



**APPRENTICESHIP PROGRAM sponsor
adopted by**

**EASTERN WASHINGTON – NORTHEAST OREGON PIPE TRADES
APPRENTICESHIP COMMITTEE**

(sponsor name)

<u>Occupational Objective(s):</u>	<u>SOC#</u>	<u>Term [WAC 296-05-315]</u>
HVAC/REFRIGERATION MECHANIC	49-9021.02	10,000 HOURS
MAINTENANCE PLUMBER/STEAMFITTER	47-2152.01	10,000 HOURS
PLUMBER	47-2152.02	10,000 HOURS
RESIDENTIAL PLUMBER	47-2152.02	6,000 HOURS
STEAMFITTER	47-2152.01	10,000 HOURS



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Fraud Prevention and Labor Standards
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

Provisional Registration

OCTOBER 19, 2017

Standards Last Amended

NOVEMBER 16, 1945
Permanent Registration

By: DAVE D'HONDT
Chair of Council

By: ELIZABETH SMITH
Secretary of Council

EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP COMMITTEE

INTRODUCTION

This document is an apprenticeship program standard. Apprenticeship program standards govern how an apprenticeship works and have specific requirements. This document will explain the requirements.

The director of the Department of Labor and Industries (L&I) appoints the Washington State Apprenticeship and Training Council (WSATC) to regulate apprenticeship program standards. The director appoints and deputizes an assistant director to be known as the supervisor of apprenticeship who oversees administrative functions through the apprenticeship section at the department.

The WSATC is the sole regulatory body for apprenticeship standards in Washington. It approves, administers, and enforces apprenticeship standards, and recognizes apprentices when either registered with L&I's apprenticeship section, or under the terms and conditions of a reciprocal agreement. WSATC also must approve any changes to apprenticeship program standards.

Apprenticeship programs have sponsors. A sponsor operates an apprenticeship program and declares their purpose and policy herein to establish an organized system of registered apprenticeship education and training. The sponsor recognizes WSATC authority to regulate and will submit a revision request to the WSATC when making changes to an apprenticeship program standard.

Apprenticeships are governed by federal law (29 U.S.C 50), federal regulations (29 CFR Part 29 & 30), state law (49.04 RCW) and administrative rules (WAC 296-05). These standards conform to all of the above and are read together with federal and state laws and rules

Standards are changed with WSATC approval. Changes are binding on apprentices, sponsors, training agents, and anyone else working under an agreement governed by the standards. Sponsors may have to maintain additional information as supplemental to these standards. When a standard is changed, sponsors are required to notify apprentices and training agents. If changes in federal or state law make any part of these standards illegal, the remaining parts are still valid and remain in force. Only the part made illegal by changes in law is invalid. L&I and the WSATC may cooperate to make corrections to the standards if necessary to administer the standards.

Sections of these standards identified as bold "insert text" fields are specific to the individual program standards and may be modified by a sponsor submitting a revised standard for approval by the WSATC. All other sections of these standards are boilerplate and may only be modified by the WSATC. See WAC 296-05-003 for the definitions necessary for use with these standards.

Sponsor Introductory Statement (Required):

The following Apprentice Standards are used for the advancement of apprentices through our program. When approved by and registered with the Washington State

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

Apprenticeship and Training Council, these Standards will govern the training of apprentices in our program. They have been prepared by representatives of our Local #598 Joint Apprenticeship Training Committee (JATC) and training department. Also, with the assistance of the Eastern Washington-Northeast Oregon Pipe Trades Apprenticeship Committee, the National Joint Plumbing Apprentice, the Journeymen Training Committee, and the National Joint Steamfitter-Pipefitter Apprentice Committee.

I. GEOGRAPHIC AREA COVERED:

The sponsor must train inside the area covered by these standards. If the sponsor wants to train outside the area covered by these standards, the sponsor must enter a portability agreement with a sponsor outside the area, and provide evidence of such an agreement for compliance purposes. Portability agreements permit training agents to use apprentices outside the area covered by the standards. Portability agreements are governed by WAC 296-05-303(4)(g).

The area covered by these standards in the state of Washington are the counties of Adams, Asotin, Benton, Columbia, Franklin, Garfield, Grant, Kittitas, Klickitat, Walla Walla, Yakima, the eastern half of Douglas and Okanogan, and the western portion of Lincoln and Ferry.

Applicants and apprentices please note that while the State of Washington has no responsibility or authority in the State of Oregon, the JATC will apply the same standards and guidelines to apprentices registered in the program while working in the Oregon counties of Baker, Gilliam, Grant, Morrow, Umatilla, Union, Wallowa, and Wheeler.

II. MINIMUM QUALIFICATIONS:

Minimum qualifications must be clearly stated and applied in a nondiscriminatory manner [WAC 296-05-316(17)].

Age: Applicants for Apprenticeship must be at least 17 years of age and turning 18 year of age by the time of the interview.

Education: Apprentice applicants must be high school graduates or have a passing grade on an official high school equivalency test. Applicants must provide the committee with a transcript of their high school grades or their G.E.D. test scores.

Physical: All applicants must be physically capable of performing the work of this trade.

Testing: See Sponsor for details on required testing and passing scores.

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

Other: **To obtain an application, you must show a valid picture identification card, and you must pick up the application in person. The applicant must complete a Non-D.O.T. drug test at a Lourdes Occupational Health facility with negative results (at applicants expense).**

III. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:

Sponsors with five (5) or more apprentices must adopt an Equal Employment Opportunity (EEO) Plan and Selection Procedure (Part D of chapter 296-05 WAC and 29 CFR Part 30).

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, sex, color, religion, creed, national origin, age, sexual orientation, marital status, veteran or military status, the presence of a disability or any other characteristic protected by law. The sponsor shall take positive action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by the rules of the Washington State Apprenticeship and Training Council.

A. Selection Procedures:

Purpose: This JATC recruits and registers based on industry needs. The applicants will be registered based on the highest scores first, as jobs become available.

