

**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

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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/

DETA-10408-E (R. 02/2023)

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 Exhibit A - Program Provisions

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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Exhibit A - Program Provisions

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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Exhibit A - Program Provisions

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.