**-7865

Sponsor

Wisconsin Operating Engineers
JAC

W11584 State Road 21

Coloma WI 54930-8776

The Apprenticeship term begins on May 24, 2023, and terminates upon the successful completion of the apprenticeship program provisions of the Operating Engineer occupation, which are incorporated as part of this contract as Exhibit A, Program Provisions. The provisions included in this contract are binding on the parties.

The Department will issue a Certificate of Apprenticeship to the apprentice upon satisfactory completion of the provisions of this Apprentice Contract.

The Department may terminate the contract upon request of the apprentice or sponsor for good cause and in accordance with Wis. Admin. Code Ch. DWD 295.20, which provides for due process. In addition, the Department may terminate the contract if any party to the contract is unable to continue with the obligations under the contract or has breached the contract.

The apprentice's signature authorizes the assigned provider(s) of paid and unpaid related instruction to release progress, grades, and attendance reports to the Department, sponsor, and employer while this contract is in effect.

The sponsor and apprentice agree to the standards of the apprenticeship program as they exist on the date of the contract and as they may be amended during the period of the contract, upon approval of the Department. The terms of an existing apprentice contract may be modified subject to approval of the Department.

The sponsor shall not discriminate against apprenticeship applicants or apprentices on the basis of race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older. The sponsor will also not discriminate against apprenticeship applicants or apprentices based on conviction record, arrest record, marital status, veteran status, use of lawful products, or use of qualifying family or medical leave. The sponsor shall take affirmative action to provide equal opportunity in apprenticeship and operate the apprenticeship program as required under 29 CFR part 30 and Wis. Admin. Code Ch. DWD 296.

The apprentice, sponsor, and employer agree to fulfill all the obligations of this Apprentice Contract. The parties have signed this contract, as required by Chapter 106.01 of the laws of Wisconsin. Personal information provided herein may be used for secondary purposes [Privacy Law, s.15.04(1)(m) Wisconsin Statutes].

/s/ Timothy Hynes
Apprentice Signature

May 26, 2023
Date

Daniel Spang

Sponsor Signature

May 26, 2023
Date

David D. P.

Department Approval

May 26, 2023
Date

The Registration Agency is the authority to receive and resolve controversies or differences arising out of this contract when they cannot be resolved locally in accordance with established procedures or collective bargaining provisions.

Registration Agency:
Department of Workforce Development
Division of Employment and Training
Bureau of Apprenticeship Standards
PO Box 7972, Madison, WI 53707
Phone: 608-266-3332

Wisconsin Operating Engineers JAC • Coloma WI
Operating Engineer • 01-859683010-01-T
Exhibit A - Program Provisions

Approved: 6/1/2020

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 6000 hours . Hours of labor shall be the same as established for other skilled employees in the occupation.

PROBATIONARY PERIOD: The probationary period shall be the first 1500 hours of the apprenticeship. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department.

PAID RELATED INSTRUCTION ATTENDANCE: The apprentice shall attend Fox Valley Technical College, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 400 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

WORK PROCESS SCHEDULE: In order to obtain well-rounded training and thereby qualify as a skilled worker in the occupation, 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.

Work Process Description

Approximate Hours
(Min - Max)

Machines - Training may include up to minimum of the stated hours on the following machines:

5100

CLASS 1 - Machines

Friction Crane, Hydraulic Crane, Tower Crane, Tracked Excavator, Rubber Tired Excavator, Caisson Rig, Pile Driver, Dredge Operator/
Engineer, Dragline, Directional Boring Machine, Tunnel Boring Machine, Blaster, Concrete/Grout Pump.

CLASS 2 - Machines

Concrete Laser Screed, Concrete Slipform Paver, Concrete Batch Plant, Concrete Spreader & Distributor, Automatic Subgrader (Concrete), Concrete Grinder & Planing Machine, Concrete Slipform Curb & Gutter Machine, Bridge Paver, Concrete Conveyor System, Asphalt Plant Engineer, Bituminous Paver/Screed, Milling Machine, Grader or Motor Patrol, Tractor (Scraper, Dozer, Pusher, Loader), Scraper - Rubber Tired (Single or Twin Engine), End Loader, Tractor Loader Backhoe, Trenching Machine, Tractor (Side Boom -Heavy), Drilling & Boring Machine (Mechanical Heavy), Grade Checker, Asphalt Roller.