1. General Selection Procedures:

- a. **Applications will be available to anyone per Section II. Each applicant shall be given Pipe Trades Apprenticeship Form #1 to complete and return within 60 days of issue date. Applications not returned within 60 days of the issue date will be considered invalid and the individual will have to reapply.**
- b. **Application forms are available year round at the Apprenticeship Office, 1328 Road 28, Pasco, WA 99301. Applications must be picked up in person.**
- c. **The applicant must complete a Placement Test before submitting the completed application. The applicant will be given instructions on what test to take, how to schedule it, and where they need to go to complete the Placement Test.**
- d. **A complete record of the applicant's progress will be entered into the applicant's file folder (Pipe Trades Apprenticeship Form #2).**

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

- e. An applicant qualified for interview shall be notified of the date and place for interview by mail and the notification date shall be entered into his/her record.**

Interviews are conducted a minimum of once per year.

- f. Each applicant will receive a ranking score based on the following.**

- (1) Application**
- (2) Placement Test Scores**
- (3) Interview**
- (4) Applicants that have attended trade or vocational school may be given additional points**

- g. The committee will select qualified applicants to be placed on eligibility list in descending order of ranking.**

- h. All eligible candidates not selected for entry into apprenticeship after the interview will be registered in an eligibility pool according to their rating. They will remain in this pool for a period of two (2) years from the time of interview and will be included in all subsequent selection procedures for that period.**

2. Credit for previous experience:

- a. The JATC may grant credit toward the term of apprenticeship to new apprentices who demonstrate previous acquisition of skills and knowledge equivalent to that which would receive under these standards for apprenticeship.**
- b. Qualified apprentice applicants seeking credit for previous experience gained outside the supervision of the JATC must submit such request at the time of selection and furnish such records, affidavits, etc. to substantiate the claim.**
- c. Qualified applicants requesting such credit who are selected into the apprenticeship shall start at the beginning wage rate. The request for credit will be evaluated and a determination made by the JATC during the initial probationary period when actual on-the-job and related instruction performance can be examined prior to initial completion of the probationary period. The amount of credit to be awarded will be determined after review of the apprentice's previous work and training education record and evaluation of the apprentice's performance, skill and knowledge demonstrated during the initial probationary period. An apprentice granted credit should**

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

be advanced to the wage rate designated for the period to which such credit accrues.

3. Exceptions:

- a. **Direct entry into the apprenticeship program may be given to the following:**
- b. **Military veterans who completed military technical training school, participated in a registered apprenticeship program while in the military in the trades covered by these standards or participants in the Helmets to Hardhats program, may be given direct entry into the apprenticeship program. The JATC shall evaluate the military training received for granting appropriate credit on the term of apprenticeship and the appropriate wage rate. The JATC will determine what training requirements they need to meet to ensure that they receive all necessary training for completion of the apprenticeship program.**
- c. **Those who graduate from an accredited technical training school that has been reviewed and approved by the Local JATC. The JATC may grant advanced credit in recognition of the applicant's critical training.**
- d. **An employee of a nonsignatory employer not qualifying as a Journey Worker when the employer becomes signatory. Direct entry may also be granted to an employee of a nonsignatory employer that does not qualify as a Journey Worker. The new apprentice shall be evaluated and registered by the JATC at the appropriate period of apprenticeship based on previous work experience and related training. For such applicants to be considered they must:**
 - (1) **Be employed in the JATC's jurisdiction**
 - (2) **Provide reliable documentation to the JATC to show they were an employee performing plumbing/pipefitting work.**
- e. **Registered Native Americans who have secured work under a TERO project may receive direct entry into an apprenticeship as an apprentice provided that the Employer is an approved training agent of the sponsor.**

NOTE: The above-mentioned are methods of direct entry into the apprenticeship program, whereby all minimum qualifications may be waived.

B. Equal Employment Opportunity Plan:

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

1. Purpose:

Recognizing the need of local Joint Apprenticeship and Training Committees for assistance from the national level in complying with revised Congressional Federal Register Order 29-30, the three national joint Committees, Plumbing, Steamfitter-Pipefitter, and Sprinkler Fitter, have prepared a Joint Affirmative Action Program for adoption at the local level.

An analysis of minority participation in existing pipe trades apprenticeship programs indicates that:

- a. Some but not enough persons from minorities apply;**
- b. Still fewer minority persons complete the application and meet the minimum qualifications;**
- c. On average, those who are eligible do well in the selection process;**
- d. The solution to the problem lies in better notification to women and minority groups, closer liaison with responsible groups interested in the same endeavor, personal contacts, application follow-up, and other affirmative procedures.**

Adoption of this program indicates a good faith effort to increase the number of persons from women and minority groups who successfully meet the minimum qualifications established for admission to a pipe trades apprenticeship.

2. Scope:

The program herein outlined consists of the following affirmative acts and may be altered and supplemented at a later date as experience indicates and as personnel and funds permit. Any changes made by the local JATC shall become a part of this written program as adopted at the local level.

Recognizing that it would be a public disservice to develop second-rate journey level workers, the local JATC will maintain its standards of producing high quality craftsmen and will provide extra training when necessary to the extent that cost and personnel permit.

3. Elements of Recruitment Programs:

The local Apprenticeship Committee shall:

- a. Participate in workshops, if available, designed to familiarize all concerned with the apprenticeship system and current opportunities.**

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

- b. The Apprenticeship Committee shall cooperate with schools and vocational education systems so that they will be familiar with the qualifications required of apprentices.**
- c. Disseminate information concerning equal opportunity policies of the program's sponsor(s).**
- d. Select from lists of qualified applicants for apprenticeship, in other than order of ranking, so as to reach women (minority and non-minority) or minorities to meet goals and timetables.**

C. Discrimination Complaints:

Any apprentice or applicant for apprenticeship who believes they have been discriminated against may file a complaint with the supervisor of apprenticeship (WAC 296-05-443).

IV. TERM OF APPRENTICESHIP:

The term of apprenticeship for an individual apprentice may be measured through the completion of the industry standard for on-the-job learning (at least two thousand hours) (time-based approach), the attainment of competency (competency-based approach), or a blend of the time-based and competency-based approaches (hybrid approach) [WAC 296-05-315].

A. Plumbers, Steamfitters, HVAC/Refrigeration Mechanic:

The term of apprenticeship for all apprentices in these categories shall be not less than five years and not less than 10,000 hours of reasonably continuous employment.

B. Maintenance Plumber/Steamfitter:

The term of apprenticeship for all apprentices in this category shall be not less than four years and not less than 10,000 hours of reasonably continuous employment.

