



**STANDARDS OF APPRENTICESHIP  
adopted by**

**WESTERN STATES OPERATING ENGINEERS TRAINING INSTITUTE**

(sponsor name)

<u>Occupational Objective(s):</u>	<u>SOC#</u>	<u>Term</u>
<b>CONSTRUCTION EQUIPMENT OPERATORS</b>	<b>47-2073.00</b>	<b>8000 HOURS</b>
<b>HEAVY DUTY MECHANIC REPAIRMAN</b>	<b>49-3042.00</b>	<b>8000 HOURS</b>
<b>HOISTING ENGINEER</b>	<b>53-7041.00</b>	<b>8000 HOURS</b>
<b>TECHNICAL ENGINEER</b>	<b>17-1022.00</b>	<b>8000 HOURS</b>



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

**APPROVAL:**

APRIL 24, 1964  
Initial Approval

JULY 21, 2016  
Committee Amended

JANUARY 15, 2015  
Standards Amended (review)

JULY 18, 2013  
Standards Amended (administrative)

By: LEE NEWGENT  
Chair of Council

By: ELIZABETH SMITH  
Secretary of Council

# WESTERN STATES OPERATING ENGINEERS TRAINING INSTITUTE

## INTRODUCTORY STATEMENT

The director of the Department of Labor and Industries appointed the Washington State Apprenticeship and Training Council (WSATC) as the regulatory body responsible for developing, administering, and enforcing apprenticeship program standards (Standards) for the operation and success of apprenticeship and training programs in the State of Washington. Apprenticeship program sponsors function, administer, or relinquish authority only with the consent of the WSATC. Furthermore, only apprentices registered with the supervisor or recognized under the terms and conditions of a reciprocal agreement will be recognized by the WSATC. Parties signatory to these standards of apprenticeship declare their purpose and policy is to establish and sponsor an organized system of registered apprenticeship training and education.

These Standards are in conformity and are to be used in conjunction with the Apprenticeship Rules, chapter 296-05 WAC (Washington Administrative Code); Apprenticeship Act, chapter 49.04 RCW (Revised Code of Washington); The National Apprenticeship Act, 29 U.S.C. (United States Code) 50; Apprenticeship Programs, Title 29 Part 29 CFR (Code of Federal Regulations); and Equal Employment Opportunity in Apprenticeship and Training, Title 29 Part 30 CFR which govern employment and training in apprenticeable occupations. They are part of this apprenticeship agreement and bind all signers to compliance with all provisions of registered apprenticeship. Additional information may need to be maintained by the program sponsor that is supplemental to these apprenticeship standards. This information is for purposes of ensuring compliance with decisions of the WSATC and the apprenticeship laws identified above.

If approved by the council, such amendment/s and such changes as adopted by the council shall be binding to all parties. Program sponsors shall notify apprentices and employer training agents (if applicable) of changes when they are adopted by the council. If and when any part of these Standards becomes illegal, as pertains to federal and/or state law, that part and that part alone will become inoperative and null and void, and the Department of Labor and Industries (Department) may adopt language that will conform to applicable law. The remainder of the Standards will remain in full force and effect.

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 the 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 (Optional):

**The progress and growth of the building, heavy, highway and engineering construction have created a need for a variety of large and costly equipment. To operate this equipment likewise requires a variety of skills. The source of this skill is the operating engineer.**

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To efficiently operate and maintain this large and costly equipment, the operator must have a thorough knowledge of the capabilities of the equipment. Much of the work performed by these machines is done to close tolerances calling for the utmost skill in their operations. With the constant introduction of new equipment and materials into the industry, the operator has to keep abreast with the changing skills and methods of operation. The operator must also be able to make minor adjustments and repairs to his/her machine and understand its servicing procedure. The equipment must have preventative maintenance as well as scheduled maintenance. The mechanic must be able to diagnose, repair and maintain this equipment. Labor and Management have adopted the apprenticeship system as a means of providing a continuing supply of highly skilled operating engineers for all branches of this industry.

### **I. GEOGRAPHIC AREA COVERED:**

The sponsor has no authority to conduct training outside of the geographical area covered by these Standards. The sponsor may enter into an agreement [portability agreements – see WAC 296-05-303(4)(g)] with other sponsors for the use of apprentices by training agents that are working outside of their approved geographic area. Also, the WSATC may recognize and approve out-of-state apprenticeship programs and standards if certain conditions are met and the out-of-state sponsoring entity requests it (see WAC 296-05-327). Apprenticeship program sponsors will ensure compliance with the provisions of any agreement recognized by the WSATC.

**The area covered by these Standards shall be as follows: Counties as parts of counties east of the 120th Meridian-Adams, Asotin, Benton, Chelan, Columbia, Douglas, Ferry, Franklin, Garfield, Grant, Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Walla Walla, Whitman and Yakima in the State of Washington; and all counties in the State of Idaho.**

**Applicants and apprentices please note that while the State of Washington has no responsibility or authority in the State of Idaho, the JATC will apply the same standards and guidelines to apprentices registered in the program while working in the State of Idaho.**

### **II. MINIMUM QUALIFICATIONS:**

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

Age: **Not less than eighteen (18) years of age.**

Education: **High school graduate or have a High School Equivalency. Heavy Duty Mechanic Repairman applicants must have previously completed a Diesel/Heavy Duty Equipment Associate of Applied**

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**Science Degree or provide documentation of equivalent training or experience to be eligible.**

Physical: **All applicants shall be physically able to perform the work of the trade.**

Testing: **None**

Other: **All apprenticeship applicants shall have a valid vehicle operator's license and dependable transportation.**

**Applicant must be able to write and speak the English language.**

### **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 Procedures (see 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 (chapter 296-05 WAC) and Title 29, Part 30 of the Code of Federal Regulations.