CLASS 3 - Machines

Greaser, Shouldering Machine, Self-Propelled Chip Spreader, Concrete finishing/Curing/
Texturing Machine, Joint Sewer (Multiple Blade), Forklift, Environmental Burner, Back filler, Hydro-Blaster, Percussion or Rotary Drilling Machine, Rail Leveling Machine, Tie Placer, extractor or tamper, Stone Leveler, Cable Plow (Track or Rubber Tired), Auger Boring Machine, Micro-tunneling Machine, Lowboy, Boats (Safety, Tug, Launch & Work Barges), Deckhand, Off Road Material Hauler.

CLASS 4 - Machines

Stump Chipper, Rock Breaker, Crusher/

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Screening Plant, Concrete Breaker (Manual or Remote), Vibratory/Sonic Concrete Breaker, Farm or Industrial Tractor & Mounted Equipment, Skid Steer Loader, Broom/
 Sweeper, Vibratory Hammer/Extractor, Compactor, Concrete Conveyor System, Oiler, Drilling Machine Helper, Tugger, Winches and A-Frames, Material/Man Hoists.

CLASS 5 - Machines	500
Pump (Over 3"), Generators, Air Compressor, Automatic Belt Conveyor & Surge Bin, De-Watering, Mulcher, Fireman, Post Hole or Post Driver.	
Paid Related Instruction	400
TOTAL	6000

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

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

First period of 1,500 hours and 160 hours related instruction at 60% of the Base Skilled Wage Rate plus 10% Related Instruction Pay. The Related Instruction consists of

- Basic Equipment (80 hours)
- Hazmat (40 hours)
- Construction Regulations to include OSHA, MSHA, and First Aid/CPR (40 hours)

Second pay period of 1,500 hours and 160 hours related instruction at 65% of the Base Skilled Wage Rate plus 10% Related Instruction Pay. The Related Instruction consists of:

- Basic Excavating or Basic Earthmoving or Basic Crane (80 hours)
- Basic Grade Checking (40 hours)
- Maintenance or Welding (40 hours)
- Must update MSHA and Hazmat certifications

Third pay period of 1,500 hours and 80 hours related instruction at 70% of the Base Skilled Wage Rate plus 10% Related Instruction Pay. The Related Instruction consists of

- Any specialty class (80 hours)
- Must update MSHA, Hazmat, and First Aid/CPR certifications

Fourth period of 1,500 hours at 80% of the Base Skilled Wage Rate plus 10% Related Instruction Pay.

The skilled wage rate for an apprentice shall be based on the hourly rate established for classification 3 of the current agreement, plus fringes, as appropriate, EXCEPT THAT under NO circumstances shall an apprentice wage rate exceed that of a journeyworker performing the same work.

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The compensation for school hours will be paid by the employer as an additional 10% of the base skilled wage rate for all hours of on-the-job training, as listed under Minimum Compensation to Be Paid.

The base skilled wage rate is \$37.37 per hour.

If the apprentice is covered under a collective bargaining agreement, the wage rate specified by that collective bargaining agreement applies.

If the apprentice is not covered under a collective bargaining agreement, the employer may exceed the base skilled wage rate at their discretion.

An apprentice's rate of pay for overtime shall be increased by the same percentage as the journey worker's rate of pay for overtime is increased in the same industry or establishment.

CREDIT PROVISIONS: The apprentice, granted credit at the start or during the term of the apprenticeship, shall be paid the wage rate of the pay period to which such credit advanced the apprentice.

Work credit hours approved: None

School credit hours approved:

Paid related instruction: 144 Hours

Paid related instruction description: 144 hours for prior related instruction

Unpaid related instruction:

Total credit hours to be applied to the term of the apprenticeship: 144 Hours

SPECIAL PROVISIONS:

When the apprentice has accrued 6,000 hours, including related instruction, and passed three performance tests and completed related instruction, the apprentice will be classified a journeyworker.

The apprentice shall endeavor to accrue hours on multiple classifications (and machines identified therein) as listed in the work process schedule. However, the apprentice understands and acknowledges that the work process schedule may not allow for training in all classifications (and machines identified therein) as stated in the Exhibit A.

The apprentice must be qualified to operate three (3) major machines or attachments listed above before completing the apprenticeship program in one class or any combination of classes. The maximum number of hours in Class 5 is 500 hours.

Paid Related Instruction is conducted by block method. Apprentices receive a 10% R.I. Pay while working and receive no direct compensation during block instruction.

The apprentice attends school on their own time and takes such subjects and for such period of time as the Committee requires.

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First Aid and CPR courses as required.

The apprentice may be granted credit for previous on-the-job training and previous schooling as listed under Credit Provisions on this Apprentice Contract.

An apprentice in his/her final year must satisfactorily complete the BAS approved Transition to Trainer Course.