C. Residential Plumbers:

The term of apprenticeship for all apprentices in this category shall be not less than three years and not less than 6,000 hours of reasonably continuous employment.

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

D. The JATC may grant advanced standing or credit for demonstrated competency, acquired experience, training, education, or skills in or related to the occupation and:

- 1. The JATC may give advanced credit or grant hours to apprentices only up to the hours that have been approved by the appropriate licensing entity prior to the sponsor granting credit to the registered apprentice. The JATC is not required to use all hours granted by the regulatory section of the department.**
- 2. The JATC will ensure that a fair and equitable process is applied to apprentices seeking advanced standing or credit.**

V. INITIAL PROBATIONARY PERIOD:

An initial probationary period applies to all apprentices, unless the apprentice has transferred from another program. During an initial probationary period, an apprentice can be discharged without appeal rights. An initial probationary period is stated in hours or competency steps of employment. The initial probationary period is not reduced by advanced credit or standing. During an initial probationary period, apprentices receive full credit for hours and competency steps toward completion of their apprenticeship. Transferred apprentices are not subject to additional initial probationary periods [WAC 296-05-003].

The initial probationary period is [WAC 296-05-316(22)]:

- A. The period following the apprentice's registration into the program. An initial probationary period must not be longer than twenty percent of the term of the entire apprenticeship, or longer than a year from the date the apprenticeship is registered. The WSATC can grant exemptions for longer initial probationary periods if required by law.
- B. The period in which the WSATC or the supervisor of apprenticeship may terminate an apprenticeship agreement at the written request by any affected party. The sponsor or the apprentice may terminate the agreement without a hearing or stated cause. An appeal process is not available to apprentices during their initial probationary period.

C.

A. Plumbers, Steamfitters, HVAC/Refrigeration Mechanic:

All apprentices in these three trade classifications shall be subject to an initial probationary period not to exceed the first 2,000 hours of employment during the term of apprenticeship.

B. Maintenance Plumber/Steamfitter:

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

All apprentices in this trade classification shall be subject to an initial probationary period not to exceed the first 2,000 hours of employment during the term of apprenticeship.

C. Residential Plumbers:

All apprentices in this trade classification shall be subject to an initial probationary period not to exceed the first 1,200 hours of employment during the term of apprenticeship.

VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS:

Supervision is the necessary education, assistance, and control provided by a journey-level employee on the same job site at least seventy-five percent of each working day, unless otherwise approved by the WSATC. Sponsors ensure apprentices are supervised by competent, qualified journey-level employees. Journey level-employees are responsible for the work apprentices perform, in order to promote the safety, health, and education of the apprentice.

- A. The journey-level employee must be of the same apprenticeable occupation as the apprentice they are supervising unless otherwise allowed by the Revised Code of Washington (RCW) or the Washington Administrative Code (WAC) and approved by the WSATC.
- B. The numeric ratio of apprentices to journey-level employees may not exceed one apprentice per journey-level worker [WAC 296-05-316(5)].
- C. Apprentices will work the same hours as journey-level workers, except when such hours may interfere with related/supplemental instruction.
- D. Any variance to the rules and/or policies stated in this section must be approved by the WSATC.
- E. The ratio must be described in a specific and clear manner, as to the application in terms of job site, work group, department or plant:

A. Ratio for Plumbers, Steamfitters, HVAC/Refrigeration Mechanic, & Maintenance Plumber/Steamfitter Apprentices:

Employers with one to three journey level workers continuously employed shall employ one apprentice and for each additional five journey level workers employed on the job or in the shop shall employ one additional apprentice on the job or in the shop where journey level workers are at work.

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

1	Journey Level Worker	1	Apprentice
2	Journey Level Workers	1	Apprentice
3	Journey Level Workers	1	Apprentice
4	Journey Level Workers	2	Apprentices
5	Journey Level Workers	2	Apprentices
6	Journey Level Workers	2	Apprentices
7	Journey Level Workers	2	Apprentices
8	Journey Level Workers	2	Apprentices
9	Journey Level Workers	3	Apprentices
10	Journey Level Workers	3	Apprentices
11	Journey Level Workers	3	Apprentices
12	Journey Level Workers	3	Apprentices
13	Journey Level Workers	3	Apprentices

NOTE: When additional apprentices are needed, the employer would be eligible for one (1) apprentice for every five (5) journey level workers employed, on the job or in the shop. However, in no event shall the ratio of apprentices to journey level workers exceed a one (1) to one (1) ratio.

B. Residential Plumbers:

Employers performing residential work may employ one apprentice for every one journey level worker continuously employed on the job site. However, in no event shall the ratio of apprentices to journey level workers exceed one (1) to one (1) ratio.

C. Senior Plumber/Pipefitter Apprentice:

The plumber and pipefitter apprentices in the fifth year shall be allowed to work alone on any part of any project which employs one or more journey level, and as far as possible, be allowed to assume responsibilities of a journey level worker in order to gain this necessary experience.

D. Senior Residential and Light Commercial Plumber Apprentice:

The Residential and Light Commercial plumber apprentice in the third year shall be allowed to work alone on any part of any project which employs one or more journey level, and as far as possible, be allowed to assume responsibilities of a journey level worker in order to gain this necessary experience.

E. All HVAC/Refrigeration Mechanic Apprentices performing service work shall be allowed to work alone with the following conditions:

1. Service work hours are 6:00 a.m. – 6:00 p.m., Monday – Saturday.

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

- 2. HVAC/Refrigeration Mechanic apprentices shall be able to contact a journey-level worker supervisor for answers and advice.**
- 3. The Training Agent (Contractor) shall ensure that the apprentice is receiving their on-the-job training and shall be responsible for their health and safety.**

Any exception to the above must be pre-approved by the coordinator or the committee.