#### **A. Selection Procedures:**

- 1. All applicants must meet the minimum requirements as stated under Section II, Minimum Qualifications, in order to be considered for selection. Priority may be given to applicants who submit proof of six (6) months experience operating one or more types of equipment: dozer, loader, scraper, backhoe, forklift, skid-steer, grader, crane, or roller; and/or who have completed a vocational operator's training course from a post secondary school; and/or who have worked in the heavy construction industry for one or more years. In addition, the applicant may include supplemental documentation such as DD-214 (if applicable), 2 letters of reference from other than family members, and a one-page resume.**
- 2. A log shall be kept in the training director's office on a year round basis of potential candidates who have made previous inquiry. As the JATC meets**

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industry needs, applications will be mailed out to listed potential candidates.

3. **The completed application and all required documentation must be submitted to Box 210, Spangle, WA 99031 within thirty (30) calendar days of applicant's receipt. Failure to meet the thirty (30) day deadline will void the application.**
4. **A log will be kept in the training coordinators office of received applications, recording the date application was received, if required documentation is present, and other materials received. Missing required documentation will void the application and at that time the applicant will be notified of such determination.**
5. **At least fifteen days prior to selecting apprentices, qualified applicants will be notified of time and place to appear for consultative math and reading assessment and an interview by JATC representatives.**
6. **Applicants completing assessment and interview will be ranked based upon a numerical score. The score will consist of the interview, including evaluation of education, interest, letters of recommendation, results of math and reading assessments, and any other materials supplied by the applicant. Applicants who submit letters of recommendation from signatory employers with the intent-to-hire may be granted up to ten (10) bonus points. Applicants receiving 80% or better will be placed in the ranked pool of eligible applicants. Those not selected for apprenticeship from the ranked pool of eligible applicants before the next application cycle or those not meeting the minimum 80% must reapply for future consideration when they are eligible.**
7. **In addition, the top applicants from the pool of eligible applicants other than those in section III.A.13 shall be required to attend and complete Western States Operating Engineers Training Institute Safety and Orientation class prior to apprenticeship registration and prior to dispatch to employment. The standard tuition fee will be paid in full before individual participates in this class. Also, qualified applicants from the ranked pool of eligible applicants may be selected on the basis of highest ranking score of in accordance with Section III.B.6 of these standards as work opportunities arise.**
8. **An applicant accepted into the Safety and Orientation class shall be placed into the apprenticeship program based on their successful performance in this class. An applicant must achieve at least an (eight five) 85% average during Safety and Orientation class to be placed as an apprentice. The apprenticeship program will keep a detailed applicant log, evaluating and**

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tracking each applicant's progress through the Safety and Orientation class procedures.

9. **The Safety and Orientation class is a six (6) week - 240 hour-long program. While in this program, each applicant will be evaluated weekly by their instructors for attendance, attitude, safety and school performance. Each applicant's weekly evaluations will be assessed and totaled at the end of the Safety and Orientation program. Time spent in the Operating Engineers Safety & Orientation shall not be considered as hours work or as hours of Apprenticeship, and the apprentice shall not be paid for time so spent. Applicants placed as Apprentices will receive credit for 160 hours of Related Training for the calendar year of which is July through June. Per this situation, there will not be any extra hours carried over for next year's required Related Training hours.**
10. **Remaining applications are voided after Safety & Orientation class begins; therefore, those applicants not accepted into Safety and Orientation class must reapply. Applicants successfully completing the Safety and Orientation Class will be retained in the Ranked Pool of Eligible Applicant List and will remain in the pool for two years unless they request to be removed.**
11. **In addition, all applicants being accepted into the program and/or successfully completing the Safety and Orientation class will be required to take and pass a pre-employment urinalysis drug-screening test and shall provide evidence of successfully meeting the physical requirements specified in the Department of Transportation CDL physical assessment before being registered as an apprentice. The cost of the pre-employment urinalysis drug screening test is paid by the sponsor.**
12. **All applicants successfully accepted into the program will be placed on the Out of Work-List based on their overall total score achieved while in the Safety and Orientation class. The apprentice will be dispatched from the location they so choose.**
13. **EXCEPTIONS:**
  - a. **Priority consideration may be given to those applicants who have successfully completed twelve (12) months of Job Corps training under the sponsorship of the International Union of Operating Engineers National Program.**
  - b. **(Direct Entry) Those who graduate from a technical training college that has been reviewed and approved by the Local JATC. The JATC may grant advanced credit or waive Safety and Orientation in recognition of the applicant's critical training. Those referrals**

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received via "Helmets-to-Hardhats" may be granted direct entry into apprenticeship openings without regard to ranked eligibility lists as soon as they meet the minimum qualifications.

- c. **Military Veterans: Military veterans who completed military technical training school in any occupation covered by these Standards 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 appropriated wage rate. The JATC will determine what training requirements they need to meet to ensure that they receive all necessary training for the completion of the apprenticeship program. Entry of military veterans shall be done without regard to race, color, religion, national origin, or gender.**
- d. **(Direct Entry) The out of state transfer procedure will be followed as reflected in Section X.A.4. Transfer of apprenticeship. Upon the acceptance of the transferring apprentice by the receiving JATC, the committee shall notify the department of the new apprentice registration agreement.**
- e. **(Direct Entry) An employee of a non-signatory employer not qualifying as a Journey-level person when the employer becomes signatory, shall be evaluated by the JATC, using consistent, standard, nondiscriminatory means and registered at the appropriate period of apprenticeship based on the skill and knowledge of the applicant. For such applicants to be considered, they must meet the minimum qualifications.**
- f. **(Direct Entry) An individual who signs an authorization card during an organizing effort wherein 50 percent or more of the employees have signed, whether or not the employer becomes signatory, an individual not qualifying as a journey-level worker shall be evaluated by the sponsor and registered at the appropriate period of apprenticeship based on previous work experience and related training.**
- g. **An employee of an approved Training Agent may be granted Direct Entry into the program at the request of said Training Agent provided they meet the minimum requirements. In the event the apprentice is released from employment by the Training Agent, the JATC will determine the status of the apprentice based upon employer evaluations and progress in the program.**

