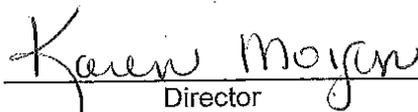
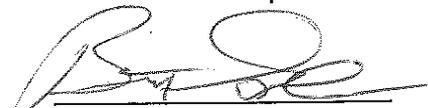


DEPARTMENT OF WORKFORCE DEVELOPMENT
BUREAU OF APPRENTICESHIP STANDARDS

MADISON, WISCONSIN

STATE APPRENTICESHIP STANDARDS
FOR THE
HEAT AND FROST INSULATION INDUSTRY


Director


Co-chair


Co-chair

APPROVED AND ADOPTED

April 3, 2012

H. Compliance Reviews

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.

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

- A. The applicant must be at least 18 years of age.
- B. The committee has determined the minimum educational requirements shall be a high school graduate or possess a General Education Development Certificate or have a high school equivalency certificate.
- C. The applicant may be required to submit to urinalysis drug testing as directed by the Committee at the time of placement with an employer. Cost of testing to be paid by the Committee.
- D. All applicants shall be required to take and pass an aptitude test as directed by the local Committee.

VIII. Minimum Qualifications of Employers

- A. An employer, to be eligible to have an apprentice, must be financially reliable and must have had at least twelve (12) consecutive months of experience as an insulation contractor, and be a regular employer of Heat and Frost Insulators.
- B. In order to be approved to employ an individual with an Apprentice Contract, the contractor must have facilities and regularly engage in and perform the diversified types of work necessary to properly train the apprentice, or must agree to permit the committee to reassign the apprentice for such phases of the work the employer may not have if the committee deems it necessary.