VII. APPRENTICE WAGES AND WAGE PROGRESSION:

- A. Apprentices must be paid at least Washington’s minimum wage, unless a local ordinance or a collective bargaining agreement require a higher wage. Apprentices must be paid according to a progressively increasing wage scale. The wage scale for apprentices is based on the specified journey-level wage for their occupation. Wage increases are based on hours worked or competencies attained. The sponsor determines wage increases. Sponsors must submit the journey-level wage at least annually or whenever changed to the department as an addendum to these standards. Journey-level wage reports may be submitted on a form provided by the department. Apprentices and others should contact the sponsor or the Department for the most recent Journey-level wage rate.
- B. Sponsors can grant advanced standing, and grant a wage increase, when apprentices demonstrate abilities and mastery of their occupation. When advanced standing is granted, the sponsor notifies the employer/training agent of the wage increase the apprenticeship program standard requires.
- C. Wage Progression Schedules

Plumber, Steamfitter, and HVAC/Refrigeration Mechanic

Step	Hour Range or competency step	Percentage of journey-level wage rate*
1	0000 - 1000 hours/0 - 6 months	45%
2	1001 - 2000 hours/7 - 12 months	50%
3	2001 - 3000 hours/13 - 18 months	55%
4	3001 - 4000 hours/19 - 24 months	60%
5	4001 - 5000 hours/25 - 30 months	65%
6	5001 - 6000 hours/31 - 36 months	70%
7	6001 - 7000 hours/37 - 42 months	75%
8	7001 - 8000 hours/43 - 48 months	80%
9	8001 - 9000 hours/49 - 54 months	85%

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

10	9001 - 10000 hours/55 - 60 months	85%
-----------	--	------------

Maintenance Plumber/Steamfitter

Step	Hour Range or competency step	Percentage of journey-level wage rate*
1	0000 - 1000 hours/0 - 6 months	45%
2	1001 - 2000 hours/7 - 12 months	50%
3	2001 - 3000 hours/13 - 18 months	55%
4	3001 - 4000 hours/19 - 24 months	60%
5	4001 - 5000 hours/25 - 30 months	65%
6	5001 - 6000 hours/31 - 36 months	70%
7	6001 - 7000 hours/37 - 42 months	75%
8	7001 - 8000 hours/43 - 48 months	80%
9	8001 - 9000 hours/49 - 54 months	85%
10	9001 - 10000 hours/55 - 60 months	85%

Residential Plumbers

Step	Hour Range or competency step	Percentage of journey-level wage rate*
1	0000 - 1000 hours/0 - 6 months	50%
2	1001 - 2000 hours/7 - 12 months	55%
3	2001 - 3000 hours/13 - 18 months	60%
4	3001 - 4000 hours/19 - 24 months	70%
5	4001 - 5000 hours/25 - 30 months	80%
6	5001 - 6000 hours/31 - 36 months	90%

VIII. WORK PROCESSES:

The apprentice shall receive on the job instruction and work experience as is necessary to become a qualified journey-level worker versed in the theory and practice of the occupation covered by these standards. The following is a condensed schedule of work experience, which every apprentice shall follow as closely as conditions will permit. The following work process descriptions pertain to the occupation being defined.

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

A. HVAC/Refrigeration Mechanic: Approximate Hours

All of the foregoing work experience as herein noted is understood to mean as it pertains to the trade herein involved in these standards.

- 1. Condensing units.....2000
- 2. Valves and controls2500
- 3. Evaporators1000
- 4. Erection.....2000
- 5. Service2500

Total Hours: 10,000

Included in the work process hours are the handling, rigging, setting, and erection of all related piping, equipment, use and care of associated tools and operational skills

B. Maintenance Plumber/Steamfitter: Approximate Hours

- 1. Installation, Maintenance and Repair of High & Low Pressure Steam Piping.....500
- 2. Installation, Maintenance and Repair of Hot Water Piping for Comfort Heating500
- 3. Installation, Maintenance and Repair of Commercial Process Piping700
- 4. Installation, Maintenance and Repair of Sanitary Waste and Vent Piping1300
- 5. Installation, Maintenance and Repair of Instrumentation & Control Piping200
- 6. Installation, Maintenance and Repair of Natural Gas Piping500
- 7. Installation, Maintenance and Repair of Medical/Dental Gas & Vacuum Piping.....500
- 8. Installation, Maintenance and Repair of Oil Burner Piping200

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

9.	Installation, Maintenance and Repair of Potable Water Piping	1500
10.	Installation, Maintenance and Repair of Plumbing Fixtures, Appurtenances and Appliances	600
11.	Installation, Maintenance and Repair of Bath and Toilet Room Accessories	300
12.	Installation, Maintenance and Repair of Rainwater Drainage Piping	500
13.	Installation, Maintenance and Repair of Backflow Prevention Devices.....	500
14.	Replace, Repair and Maintenance of Boilers	500
15.	Replace, Repair and Maintenance of Hot Water Heaters/Instant Hot	200
16.	Replace, Repair and Maintenance of Pumps	300
17.	Replace, Repair and Maintenance of Pumps, Motors & Controls.....	300
18.	Replace, Repair and Maintenance of Combustion Controls	500
19.	Replace, Repair and Maintenance of Valves & Controls.....	400

Total Hours: 10,000

Included in the work process hours are the handling, rigging, setting, and erection of all related piping, equipment, use and care of associated tools and operational skills

C.	<u>Plumber:</u>	<u>Approximate Hours</u>
1.	Installation, Maintenance and Repair of Sanitary Waste and Vent piping	2800
2.	Installation, Maintenance and Repair of Potable Water Piping	2800
3.	Installation, Maintenance and Repair of Plumbing Fixtures, Appurtenances & Appliances	1000
4.	Installation, Maintenance and Repair of Bath and Toilet Room Accessories	300

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

5.	Installation, Maintenance and Repair of Rainwater Drainage Piping	1000
6.	Installation, Maintenance and Repair of Natural Gas Piping	200
7.	Installation, Maintenance and Repair of Vacuum Cleaning, Pool, Hot Tub, Irrigation Piping	200
8.	Installation, Maintenance and Repair of Backflow Prevention Devices.....	500
9.	Installation, Maintenance and Repair of Medical/Dental Gas & Vacuum Piping.....	500
10.	Installation, Maintenance and Repair of Waste Water Treatment Piping	700

Total Hours: 10,000

Included in the work process hours are the handling, rigging, setting, and erection of all related piping, equipment, use and care of associated tools and operational skills