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### B. Equal Employment Opportunity Plan:

1. **Participation in annual workshops, if available, designed to familiarize all concerned with the apprenticeship system and current opportunities.**
2. **Cooperate with school boards and vocational schools to develop programs, which prepare students for entrance into apprenticeship.**
3. **Engage in such programs as OUTREACH for the positive recruitment and preparation of potential applicants for apprenticeship; where appropriate and feasible, such programs shall provide for pre-testing experience and training. If no programs are in existence, the sponsor shall seek to initiate these programs, or, when available, to obtain financial assistance from the Council. In initiating and conducting these programs, the sponsor may be required to work with other sponsors and appropriate community organizations. The Sponsor shall also initiate programs to prepare women and encourage women to enter the traditionally male programs.**
4. **To encourage the establishment and utilization of programs of pre-apprenticeship, preparatory trade training, or others designed to afford related work experience or to prepare candidates for apprenticeship, a sponsor shall make appropriate provisions in its affirmative action plan to insure that those who complete such programs are afforded full and equal opportunity for admission into the apprenticeship program.**
5. **Engage in any such action as stated above to insure that recruitment, selection, employment, and training of apprentices without during apprenticeship shall be without discrimination because of race, color, religion, national origin, or sex.**
6. **Direct referral into apprenticeship openings of Operating Engineers Job Corps graduates successfully completing a specific trade pre-apprenticeship Operating Engineers Job Corps program, and Helmets-to-Hardhats referrals without regard to present eligibility lists. Additional Safety and Orientation Training may be required by the Western States Operating Engineers Training Institute.**
7. **Use minority and/or women (minority and/or non-minority) journey-level workers and/or apprentices to promote the affirmative action program.**
8. **Selection from lists of qualified applicants for apprenticeship, in other than order of ranking, so as to reach women (minority and/or non-minority) and/or minorities.**

### Discrimination Complaints.



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

### **IV. TERM OF APPRENTICESHIP:**

The minimum term of apprenticeship must not be less than 2000 hours of reasonably continuous employment in each occupation identified in these Standards. The term of apprenticeship must be stated in hours of employment [WAC 296-05-316(1)].

- |  |  |
|--|--|
| <b>A. Construction Equipment Operator:</b> | <b>8000 hours of reasonable continuous employment.</b> |
| <b>B. Heavy Duty Mechanic Repairman:</b>   | <b>8000 hours of reasonable continuous employment.</b> |
| <b>C. Hoisting Engineer:</b>               | <b>8000 hours of reasonable continuous employment.</b> |
| <b>D. Technical Engineer:</b>              | <b>8000 hours of reasonable continuous employment.</b> |

### **V. INITIAL PROBATIONARY PERIOD:**

All apprentices are subject to an initial probationary period, stated in hours or months of employment for which they receive full credit toward completion of apprenticeship. Advance credit/standing will not reduce the initial probationary period. The initial probationary period [WAC 296-05-316(22)]:

1. Is the period following the apprentice's registration into the program and during which the apprentice's appeal rights are impaired. The initial probation must not exceed twenty percent (20%) of the term of apprenticeship or one year from date of registration, unless an exemption by the WSATC has been granted for longer probationary periods as specified by Civil Service or law.
2. Is the period that 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 of the apprenticeship agreement may terminate the agreement without a hearing or stated cause. An appeal process is available to apprentices who have completed the initial probationary period.

**All apprentices shall be subject to an initial probationary period not exceeding the first 1600 hours of employment.**

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### **VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS:**

Supervision is the necessary education, assistance, and control provided by a journey-level employee that is on the same job site at least seventy-five percent of each working day, unless otherwise approved by the WSATC. The sponsor will assure that apprentices are under the supervision of competent and qualified journey-level workers on the job who are responsible for the work being performed, to ensure safety and training in all phases of the work. Apprentices will work the same hours as journey-level workers, EXCEPT where such hours may interfere with related/supplemental instruction [WAC 296-05-316(5)].

- A. Construction Equipment Operators: An employer employing one (1) or more journey-level workers in the trade of construction equipment operator may employ one (1) apprentice and one (1) additional apprentice shall be employed thereafter for each three (3) journey-level workers employed at the job site or shop.**
- B. Heavy Duty Mechanic Repairmen: An employer employing one (1) or more journey-level workers in the trade of heavy duty mechanic repairman may employ one (1) apprentice and one (1) additional apprentice shall be employed thereafter for each three (3) journey-level workers employed at the job site or shop.**
- C. Hoisting Engineer: An employer employing one (1) or more journey-level workers in the trade of hoisting engineer may employ one (1) apprentice and one (1) additional apprentice may be employed for each three (3) journey-level workers employed at the job site or shop.**
- D. Technical Engineer: An employer employing one (1) or more journey-level workers in the trade of technical engineer may employ one (1) apprentice and one (1) additional apprentice shall be employed thereafter for each three (3) journey-level workers employed at the job site or shop.**
- E. The ratio of apprentices shall reflect the appropriate collective bargaining agreement.**

### **VII. APPRENTICE WAGES AND WAGE PROGRESSION:**

The apprentice will be paid a progressively increasing schedule of wages based on specified percentages of journey-level wage consistent with skills acquired [WAC 296-05-316(27)]. These may be indicated in hours or monthly periods set by the sponsor. The entry wage will not be less than the minimum wage prescribed by the Fair Labor Standards Act, where applicable, unless a higher wage is required by other applicable federal law, state law, respective regulations, or by collective bargaining agreement.

