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OPCMIA Local 11 Apprenticeship Program Explained

When Do I Become an Apprentice?

You become an apprentice as soon as you:

- Meet the program requirements
- Are hired by a participating contractor
- Sign your Apprenticeship Agreement
- Are officially enrolled in the apprenticeship program

You do not have to wait a year to become an apprentice. Once you are enrolled, you are an apprentice from day one.

What Is the 250-Hour Probationary Period?

The first 250 hours you work are considered your probationary period.
Think of this as a trial period for both you and your contractor. During this time, your employer evaluates things such as:

- Attendance
- Work ethic
- Attitude
- Reliability
- Ability to learn
- Safety awareness

After successfully completing the first 250 hours, you continue in the apprenticeship program and become eligible for the next wage increase.

How Do Wage Increases Work?

Your wage increases are based on a combination of:

1. Hours worked on the job
2. Completion of required classroom training

Starting Rate

0-250 Hours

- 50% of Journeyman wage
- Probationary period

First Increase

After 250 Hours

- 70% of Journeyman wage
- Must successfully complete probationary period

Second Increase

After 1,000 Total Hours

- 80% of Journeyman wage
- Required classroom training must be completed

Third Increase

After 2,000 Total Hours

- 90% of Journeyman wage
- Required classroom training must be completed

Journeyman Status

After 3,000 Total Hours

- 100% Journeyman wage
- Required classroom training completed
- Positive contractor/sponsor review received
- Approved for advancement by the Apprenticeship Committee

How Long Does the Apprenticeship Last?

The apprenticeship is a 3-year program that includes:

- 3,000 hours of on-the-job learning
- 432 hours of classroom instruction

Some apprentices may finish the required hours sooner than three calendar years, but advancement is based on meeting all requirements, not simply the passage of time.

Important Things to Remember

- ✓ You are an apprentice from the day you are officially enrolled.
- ✓ Completing one calendar year does not automatically move you to the next wage level.
- ✓ Wage increases are based on hours worked and completion of required classroom training.
- ✓ Attendance, attitude, and job performance matter throughout the apprenticeship.

- ✓ To become a Journeyman, you must complete the required hours, classroom training, and receive a satisfactory review from your sponsoring contractor.