D. Residential Plumbers: Approximate Hours

1.	Installation, Maintenance and Repair of Sanitary Waste and Vent Piping	1800
2.	Installation, Maintenance and Repair of Potable Water Piping	1800
3.	Installation, Maintenance and Repair of Plumbing Fixtures, Appurtenances and Appliances	800
4.	Installation, Maintenance and Repair of Bath and Toilet Room Accessories.....	300
5.	Installation, Maintenance and Repair of Rainwater Drainage Piping	700
6.	Installation, Maintenance and Repair of Natural Gas Piping	200
7.	Installation, Maintenance and Repair of Vacuum Cleaning, Pool, Hot Tub, Irrigation Piping	200
8.	Installation, Maintenance and Repair of Backflow Prevention Devices.....	200

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

Total Hours 6000

Included in the work process hours are the handling, rigging, setting, and erection of all related piping, equipment, use and care of associated tools and operational skills

<u>E. Steamfitter:</u>	<u>Approximate Hours</u>
1. Installation, Maintenance and Repair of High & Low Pressure Steam piping.....	2000
2. Installation, Maintenance and Repair of Hot Water Piping for Comfort Heating	1000
3. Installation, Maintenance and Repair of Commercial Process Piping (Chilled Water, Condenser Water, Compressed Air, etc.)	2400
4. Installation, Maintenance and Repair of Industrial Process Piping	2400
5. Installation, Maintenance and Repair of Instrumentation & Control Piping (Including Fiber Optics for Instrumentation & Control).....	500
6. Installation, Maintenance and Repair of Natural Gas Piping (Comfort Heating, Distribution, etc.).....	500
7. Installation, Maintenance and Repair of High Purity Piping.....	1000
8. Installation, Maintenance and Repair of Oil Burner Piping	200
	Total Hours: 10,000

Included in the work process hours are the handling, rigging, setting, and erection of all related piping, equipment, use and care of associated tools and operational skills

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

IX. RELATED/SUPPLEMENTAL INSTRUCTION:

The apprentice must attend related/supplemental instruction (RSI). Time spent in RSI shall not be considered as hours of work and the apprentice is not required to be paid.

RSI must be provided in safe and healthy conditions as required by the Washington Industrial Safety and Health Act and applicable federal and state regulations.

Hours spent in RSI are reported to L&I each quarter. Reports must show which hours are unpaid and supervised by a competent instructor versus all other hours (paid and/or unsupervised) for industrial insurance purposes.

For purposes of coverage under the Industrial Insurance Act, the WSATC is an employer and the apprentice is an employee when an unpaid, supervised apprentice is injured while under the direction of a competent instructor and participating in RSI activities.

If apprentices do not attend required RSI, they may be subject to disciplinary action by the sponsor.

A. The methods of related/supplemental training must be indicated below (check those that apply):

Supervised field trips **as approved by the Committee.**

Sponsor approved training seminars (specify)

Sponsor approved online or distance learning courses (specify)

State Community/Technical college
Columbia Basin Community College

Private Technical/Vocational college

Sponsor Provided (lab/classroom)

Other (specify):
Other classes/courses as approved by the JATC.

B. **See Paragraph B Below** Minimum RSI hours per year defined per the following (see WAC 296-05-316(6)):

Twelve-month period from date of registration. *

Defined twelve-month school year: **(insert month)** through **(insert month)**.

Two-thousand hours of on the job training.

**If no selection is indicated above, the WSATC will define RSI hours per twelve-month period from date of registration.*

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

C. Additional Information:

A. **Minimum related training hours during their term of apprenticeship shall be as follows:**

- | | |
|------------------------------------|---------------------------|
| 1. HVAC/Refrigeration Mechanic | 1000 hours (1250 maximum) |
| 2. Maintenance Plumber/Steamfitter | 1000 hours (1250 maximum) |
| 3. Plumber apprentices | 1000 hours (1250 maximum) |
| 4. Residential Plumber apprentices | 500 hours (750 maximum) |
| 5. Steamfitter apprentices | 1000 hours (1250 maximum) |

In the event an apprentice has completed all of their RSI but has less than the required OJT, the apprentice will not be required to attend further classes unless otherwise directed by the committee.

B. **In order to graduate from this program:**

1. **Plumber apprentices must successfully pass the:
Washington State Plumbers exam
National Inspection Testing Certification (NITC) Plumber Star
or JATC recognized equivalent and Medical Gas Exams.**
2. **Every steamfitter apprentice must successfully pass the:
Oregon State Steamfitter Class Five Exam
National Inspection Testing Certification (NITC) Steamfitter Star
Exam or JATC recognized equivalent.**
3. **Every HVAC/R apprentice must successfully pass the:
National Inspection Testing Certification (NITC) HVAC-R Exam
or JATC recognized equivalent.**

X. **ADMINISTRATIVE/DISCIPLINARY PROCEDURES:**

A. Administrative Procedures:

The sponsor may include in this section a summary and explanation of administrative actions performed at the request or on the behalf of the apprentice. Such actions may include but are not limited to:

1. Voluntary Suspension: A temporary interruption in progress of an individual's apprenticeship agreement at the request of the apprentice and granted by the sponsor. The program sponsor shall review apprentices in suspended status at least once each year to determine if the suspension is still appropriate.
2. Advanced Standing or Credit: The sponsor may provide advanced standing or credit for demonstrated competency, acquired experience, training or education in or related to the occupation. All sponsors need to ensure a fair and equitable process is applied to all apprentices seeking advanced standing or credit per WAC 296-05-316 (11).

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

3. Sponsor Procedures:
 1. **All absences from school will be made up, NO EXCEPTIONS.**
 2. **To ensure full attendance in related training classes, the following penalties are adopted for apprentices who fail to attend:**
 - a. **For each night of related training that an apprentice is absent, the date of their next wage advancement will be continually extended by one month, until the time has been made up.**
 - b. **For each night of related training that an apprentice is absent, they will be required to make up their classroom time with their instructor and make up equal time doing tasks as directed by the Apprenticeship Coordinator.**
 - c. **Apprentices who miss more than three nights of related training in any one school year may be called before the committee for disciplinary action. At which time their agreement may be canceled in accordance with the Rules and Regulations of the Washington State Apprenticeship and Training Council.**
 - d. **All missed time will be made up within four (4) weeks of the absence.**
 3. **The Apprentice may be brought before the committee for disciplinary action due to attendance, punctuality, work habits, mechanical ability, attitude and any other concern.**
 4. **Apprentice will not work overtime if it interferes with school time, with exceptions of emergency nature; then the shop steward or foreman, prior to the overtime, will inform the Apprenticeship Coordinator's office.**
 5. **Apprentice will not report to work or school under the influence of drugs or alcohol (including hangovers).**
 6. **The apprentice will be brought before the Committee for disciplinary action due to failure to pass any drug test. At which time their agreement may be canceled in accordance with the Rules and Regulations of the Washington State Apprenticeship and Training Council.**
 7. **Apprentices will pay all tuition, textbooks, manuals and work books required in each course of the program, by the end of the first week of the applicable quarter. Apprentices that are not able to pay by the established due date need to make payment arrangements with the Apprenticeship Coordinator.**