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The sponsor may accelerate, by an evaluation process, the advancement of apprentices who demonstrate abilities and mastery of the occupation to the level for which they are qualified. When the apprentice is granted advanced standing the sponsor must notify the employer/training agent of the appropriate wage per the wage progression schedule specified in these Standards.

Step	Number of hours/months	Percentage of journey-level rate
<b>1</b>	<b>0000 - 1000 hours</b>	<b>65%</b>
<b>2</b>	<b>1001 - 2000 hours</b>	<b>70%</b>
<b>3</b>	<b>2001 - 3000 hours</b>	<b>75%</b>
<b>4</b>	<b>3001 - 4000 hours</b>	<b>80%</b>
<b>5</b>	<b>4001 - 5000 hours</b>	<b>85%</b>
<b>6</b>	<b>5001 - 8000 hours</b>	<b>90%</b>

### **A. Rates:**

#### **1. Construction Equipment Operators:**

The rates for the construction equipment operators shall be based on the journey-level wage rate under Schedule A, Group VI, (Tractors D-6 & over) established in the Collective Bargaining Agreement.

#### **2. Heavy Duty Mechanic Repairmen:**

The rates for the heavy-duty mechanic repairmen for the field rate shall be based on the field heavy-duty mechanic-welder journey-level wage rate under Schedule A, Group VI, established in the Collective Bargaining Agreement. The shop rates for the heavy-duty mechanic repairman shall be based on the journey-level shop heavy-duty mechanic-welder wage rate under Schedule B established in the Collective Bargaining Agreement.

#### **3. Hoisting Engineer:**

The rates for the hoisting engineer shall be based on the journey-level wage rate under Schedule A, Group VI (Tractors D-6 and over), established in the Collective Bargaining Agreement.

#### **4. Technical Engineer:**

The rates for the technical engineers shall be based on the journey-level wage rate under Schedule A, Group VI, (Tractors D-6 & over) established in the Collective Bargaining Agreement.

**B. Apprentices shall receive the same travel pay and health insurance accorded to journey-level workers.**

**C. The apprentice shall receive an increase in pay at the end of specified, (500-1,000 or 2,000 hrs) period only if their work progress on the job site**

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**evaluations and classroom related instruction is satisfactory as provided to the Apprenticeship Committee.**

- D. An apprentice must complete his/her probationary period before applying for credit for previous experience. Documentation supporting the request for previous experience must be submitted with their request. Credit for previous experience may only be granted once.**

**Up to 1,000 additional hours may be granted at employer's and apprentice's request with the following required documentation. Up to two (2) 1,000 hours may be granted with supporting letters by a signatory employer, including signature of superintendent or management from apprentice's current employer.**

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**VIII. WORK PROCESSES:**

The apprentice shall receive on the job instruction and 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.

Employers/training agents shall only use registered apprentices to perform the work processes as stated in this section. [WAC 296-05-303(5)(f)]

**A. Construction Equipment Operators Approximate Hours**

- 1. Track type equipment.....1500**  
**(Which shall include the following training categories)**
  - a. Dozers**
  - b. Pushcarts**
  - c. Track type loaders**
  - d. Track type backhoes**
  - e. Track type paving machines concrete and asphalt**
  - f. Track type trenching equipment**
  - g. Screeds**

**To include all attachments and support equipment:  
Lubrication, grades and stakes, signals, soils, and  
compaction.**

- 2. Rubber tire type equipment.....1500**  
**(Which shall include the following training categories)**
  - a. Scrapers**
  - b. Rubber tire loaders**
  - c. Motor graders**
  - d. Truck-tractor and trailers**
  - e. Rubber tire dozers**
  - f. Rubber tire backhoes**
  - g. Rubber tired asphalt, dirt and/or any compactor roller**
  - h. Combination backhoe-loaders**
  - i. Rubber tire trenchers**
  - j. Rubber tired paving machines**
  - k. Brooms**

**To include all attachments and support equipment:  
Lubrication, grades, and stakes, signals, soils and  
compaction.**

- 3. Lifting Type Equipment.....1500**  
**(Which shall include the following training categories)**

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- a. Forklifts
- b. Pavement Breakers
- c. Boom Trucks
- d. A-Frames
- e. Chicago Booms
- f. Air Tuggers
- g. Other self-propelled lifting devices.

**To include all attachments and support equipment:  
Lubrication grades, and stakes, signals, soils and compaction.**

- 4. Stationary and miscellaneous type equipment .....1500  
(Which shall include the following training categories)
  - a. All asphalt plants
  - b. Crusher plants
  - c. Washing and screening plants
  - d. Concrete plants and supportive equipment
  - e. Concrete pumps
  - f. Concrete saws
  - g. Set up-tear down, welding, cutting, fabrication
  - h. Lubrication and preventative maintenance
  - i. Power generating plants
  
- 5. Machine Control .....2000  
(Which shall include the following training categories)
  - a. Calibration of lasers.
  - b. Laser operation and application.
  - c. Installation of sonar tracers.
  - d. Operation of sonar tracers.
  - e. Calibration of components mainfall, rotation and blade sensors.
  - f. Functions of control box.
  - g. Operation and setup of light displays.
  - h. Field setup procedures for machine control operations.

