

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

**OCCUPATION:**    **Industrial Machinery Mechanic**    **O\*NET: 49-9041**  
**Rapids: 0308**

**ARTICLE XIV      Term of Apprenticeship and Probation**

The standard term of apprenticeship shall be 8000 hours of OJT and 576 hours of RSI, and shall be completed within 4 years; the first 1000 hours of on-the-job training and 72 hours of related instruction shall be a probationary period.

**ARTICLE XVI      Wage Schedule**

Journeyman Wage: **\$38.43** effective: 7-1-2022

Apprentices shall be paid not less than the following:

<b>1<sup>st</sup> period</b>	<b>50%</b>	<b>6 months</b>	<b>1000 hours</b>	<b>\$19.25 per hour</b>
<b>2<sup>nd</sup> period</b>	<b>53%</b>	<b>6 months</b>	<b>1000 hours</b>	<b>\$21.14 per hour</b>
<b>3<sup>rd</sup> period</b>	<b>55%</b>	<b>6 months</b>	<b>1000 hours</b>	<b>\$23.06 per hour</b>
<b>4<sup>th</sup> period</b>	<b>58%</b>	<b>6 months</b>	<b>1000 hours</b>	<b>\$24.98 per hour</b>
<b>5<sup>th</sup> period</b>	<b>60%</b>	<b>6 months</b>	<b>1000 hours</b>	<b>\$26.90 per hour</b>
<b>6<sup>th</sup> period</b>	<b>70%</b>	<b>6 months</b>	<b>1000 hours</b>	<b>\$28.82 per hour</b>
<b>7<sup>th</sup> period</b>	<b>80%</b>	<b>6 months</b>	<b>1000 hours</b>	<b>\$30.74 per hour</b>
<b>8<sup>th</sup> period</b>	<b>90%</b>	<b>6 months</b>	<b>1000 hours</b>	<b>\$34.63 per hour</b>

**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:

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## **WORK PROCESSES**

# Industrial Machinery Mechanic

## WORK PROCESSES

Industrial Machinery Mechanic O\*Net 49-9041 Rapids: 0308

	PROCESSES		Recommended hours *
A	Job planning & preparation: application, sketching, hand and power tool selection, material and equipment safety considerations, lock-out/tag-out, estimating		400
B	Process diagnosis and control, obtaining proper documentation, hazardous material identification, in-process inspection, reading work orders, in-service approval		400
C	Shop maintenance: Preventative maintenance, lubrication, coolant changes, calibration, inventory management, cleaning of machines & work areas		600
D	Drilling/Grinding/Cutting/Tapping and Bench Work: deburring, fit-up, repair, assembly, fabrication, and use of power and hand tools		400
E	Mechanical seals, packing, gaskets, O-rings: inspection, installation repair/replacement maintenance and trouble shooting		400
F	Precision inspection: caliper, micrometer, laser or vision precision metrology instrumentation, writes reports		400
G	Bearings: basic operation, installation, tear- down, inspection, repair, maintenance/trouble-shooting		400
H	Reading schematics, repair manuals, prints, bills of material		800
I	Electrical (DC & AC) Circuits: theory, PLC/actuator, motors, trouble-shooting & systems testing		1200
J	Power transmission: (linear or acme drives, basic robotics, belt drives, chains, pulleys, sprockets)/ Gearboxes: basic operation, installation, tear-down inspection, repair, maintenance and trouble-shooting		1000
K	Valves / Hydraulics / pneumatics equipment: basic operation, installation, tear-down, inspection, repair, maintenance/trouble-shooting; Optional if needed - rigging & pipe/tube fitting		1000
L	Pumps / rotating equipment: basic operation, installation, tear- down, inspection, repair, maintenance/trouble-shooting; Optional if needed - rigging & pipe/tube fitting		1000
		<b>Total *</b>	<b>8000</b>

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.

<b>Industrial Maintenance Mechanic O*NET 49-9041 Rapids 0308 Related &amp; Supplemental Instruction</b>	<b>Note: Class Title &amp; Hours may vary between school locations.</b>
<b>Class Title</b>	<b>Approx. No. Class Hours</b>
Machine Tool Technology 1	60
Engineering Drawings for Industrial Technicians	60
Electrical Circuits/PLC & Actuators	72
Electric Motors & Drives	72
Pump/Compressor Repair	72
Hydraulic & Pneumatic Systems	108
Robotic or Conveying Equipment	60
Special Projects: NIMS Evaluation/Tests	72
<b>Min Hours = 576 over 8000 hours of OJT</b>	

**ARTICLE XV**

**Ratio**

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