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

- 8. Vacations may be approved when an apprentice has spoken to his or her employer and the Apprenticeship Coordinator.**
- 9. Any grade less than 80% does not meet the standards of Local 598 Apprentice School.**
- 10. If late/leave early or absent from work more than one (1) time in one (1) calendar month, the apprentice will report to the Apprenticeship Coordinator's office by phone or in person the second day of lateness/early leave or absenteeism. Apprentices will call the employer within the first hour of every day absent from their job.**
- 11. Apprentices will come to the Apprenticeship Coordinator's office after any termination from employment, within 24 hours, before going to the Union Hall. If an apprentice is terminated from employment on Friday, he/she will report Monday at 8:00 a.m.**
- 12. Apprentices cannot ask for a R.O.F., transfer or quit any job that he/she has been dispatched out of Local 598 Union Hall.**
- 13. Apprentices will have a valid Washington or Oregon driver's license at all times (a driver's license out of the jurisdiction of Local 598 is not valid). Dependable transportation is mandatory.**
- 14. Apprentices being arrested for any reason will report to the Apprenticeship Coordinator in person after release before going to a job.**
- 15. Apprentices will call the Training Center within 24 hours of any change of address and/or phone number.**
- 16. The Apprenticeship Committee may, at any time, rotate an apprentice who is not receiving proper training or for any other reason they feel will benefit the apprentice.**
- 17. Any apprentice being terminated from employment, for cause, will be required to appear before the Joint Apprenticeship Training Committee (JATC) prior to being dispatched to another job.**
- 18. The use of cellular phones, pagers or any other electronic device is prohibited during class time.**
- 19. It shall be the apprentice's responsibility to return to the JATC office a completed monthly job evaluation by the tenth (10th) of each month. For each month an apprentice fails to return a completed monthly progress report, the date of their next wage advancement will be extended by one month. Apprentices that fail to return more than three monthly progress**

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

reports in any one year will be called before the committee for disciplinary action.

- 20. Local 598 believes in providing skilled, safety minded quality oriented workforce, therefore, the following drug and alcohol testing policy shall be implemented to ensure such standards. This policy will be definitive, and adhere to the following criteria and standards.**
- a. If an apprentice notifies the Apprenticeship Coordinator in person that he/she would fail an upcoming drug and/or alcohol test as a pre-job requirement, the subject apprentice will be placed in ABEYANCE for a period of three (3) months. As a subset, the apprentice shall provide to the Apprenticeship Coordinator upon his/her return, a clean D.O.T. drug and/or breath alcohol test performed within two (2) weeks prior to his/her return from ABEYANCE. The D.O.T. drug and/or breath alcohol test shall be performed at a Lourdes Occupational Health Center, or any other provider recognized by the Apprenticeship Coordinator. The cost shall be the burden of the apprentice in question. In addition, the apprentice will be subject to random D.O.T. drug or breath alcohol testing at the Apprenticeship Coordinator's discretion with the cost burdened to the apprentice. Finally, a notification by an apprentice that he/she cannot pass a pre-job drug and/or alcohol test will be deemed as a failure. A second failure shall result in the termination of the subject apprentice from the apprenticeship program. To refuse a drug and/or alcohol test will be counted as a failure.**
 - b. If an apprentice reports to work, and fails either a pre-job or a jobsite drug and/or alcohol test, he/she will be placed in ABEYANCE for a period of twelve (12) months. As a subset, the apprentice shall provide to the Apprenticeship Coordinator upon his/her return, a clean D.O.T. drug and/or breath alcohol test performed within two (2) weeks prior to his/her return from ABEYANCE. The D.O.T. drug and/or breath alcohol test shall be performed at a Lourdes Occupational Health Center, or any other provider recognized by the Apprenticeship Coordinator. The cost shall be the burden of the apprentice in question. In addition, the apprentice will be subject to random D.O.T. drug and/or breath alcohol tests at the Apprenticeship Coordinator's discretion with the cost burdened to the apprentice. A second failure of any kind shall result in the termination of the subject apprentice from the apprenticeship program. To refuse a drug and/or alcohol test will be counted as a failure.**
 - c. Upon return from ABEYANCE, the apprentice will be issued a new out-of-work registration number and placed at the bottom of the out-of-work list.**

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

- d. ABEYANCE is the temporary suspension from the Local 598 Apprenticeship Program. Under ABEYANCE status, the subject apprentice is not eligible to attend school or work through Local 598.**

If an apprentice disputes the results of a failed drug test, he/she has the option, at their own cost, to have a third party conduct either a hair test, or test the second sample from the original D.O.T. drug test (within three days).

NOTE: Any infractions of any of the aforementioned rules of Washington State standards may result in expulsion from school and work and the apprentice may be required to appear before the Joint Apprentice Training Committee (JATC) for disciplinary action at which time their agreement may be cancelled in accordance with the Rules and Regulations of the Washington State Apprenticeship and Training Council.