**TOTAL HOURS: 8000**

**To include all attachments and support equipment: Set up, tear down, lubrication, and preventative maintenance, grades and stakes, signals, soils and compaction**

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<b><u>B. Heavy Duty Mechanic Repairmen</u></b>	<b><u>Approximate Hours</u></b>
1. Preventative maintenance and service .....	1500
(Which shall include the following training categories)	
a. Lubes, oils and fuels	
b. Greasing and oiling	
c. Cleaning and inspecting parts	
d. Minor adjustments	
e. Testing, trouble shooting of equipment	
f. Welding, cutting, and fabrication	
2. Engines.....	1500
(Which shall include the following training categories)	
a. Operation, maintenance, and repair of diesel, gasoline, steam engines with attached drive units such as air compressors, water pumps, ac/dc generators, and electric motors.	
b. Repair of air systems and troubleshooting	
c. Repair of fuel systems and troubleshooting	
d. Repair of lubrication systems and troubleshooting	
e. Repair of cooling systems and troubleshooting	
f. Repair of engine braking systems and troubleshooting	
g. Repair of electrical starting and charging systems and troubleshooting.	
3. Power trains.....	1500
(Which shall include the following training categories)	
a. Wet and dry clutches	
b. Standard transmissions	
c. Torque converters	
d. Power shift transmissions	
e. Electric drives and traction motors	
f. Drive lines	
g. Differentials - final drives	
h. Frictions and steering clutches	
i. Brakes, (air-hydraulic, electric, mechanical)	
j. Tires, wheels, and hubs	
k. Under-carriage and tracks	
l. Cabs, bodies, and frames	
m. Booms, drums, sheaves, buckets, and cables	
4. Control systems .....	1500
(Which shall include following training categories)	
a. Mechanical levers	
b. Cable	
c. Hydraulics	

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- d. Air
  - e. Electrical (and combination thereof)
  - f. Instrument panels
  - g. Switch gear
  - h. Valves
  - i. Solenoids
5. Machine Control .....2000
- a. Installation of Components Control Box, Mainfall, Rotation and Blade Sensors
  - b. Calibration of mainfall, rotation and blade sensors
  - c. Maintenance of Machine Control Components.
  - d. Electrical Systems Installation.
  - e. Hydraulic Systems Installation.
  - f. Laser Applications and Installations.
  - g. Sonar Applications and Installations.
  - h. Installation of Light Displays.

**TOTAL HOURS: 8000**



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<b><u>C. Hoisting Engineer:</u></b>	<b><u>Approximate Hours</u></b>
1. Rigging and Transporting.....	3000
a. Rigging the load	
b. Signaling the load	
c. Pre-operational checks	
d. Transporting, erecting and dismantling the crane	
2. Crane Operation and Maintenance.....	3000
a. Operating the crane	
b. Inspecting the crane	
c. Maintaining the crane	
d. Repairing the crane	
3. Compliance, Rules and Regulations.....	2000
a. Maintaining the log book	
b. Rules and regulations	
c. Working near power lines	
d. Working the crane in hazardous awareness area's	

To include all attachments and support equipment; clam shell, draglines, pile drivers, boom extensions and jibs.

**TOTAL HOURS: 8000**

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<b><u>D. Technical Engineers</u></b>	<b><u>Approximate Hours</u></b>
1. Periods I, II; chainman/rodman apprentice.....	3000
a. Use and care of hand tools (other than survey equipment)	
b. Use and care of survey hand tools	
c. Use and care of rods, chains, etc.	
d. Hand signals	
e. Marker stakes	
f. Hubs, points and monuments	
g. Bench marks and turning points	
h. First aid	
i. Safety measures	
2. Period III, IV, instrumentman/party chief.....	3000
a. Use and care of levels	
b. Use and care of alidades and other special instruments	
c. Notes and sketches	
d. Calculations, reductions, conversions	
e. Maps, plans, records, etc.	
f. Job analysis for efficient field procedures	
g. Supervise survey party	
3. Period V, Advanced Technologies.....	2000
a. Laser Calibration	
b. Laser Operation	
c. Electronic Distance Meters	
d. GPS Satellite Systems	
e. Smart Stik Computerized Grade Rods	
f. Computer Earthwork Estimating Systems	
<b>TOTAL HOURS:</b>	<b>8000</b>

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### **IX. RELATED/SUPPLEMENTAL INSTRUCTION:**

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

The sponsor and training agent must provide for instruction of the apprentice during the related/supplemental instruction in safe and healthful work practices in compliance with the Washington Industrial Safety and Health Act, and applicable federal and state regulations.

Clock hours of actual attendance by the apprentice in related/supplemental instruction classes at the community/technical college or other approved training locations shall be reported to the Department on a quarterly basis. Such reports will clearly identify paid versus unpaid and supervised versus unsupervised RSI time for industrial insurance purposes.

For industrial insurance purposes, the WSATC will be considered as the employer should any supervised apprentice, not being paid to attend RSI, sustain an injury while participating in related/supplemental classroom activity, or other directly related activity outside the classroom. The activities must be at the direction of the instructor.

In case of failure on the part of any apprentice to fulfill the obligation to attend RSI, the sponsor has authority to take disciplinary action (see Administrative/Disciplinary Procedures section).

