

APPENDIX B

APPRENTICESHIP PROGRESSION SCHEDULE

The Progression Schedules for Apprentices in the Journeyman Craft classifications of Operator, Machine Repair Person, Maintenance Mechanic, Machinist, and Mould Maker are listed below. The length of apprenticeship is determined by the individual Apprenticeship Program for the specific craft. Hours listed on the schedule refer to credited hours which shall be reviewed and approved by the Apprenticeship Committee as successfully completed.

HOURS REQUIRED	Percentage of Journeyman Base Hourly Rate	
	1) Machine Operator Only <i>24-Month Program</i>	1)Mould Maker 2)Maintenance 3)Machinist <i>48-Month Program</i>
1 st 1,040 hours	80%	80%
2 nd 1,040 hours	85%	82.5%
3 rd 1,040 hours	90%	85%
4 th 1,040 hours	95%	87.5%
Completion	100%	100%
An additional 4160 hours required for Machine Repair upon completion of Operator Apprenticeship		
HOURS REQUIRED	Machine Repair Mechanic	Continued from above
5 th 1,040 hours	92%	90%
6 th 1,040 hours	94%	92.5%
7 th 1,040 hours	96%	95%
8 th 1,040 hours	98%	97.5%
Completion	100%	100%
Mould Maker and Maintenance Apprenticeships are Four Year Programs		

The Apprentice must complete the entirety of the Apprenticeship Program for their specific Journeyman Craft classification within in a maximum time period that is no more than one (1) year more than the time period provided in this Apprenticeship Progression

Schedule. (E.g., Machine Operator – 3 year time period and Maintenance – 5 year time period). An Apprentice who fails to complete the entirety of the specific Apprenticeship Program within the maximum time period allowed will be removed from the Apprenticeship Program and return to the employee's previous classification, unless the Company and Union mutually agree to an extension of the time period for the Apprentice to complete the entirety of the specific Apprenticeship Program.

<p>793</p> <p>General Maintenance</p>	<p>793</p> <p>General Maintenance</p>	<p>General maintenance work as required, including repair work.</p>
<p>794</p> <p>Machine Operator</p>	<p>794</p> <p>Machine Operator</p>	<p>Operate and maintain machinery and equipment used in the production process.</p>
<p>795</p> <p>Shipping and Receiving</p>	<p>795</p> <p>Shipping and Receiving</p>	<p>Receive and issue materials and supplies to the production area.</p>
<p>796</p> <p>Warehouse</p>	<p>796</p> <p>Warehouse</p>	<p>Store and retrieve materials and supplies in the warehouse.</p>
<p>797</p> <p>Inventory Control</p>	<p>797</p> <p>Inventory Control</p>	<p>Count and record inventory levels and discrepancies.</p>

NON-PRIMARY OPERATIONS DIVISION LINES OF PROGRESSION