B. Disciplinary Procedures

1. The obligations of the sponsor when taking disciplinary action are as follows:
 - a. The sponsor shall be responsible for enacting reasonable policies and procedures and applying them consistently. The sponsor will inform all apprentices of their rights and responsibilities per these standards.
 - b. The sponsor shall notify the apprentice of intent to take disciplinary action and reasons therefore 20 calendar days prior to taking such action. The reason(s) supporting the sponsor's proposed action(s) must be sent in writing to the apprentice.
 - c. The sponsor must clearly identify the potential outcomes of disciplinary action, which may include but are not limited to discipline, suspension or cancellation of the apprenticeship agreement.
 - d. The decision/action of the sponsor will become effective immediately.
2. The sponsor may include in this section requirements and expectations of the apprentices and an explanation of disciplinary actions imposed for noncompliance. The Sponsor has the following disciplinary procedures to adopt:
 - a. Disciplinary Probation: A time assessed when the apprentice's progress is not satisfactory. During this time the sponsor may withhold periodic wage advancements, suspend or cancel the apprenticeship agreement, or take further disciplinary action. A disciplinary probation may only be assessed after the initial probation is complete.
 - b. Disciplinary Suspension: A temporary interruption in the progress of an individual's apprenticeship agreement. Conditions will include not being allowed to participate in On-the-Job Training (OJT), go to Related

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

Supplemental Instruction (RSI) classes or take part in any activity related to the Apprenticeship Program until such time as the sponsor takes further action. The program sponsor shall review apprentices in such status at least once each year.

- c. Cancellation: Refers to the termination of an apprenticeship agreement at the request of the apprentice, supervisor, or sponsor. [WAC 296-05-003].

3. Sponsor Disciplinary Procedures:

None

C. Apprentice Complaint Procedures:

1. The apprentice must complete his/her initial probationary period in order to be eligible to file a complaint. 296-05-316(22)
2. Complaints involving matters covered by a collective bargaining agreement are not subject to the complaint procedures in this section.
3. Complaints regarding non-disciplinary matters must be filed with the program sponsor within 30 calendar days from the date of the last occurrence. Complaints must be in writing.
4. If the apprentice disagrees with the resolution of the complaint or wishes to contest the outcome of a disciplinary action by the program sponsor, the apprentice must file a written request for reconsideration with the program sponsor within 30 calendar days from the date the apprentice received written notice of action by the program sponsor.
5. The program sponsor must reply, in writing, to the request for reconsideration within 30 calendar days from the date the program sponsor receives the request. The program sponsor must send a copy of the written reply to the apprentice within the 30 calendar days.
6. If the apprentice disagrees with the program sponsor's decision, the apprentice may file an appeal with the Apprenticeship Program, (WAC 296-05-009). If the apprentice does not timely file an appeal, the decision of the program sponsor is final after 30 calendar days from the date the program sponsor mails the decision to the apprentice. See section "D" below.

D. Apprentice Complaint Review/Appeals Procedures:

1. If the apprentice disagrees with the program sponsor's decision, the apprentice must submit a written appeal to L&I's apprenticeship section within 30 calendar days from the date the decision is mailed by the program sponsor. Appeals must

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

- describe the subject matter in detail and include a copy of the program sponsor's decision.
2. The L&I apprenticeship section will complete its investigation within 30 business days from the date the appeal is received and attempt to resolve the matter.
 3. If the Apprenticeship section is unable to resolve the matter within 30 business days, the Apprenticeship section issues a written decision resolving the appeal.
 4. If the apprentice or sponsor is dissatisfied with L&I's decision, either party may request the WSATC review the decision. Requests for review to the WSATC must be in writing. Requests for review must be filed within 30 calendar days from the date the decision is mailed to the parties.
 5. The WSATC will conduct an informal hearing to consider the request for review.
 6. The WSATC will issue a written decision resolving the request for review. All parties will receive a copy of the WSATC's written decision.

XI. SPONSOR – RESPONSIBILITIES AND GOVERNING STRUCTURE

The following is an overview of the requirements associated with administering an apprenticeship program. These provisions are to be used with the corresponding RCW and/or WAC. The sponsor is the policymaking and administrative body responsible for the operation and success of this apprenticeship program. The sponsor may assign an administrator or a committee to be responsible for day-to-day operations of the apprenticeship program. Administrators and/or committee members must be knowledgeable in the process of apprenticeship and/or the application of chapter 49.04 RCW and chapter 296-05 WAC and these standards. If applicable, sponsors must develop procedures for:

A. Committee Operations (WAC 296-05-316): (Not applicable for Plant Programs)

Apprenticeship committees must be composed of an equal number of management and non-management representatives from a minimum of four to a maximum of twelve members. Committees must convene meetings at least three times per year attended by a quorum of committee members as defined in these approved standards.

B. Program Operations (Chapter 296-05 WAC - Part C & D):

The sponsor will record and maintain records pertaining to the administration of the apprenticeship program and make them available to the WSATC or Department upon request. Records required by WAC 296-05-400 through 455 (see Part D of chapter 296-05 WAC) will be maintained for five (5) years; all other records will be maintained for three (3) years. Apprenticeship sponsors will submit required

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

forms/reports to the Department of Labor and Industries through one of the two prescribed methods below:

Sponsors shall submit required forms/reports through assigned state apprenticeship consultant.

Or;

Sponsors shall submit required forms/reports through the Apprentice Registration and Tracking System (ARTS), accessed through Secure Access Washington (SAW).

Paper forms as well as ARTS external access forms are available from the sponsor's assigned apprenticeship consultant or online at:

<http://www.lni.wa.gov/TradesLicensing/Apprenticeship/FormPub/default.asp>.

1. The following is a listing of forms/reports for the administration of apprenticeship programs and the time-frames in which they must be submitted:
 - a. Apprenticeship Agreements – within first 30 days of employment
 - b. Authorization of Signature forms - as necessary
 - c. Approved Training Agent Agreements– within 30 days of sponsor action
 - d. Minutes of Apprenticeship Committee Meetings – within 30 days of sponsor approval (not required for Plant program)
 - e. Request for Change of Status - Apprenticeship/Training Agreement and Training Agents forms – within 30 days of action by sponsor.
 - f. Journey Level Wage Rate – annually, or whenever changed as an addendum to section VII. Apprentice Wages and Wage Progression.
 - g. Related Supplemental Instruction (RSI) Hours Reports (Quarterly):
 - 1st quarter: January through March, due by April 10
 - 2nd quarter: April through June, due by July 10
 - 3rd quarter: July through September, due by October 10
 - 4th quarter: October through December, due by January 10
 - h. On-the-Job Work Hours Reports (bi-annual)
 - 1st half: January through June, by July 30
 - 2nd half: July through December, by January 31
2. The program sponsor will adopt, as necessary, local program rules or policies to administer the apprenticeship program in compliance with these standards. Requests for revision to these standards of apprenticeship must be submitted 45 calendar days prior to a quarterly WSATC meeting. The Department of Labor and Industries, Apprenticeship Section's manager may administratively approve requests for revisions in the following areas of the standards:
 - a. Program name
 - b. Sponsor's introductory statement
 - c. Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
 - d. Section VII: Apprentice Wages and Wage Progression

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

- e. Section IX: Related/Supplemental Instruction
 - f. Section XI: Sponsor – Responsibilities and Governing Structure
 - g. Section XII: Subcommittees
 - h. Section XIII: Training Director/Coordinator
3. The sponsor will utilize competent instructors as defined in WAC 296-05-003 for RSI. Furthermore, the sponsor will ensure each instructor has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide instruction.