The methods of related/supplemental training must consist of one or more of the following (please indicate by checking those that apply):

- Supervised field trips
- Approved training seminars: **Specifically those approved by the employer that are relevant to work being done.**
- A combination of home study and approved correspondence courses: **Specifically, online courses offered by Western States Operating Engineers Online Training.**
- State Community/Technical college: **Spokane Community College**
- Private Technical/Vocational college
- Training trust
- Other (specify): **: Paid Safety Training**

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**160** 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).
- (X) 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.*

Additional Information:

- A. Each apprentice shall maintain 160 hours of related training per year based on the Operating Engineers calendar year from July to June. Any excess related supplemental training hours above and beyond the minimum 160 accrued in a training year, up to a maximum of 80 hours, may be carried over to the following training year.**
- B. The Apprenticeship Committee recommends that the courses for apprenticeship be limited to those who are actually apprentices to the trade in accordance with these Standards.**
- C. Apprentice shall not be allowed more than three (3) Unexcused Absences per instructional calendar year. An Excused Absence is the Apprentice working with a written excuse from the employer, or the Apprentice sick with a written excuse from the doctor. Disciplinary action shall be an explanation to the Joint Apprenticeship Training Committee of why Apprentice could not attend. Such disciplinary action may result in probation, suspension, or cancellation of the Apprenticeship Agreement.**

### **X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:**

Sponsors may include in this section requirements and expectations of the apprentices and training agents and an explanation of disciplinary actions that may be imposed for noncompliance. The sponsor has the following disciplinary procedures that they may impose: Disciplinary Probation, Suspension, or Cancellation.

Disciplinary Probation: A time assessed when the apprentice's progress is not satisfactory. During this time the program 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 completed. During the disciplinary probation, the apprentice has the right to file an appeal of the sponsor's action with the WSATC (as described in WAC 296-05-009).

Suspension: A suspension is a temporary interruption in progress of an individual's apprenticeship program that may result in the cancellation of the Apprenticeship

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Agreement. Could include temporarily not being allowed to work, go to school or take part in any activity related to the Apprenticeship Program until such time as the sponsor takes further action.

Cancellation: Refers to the termination of an apprenticeship agreement at the request of the apprentice, supervisor, or sponsor. [as described in WAC 296-05-316(22)].

### A. General Procedures

#### 1. Hiring of Apprentices:

- a. **Employers desiring an apprentice shall make request for said apprentice to the Apprenticeship Committee or their designated authority.**
- b. **Any apprentice may be rotated from employer to employer or job site to job site by the Apprenticeship Committee or designated authority.**
- c. **All apprentices shall be release from "on the job" commitments to attend scheduled related supplemental instruction**
- d. **The employer shall be included in the evaluation process through job site evaluations. Evaluations will be forwarded to the Committee for review and appropriate action.**

#### 2. Periodic Evaluation and Record Books:

- a. **Each apprentice, upon registration, shall be furnished with a "Record Book"; the apprentice must faithfully keep this record, which shall be verified at the end of each month by the foreman or the journey-level worker supervising the apprentice. An evaluation of the apprentice shall be made each 1000 hours by the Apprenticeship Committee to determine his/her eligibility to receive the scheduled increase in his/her rate of pay. In these examinations consideration shall be made of school attendance, progress and daily employment record of the apprentice.**
- b. **This record must be submitted to the training director's office no later than the 10th of the following month, regardless if apprentice is working or not. The Apprenticeship Committee shall have the authority to withhold advancement, suspend or cancel his/her Agreement for failure to comply. The apprentice, the employer and the union agree to abide by any such determination of the Committee.**
- c. **If an apprentice is thirty (30) or more days late turning in monthly reports, he/she may not receive credit for the hours submitted. Any**

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apprentice who is three (3) or more months delinquent on the hour reports must appear before the JATC for possible disciplinary procedures.

- d. If any apprentice submits late reports and the hours submitted would raise the apprentice to a higher wage classification, notification by the JATC Office will require the employer to pay the higher wage rate only from the date the reports were received by the JATC Office.
3. **Transfer of Apprenticeship.** In order to transfer an apprenticeship agreement between two local registered apprenticeship programs within Washington State, the following requirements must be met.
- a. The apprentice must submit a written request to transfer, describing in detail the needs and reasons upon which the request is based.
  - b. The apprentice's sponsoring JATC must agree to the transfer.
  - c. The receiving JATC must agree to accept the transfer.
  - d. The parent organizations of both JATC's (two local Unions) must agree to the transfer.
  - e. The receiving JATC shall have complete access to all apprenticeship records pertaining to the transferring apprentice.
  - f. The transferring apprentice must:
    - (1) Complete an application form.
    - (2) Provide to the JATC documentation pertaining to their participation in the apprenticeship program that they are transferring from. An official copy of all records established with the sponsoring JATC (including a copy of the application form and the apprenticeship agreement properly registered with the Registration Agency) and other information submitted shall be provided to the receiving JATC. The receiving JATC will examine all documentation submitted before granting permission to transfer. All such records shall become part of the receiving JATC's permanent files and shall be maintained in the same manner as other records are.
    - (3) Upon being accepted by the receiving JATC, the Department shall be informed of the transfer.

- (4) Registration proceedings shall be initiated with the receiving JATC and the appropriate Registration Agency. The Registration Agency will be provided with all documentation necessary and/or required to verify that the transfer is justifiable.**

**Those accepted for transfer will be given full credit for on-the-job training experience and related instruction successfully completed while registered in an apprenticeship program.**

