

ATTACHMENT "H"

District: **03**
File #**05044**
Employer ID No: **1000008297**

Supplement to DAS 51 (DAS 35)

TRAINING SCHEDULE AND WORKING CONDITIONS
Of the
California Tooling & Machining Apprenticeship Association

OCCUPATION: **CNC Machine Technician** **O*NET: 51-4034.00T**

ARTICLE XIV **Term of Apprenticeship and Probation**

The standard term of apprenticeship shall be 4000 hours of OJT and 288 hours of RSI, and shall be completed within 2 years; the first 2000 hours of on-the-job training and 72 hours of related instruction shall be a probationary period.

ARTICLE XVI **Wage Schedule**

Journeyman Wage: **\$23.90** effective: 7-1-2019

Apprentices shall be paid not less than the following:

1st period	55%	6 months	1000 hours	\$16.55 per hour
2nd period	68%	6 months	1000 hours	\$18.20 per hour
3rd period	78%	6 months	1000 hours	\$19.86 per hour
4th period	94%	6 months	1000 hours	\$21.51 per hour

Other Compensation: None

Advancement Schedule:

To advance from one period to the next the apprentice shall have met the following requirements:

- A. shall have satisfactorily completed the indicated on-the-job work hours; and
- B. shall have satisfactorily completed the indicated months in the program;
- C. shall have satisfactorily completed the indicated related and supplemental instruction school hours;

Overtime Provision: All overtime shall be paid at the rate of one and one-half times the wage rate for hours worked over 8 hours per day or 40 hours per week. Likewise, overtime must be paid for hours in excess of forty (40) in any one work week.

Time spent in class of Related Instruction shall not be compensated.

Not to interfere with schooling, overtime shall not be permitted when related instruction classes are scheduled.

Hours of Work and Working Conditions

Straight time hours per day: 8 hours; 40 hours per week.

The work day and work week and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of journeymen.

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE XVII Work Training

1. The employer shall see that all apprentices are under the supervision of a qualified journeyman or instructor and shall provide the necessary diversified experience and training in order to train and develop the apprentice into a skilled worker, proficient in all the work processes of the trade as outlined herein.
2. Each apprentice shall be trained in the use of new equipment, materials and process as they come into use in the occupation.
3. Each apprentice shall receive training and education in first aid, safe working practices and in the recognition of occupational health and safety hazards.
4. Each apprentice shall receive training in the recognition of illegal discrimination and sexual harassment.
5. The major work process in which apprentices will be trained as a (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

WORK PROCESSES

CNC Machine Technician

	PROCESSES	Minimum hours	Recommended hours *
A	Job planning & preparation: layout, tool control / selection / coolant change / application, sketching, safety training, estimating	300	400
B	Process control, documentation, & quality: material identification, in-process inspection, reading work orders, final inspection	200	400
C	Shop maintenance: Preventative maintenance, lubrication, coolant changes, calibration, cleaning of machines	100	200
D	Turning (manual) : set up & operation	100	300
E	Turning (CNC): set up & operation.	800	1000
F	Milling (manual): set up & operation.	100	300
G	Milling (CNC): set up & operation.	800	1000
H	Bench Work: deburring, fit-up, repair, assembly, fabrication, and use of power and hand tools, tool grinding	100	400
		Total *	4000
	* 4000 hours of On-the-Job Training (OJT) are required to complete the apprenticeship. Any hours falling short of "recommended" in one category must be made up in other categories. If you cannot meet the "minimum" hours in one category, then we will ask the apprentice to fulfill those knowledge requirements through community college classes or other activities.		

ARTICLE XI Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction which will not be less than 144 hours per year.

CNC Machine Technician ONET 51-4043.00T Related & Supplemental Instruction	Note: Class Title & Hours may vary between school locations.
Class Title	Approx. No. Class Hours
Machine Tool Technology 1	60
CNC Machining 1	60
Programming and CAD/CAM	60
Special Projects / NIMS	68
Shop Safety	10
Hand Tools/ Layout	30
Min Hours = 288 over 4000 hours of OJT	

ARTICLE XV Ratio

A qualified employer may employ three (3) apprentices when at least one (1) journeymen are regularly employed, and three (3) additional apprentices for each one (1) journeymen employed.