C. Management of Apprentices:

1. Each apprentice (and, if under 18 years of age, the parent or guardian) will sign an apprenticeship agreement with the sponsor, who will then register the agreement with the Department before the apprentice attends RSI classes, or within the first 30 days of employment as an apprentice. For the purposes of industrial insurance coverage and prevailing wage exemption under RCW 39.12.021, the effective date of registration will be the date the agreement is received by the Department.
2. The sponsor must notify the Department within 30 days of all requests for disposition or modification to apprentice agreements, which may include:
 - a) Certificate of completion
 - b) Additional credit
 - c) Suspension (i.e. military service or other)
 - d) Reinstatement
 - e) Cancellation
 - f) Corrections
 - g) Step Upgrades
 - h) Probation Completion date
 - i) Other (i.e., name changes, address)
 - j) Training Agent Cancellation
3. The sponsor commits to rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker.
4. The sponsor shall periodically review and evaluate apprentices before advancement to the apprentice's next wage progression period. The evidence of such advancement will be the record of the apprentice's progress on the job and during related/supplemental instruction.
5. The sponsor has the obligation and responsibility to provide, insofar as possible, reasonably continuous employment for all apprentices in the program. The sponsor may arrange to transfer an apprentice from one training agent to another or to another program when the sponsor is unable to provide reasonably continuous employment, or they are unable to provide apprentices the diversity of

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

experience necessary for training and experience in the various work processes as stated in these standards. The new training agent will assume all the terms and conditions of these standards. If, for any reason, a layoff of an apprentice occurs, the apprenticeship agreement will remain in effect unless canceled by the sponsor.

6. An apprentice who is unable to perform the on-the-job portion of apprenticeship training may, if the apprentice so requests and the sponsor approves, participate in related/supplemental instruction, subject to the apprentice obtaining and providing to the sponsor any requested documentation for such participation. However, time spent will not be applied toward the on-the-job portion of apprenticeship training.
7. The sponsor shall hear and decide all complaints of violations of apprenticeship agreements.
8. Upon successful completion of apprenticeship, as provided in these standards, and passing the examination that the sponsor may require, the sponsor will recommend the WSATC award a Certificate of Completion of Apprenticeship. The sponsor will make an official presentation to the apprentice who has successfully completed his/her term of apprenticeship.

D. Training Agent Management:

1. The sponsor shall offer training opportunities for apprentices by ensuring reasonable and equal working and training conditions are applied uniformly to all apprentices. The sponsor shall provide training at an equivalent cost to that paid by other employers and apprentices participating in the program. The sponsor shall not require an employer to sign a collective bargaining agreement as a condition of participation.
2. The sponsor must determine whether an employer can adequately furnish proper on the job training to an apprentice in accordance with these standards. The sponsor must also require any employer requesting approved training status to complete an approved training agent agreement and to comply with all federal and state apprenticeship laws, and these standards.
3. The sponsor will submit training agent agreements to the Department with a copy of the agreement and/or the list of approved training agents within thirty calendar days from the effective date. Additionally, the sponsor must submit rescinded training agent agreements to the Department within thirty calendar days of said action.

E. Committee governance (if applicable): (see WAC 296-05-313)

1. Apprenticeship committees shall elect a chairperson and a secretary who shall be from opposite interest groups, i.e., chairperson-employers; secretary-employees,

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

or vice versa. If the committee does not indicate its definition of quorum, the interpretation will be "50% plus 1" of the approved committee members. The sponsor must also provide the following information:

- a. Quorum: **See above**
- b. Program type administered by the committee: **Group Joint**
- c. The employer representatives shall be:

**Mack "Trey" Bland, III,
Chairman
1207 W. Columbia Drive
Kennewick, WA 99336**

**Wayne Gohl
3505-1/2 Fruitvale
Yakima, WA 98902**

**Randy W. Gohl
3401 Ahtamum Road
Yakima, WA 98903**

**Levi Bland
2001 West 29th Avenue
Kennewick, WA 99337**

**Dennis Bland, Alternate
1207 W. Columbia Drive
Kennewick, WA 99336**

**Don Jarrett, Alternate
PO Box 1370
Richland, WA 99352**

**Gordon Gerken, Alternate
PO Box 1370
Richland, WA 99352**

- d. The employee representatives shall be:

**Randy Walli, Secretary
70712 N 46th Ave West
Richland, WA 99353**

**Jerry Arslanian
1328 N Road 28
Pasco, WA 99301**

**Dan Larsen
1328 Road 28
Pasco, WA 99301**

**James Millbauer
713 S Young Place
Kennewick, WA 99336**

**Mark Mokler, Alternate
3604 S Dennis
Kennewick, WA 99337**

F. Plant programs

For plant programs the WSATC or the Department designee will act as the apprentice representative. Plant programs shall designate an administrator(s) knowledgeable in the process of apprenticeship and/or the application of chapter 49.04 RCW and chapter 296-05 WAC and these standards.

**EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP
COMMITTEE**

The designated administrator(s) for this program is/are as follows:

None

XII. SUBCOMMITTEE:

Subcommittee(s) approved by the Department, represented equally from management and non-management, may also be established under these standards, and are subject to the main committee. All actions of the subcommittee(s) must be reviewed by the main committee. Subcommittees authorized to upgrade apprentices and/or conduct disciplinary actions must be structured according to the same requirements for main committees.

XIII. TRAINING DIRECTOR/COORDINATOR:

The sponsor may employ a person(s) as a full or part-time training coordinator(s)/ training director(s). This person(s) will assume responsibilities and authority for the operation of the program as are delegated by the sponsor.

**Brad Chitty
1328 N Road 28
Pasco, WA 99301**