**4. Employment Policies:**

- a. No registered apprentice may quit their job without first notifying the training office. Apprentices who violate this clause may be subject to disciplinary action or termination from the program.**
- b. Apprentices who have been terminated for cause twice (2) shall be subject to disciplinary action. A third (3) termination may result in immediate suspension until the Apprenticeship Committee determines what action to take.**
- c. All registered apprentices must follow the dispatch policy as outlined below. Apprentices who violate this clause may be subject to disciplinary action or termination from the program.**
  - (1) Apprentices may turn down the first or second dispatch and will be placed at the bottom of the out of work list. Upon the apprentice's third turn down or refusal to work, the apprentice will be suspended until the Committee takes appropriate action. At this time, the apprentice will be required to appear before the JATC to show cause why he or she should not be terminated from the program. NOTE: The chain of attempted contacts can only be broken by the apprentice accepting a dispatch or requesting a suspension of their apprenticeship agreement.**
  - (2) If an apprentice accepts a dispatch and then cannot fulfill the job, he or she must make contact with the Apprentice Office in a timely manner (enough time to dispatch someone else). If the apprentice accepts a dispatch and does not show up for work and does not provide a documented cause or reason for the no-show, he or she will be suspended and required to appear before the JATC. If deemed unavailable for work, appropriate disciplinary action will be taken by the JATC or its designated authority.**

**5. Disciplinary Procedures:**

- a. **The basic work day and work week for apprentices shall be the same as that of a journey-level worker and the apprentices shall be subject to the same conditions including, but not limited to, accepted work rules pertaining to all safety codes, refusing employment as offered, dependability and reliability, extensive tardiness or absenteeism. Upon proper and legal review by the Apprenticeship Committee, the apprentice may be canceled from the Apprenticeship Program for failure to abide by these work rules. At no time will an apprentice be permitted to work without being under the supervision of a journey-level worker of their trade, nor shall he/she act as a foreman.**
- b. **Substance Abuse Testing: The Apprenticeship Committee shall have the authority to adopt a drug and alcohol testing program in order to ensure that each apprentice can work safely in a drug and alcohol free environment. Each apprentice agrees to be subject to such testing as a condition for maintaining his or her apprenticeship agreement.**
- c. **Related Supplemental Training: In case of failure on the part of any apprentice to fulfill the related supplemental instruction obligation, the sponsor shall have authority to withhold their periodic wage advancement, suspend, or cancel the Apprenticeship Agreement.**
- d. **CDL License: All registered apprentices must acquire a CDL Class B License within one (1) year of entering the Apprenticeship Program in or to advance to the next stage of their apprenticeship.**
  - (1) **An apprentice may petition the JATC for an exemption to this requirement, which the JATC may grant upon good cause shown. Good cause shall mean 1) physical limitation, 2) inability to obtain CDL for reason such as legal restriction due to conviction of a crime, 3) not qualified to obtain CDL as determined by the Training Coordinator and JATC, or 4) the specialty occupation sought by the apprentice does not require a CDL as supported by written documentation of apprentice's employer.**
  - (2) **If an apprentice is granted an exception to the CDL requirement, the JATC shall issue a qualified journey-worker status to apprentice upon completion of the program. An apprentice who is granted an exemption will continue progression, provided other eligibility requirements are met.**

**6. Rotation:**



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- a. **Any apprentice who has completed the required number of hours in any classification of work may be rotated from job to job by the Apprenticeship or their designated authority and be replaced by an apprentice who has not completed the number of hours required for their particular classification.**
- b. **In the event a rotation is necessary to achieve adequate on the job training, the apprentice will be rotated and a dispatch will indicate "Apprentice Rotation."**

### 7. Dress Requirements:

- a. **Each apprentice shall wear appropriate clothing to meet State safety requirements including: work boots (no tennis shoes), shirts that cover the shoulders (no tank tops or sleeveless shirts).**
- b. **All apprentices shall wear the hardhat issued by the JATC or their authorized agent at all times while on the job site unless the employer required company issued hardhats.**

### B. Local Apprenticeship Committee Policies

NONE

### C. Complaint and Appeal Procedures:

All registered programs must establish procedures explaining the program's complaint review process. Complaints that involve matters covered by a collective bargaining agreement are not subject to the complaint review procedures in this section.

Complaint (after initial probation completed) – WAC 296-05-009 and 296-05-316(22)

Prior to: 20 calendar days of intention of disciplinary action by a sponsor

- Sponsors must notify the apprentice in writing of action to be taken
- Must specify the reason(s) for discipline, suspension, or cancellation
- Decision will become effective immediately
- Written reason(s) for such action must be sent to the apprentice

Within: 30 calendar days request for reconsideration from the sponsor

- Apprentice to request sponsor to reconsider their action

Within: 30 calendar days of apprentice's request for reconsideration

- Sponsor must provide written notification of their final decision

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If apprentice chooses to pursue the complaint further:

Within: 30 calendar days of final action

- Apprentice must submit the complaint in writing to the Department
- Must describe the controversy and provide any backup information
- Apprentice must also provide this information to the local sponsor

Within: 30 business days for supervisor to complete investigation

- If no settlement is agreed upon during investigation, then supervisor must issue a written decision resolving the controversy when the investigation is concluded

If the apprentice or sponsor disputes supervisor decision:

Within: 30 calendar days of supervisor's decision, request for WSATC hearing

- Request must be in writing
- Must specify reasons supporting the request
- Request and supporting documents must be given to all parties
- WSATC must conduct the hearing in conjunction with the regular quarterly meeting

Within: 30 calendar days after hearing

- WSATC to issue written decision

### **XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION**

NOTE: The following is an overview of the requirements associated with administering an apprenticeship committee and/or 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. A committee is responsible for the day-to-day operations of the apprenticeship program and they must be knowledgeable in the process of apprenticeship and/or the application of chapter 49.04 RCW and chapter 296-05 WAC. Sponsors must develop procedures for:

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

Convene meetings at least three times per year of the program sponsor and apprenticeship committee attended by a quorum of committee members as defined in the approved Standards. If the committee does not indicate its definition of quorum, the interpretation will be “50% plus 1” of the approved committee members.

Conference call meetings may be conducted in lieu of regular meetings but must not exceed the number of attended meetings and no disciplinary action can be taken during conference call meetings.

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

1. The program sponsor will record and maintain records pertaining to the administration of the apprenticeship program and make them available to the WSATC or Department on 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.

2. The sponsor will submit to the Department through the assigned state apprenticeship consultant the following list:

Forms are available on line at

<http://www.lni.wa.gov/TradesLicensing/Apprenticeship/FormPub/default.asp> or from your assigned apprenticeship consultant.

- Apprenticeship Agreements – within first 30 days of employment
  - Authorization of Signature forms - as necessary
  - Approved Training Agent Agreements (sponsor approving or canceling) – within 30 days
  - Minutes of Apprenticeship Committee Meetings – within 30 days of meeting (not required for Plant program)
  - Request for Change of Status - Apprenticeship/Training Agreement and Training Agents forms – within 30 days of action by sponsor
  - Journey Level Wage Rate – annually, or whenever changed
  - Request for Revision of Standards - as necessary
  - Request for Revision of Committee - as necessary
  - Related Supplemental Instruction (RSI) Hours Reports (Quarterly):
    - 1st quarter: January through March, by April 10
    - 2nd quarter: April through June, by July 10
    - 3rd quarter: July through September, by October 10
    - 4th quarter: October through December, by January 10
  - On-the-Job Work Hours Reports (bi-annual)
    - 1st half: January through June, by July 30
    - 2nd half: July through December, by January 31
3. The program sponsor will adopt, as necessary, local program rules or policies to administer the apprenticeship program in compliance with these Standards that must be submitted for Department approval and updating these Standards. The apprenticeship program manager may administratively approve requests for revisions in the following areas of the Standards:
    - Program name
    - Sponsor's introductory statement (if applicable)
    - Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
    - Section VII: Apprentice Wages and Wage Progression

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- Section IX: Related/Supplemental Instruction
  - Section XI: Committee - Responsibilities and Composition (including opening statements)
  - Section XII: Subcommittees
  - Section XIII: Training Director/Coordinator
4. The sponsor will utilize competent instructors as defined in WAC 296-05-003 for related/supplemental instruction. 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 the related/supplemental instruction 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.

The Department must be notified within 30 days of program approval, of all requests for disposition or modification of agreements, with a copy of the minutes approving the changes, which may be:

- Certificate of completion
  - Additional credit
  - Suspension (i.e. military service or other)
  - Reinstatement
  - Cancellation and/or
  - Corrections
2. Rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker.
  3. 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.
  4. The sponsor has the obligation and responsibility to provide, insofar as possible, 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 sponsor when the sponsor is unable to provide reasonably continuous employment, or they are unable to provide apprentices the diversity of experience necessary for training and experience in the various work processes as stated in

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these Standards. The new sponsor or 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.

5. 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 written requested document/s for such participation. However, time spent will not be applied toward the on-the-job portion of apprenticeship training.
6. Hear and adjust all complaints of violations of apprenticeship agreements.
7. Upon successful completion of apprenticeship, as provided in these Standards, and passing the examination that the sponsor may require, the sponsor will recommend that the WSATC award a Certificate of Completion of Apprenticeship. The program will make an official presentation to the apprentice that has successfully completed his/her term of apprenticeship.

### D. Training Agent Management:

1. Offer training opportunities on an equal basis to all employers and apprentices. Grant equal treatment and opportunity for all apprentices through reasonable working and training conditions and apply those conditions to all apprentices uniformly. Provide training at a cost equivalent to that incurred by currently participating employers and apprentices. Not require an employer to sign a collective bargaining agreement as a condition of participation.
2. Determine the adequacy of an employer to furnish proper on-the-job training in accordance with the provisions of these Standards. Require all employers requesting approved training agent status to complete an approved training agent agreement and comply with all federal and state apprenticeship laws and the appropriate apprenticeship Standards.
3. Submit approved training agent agreements to the Department with a copy of the agreement and/or the list of approved training agents within thirty days of committee approval. Submit rescinded approved training agent agreements and/or the list of approved training agents to the Department within thirty days of said action.

### E. Composition of Committee: (see WAC 296-05-313)

Apprenticeship committees must be composed of an equal number of management and non-management representatives composed of at least four members but no more than twelve. If the committee does not indicate its definition of a quorum, the interpretation will be "50% plus 1" of the approved committee members.

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Apprenticeship committees shall elect a chairperson and a secretary who shall be from opposite interest groups, i.e., chairperson-employers; secretary-employees, or vice versa; EXCEPT, this does not apply where the Registration Agency represents the apprentice(s).

For plant programs the WSATC or the Department designee will act as the employee representative.

**Quorum: A quorum shall be an equal number of management and labor representatives plus 1.**

Program type administered by the committee: **GROUP JOINT**

**The Apprenticeship Committee shall be composed of equal numbers of members representing both the International Union of Operating Engineers, Local #370, and the Inland Empire Chapter Associated General Contractors of America.**

The employer representatives shall be:

**Ken Gibson, Chairman  
Inland Asphalt  
PO Box 3366  
Spokane Valley, WA 99220**

**Bruce Stemp  
Box 6510  
Kennewick, WA 99336**

**Jamie Tibbits  
Inland Asphalt Co.  
5111 E. Broadway  
Spokane, WA 99212**

The employee representatives shall be:

**Curt Koegen, Secretary  
PO Box 3386 T.A.  
Spokane, WA 99220**

**James Garrett  
Operating Engineers Local 370  
PO Box 3386 T.A.  
Spokane, WA 99220**

**Mike Bosse  
2011 W. Yakima  
Pasco, WA 99301**

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**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 approved by the main committee.

**NONE**

**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.

**Bryan D. Adams, Coordinator  
PO Box 210  
Spangle, WA 99031**