



APPRENTICESHIP PROGRAM STANDARDS
adopted by

**SEATTLE HEAT FROST INSULATORS & ALLIED WORKERS & EMPLOYERS
FIRESTOP/CONTAINMENT WORKER APPRENTICESHIP COMMITTEE**

(sponsor name)

<u>Occupational Objective(s):</u>	<u>SOC#</u>	<u>Term [WAC 296-05-315]</u>
FIRESTOP/CONTAINMENT WORKER	47-4099.99	8000 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:

N/A
Provisional Registration

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By: DAVE D'HONDT
Chair of Council

By: ELIZABETH SMITH
Secretary of Council

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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):

These standards of apprenticeship have been prepared by the National Joint Plumbing Apprentice and Journeyman Training Committee, the National Joint Steamfitter-Pipefitter

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Apprenticeship Committee, and the National Joint Sprinkler Fitter Training Committee, and The International Heat/Frost and Asbestos Workers Training Committee. The U.S. DOL Office of Apprenticeship has approved the procedures for adoption by local Apprenticeship Committees to assist in complying with applicable law and lawful regulations issued there under.

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).

Entire State of Washington

II. MINIMUM QUALIFICATIONS:

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

Age: **Must be at least eighteen (18) years of age.**

Education: **Must be a high school graduate or have a passing grade on an official high school equivalency test (GED), or on approval by the Apprenticeship Committee. (Exceptions may be made by the Apprenticeship Committee if admission to the program will benefit the applicant and the industry.**

Physical: **Must be able to perform the work of the trade.**

Testing: **None**

Other: **Must possess a valid driver's license.**

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).

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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:

1. **Applications will be available to anyone who is interested. Applications are to be obtained in person at the local Apprenticeship Committee offices listed below and other places designated by the local Apprenticeship Committee as needed.**

**Seattle Heat Frost/Firestop Workers
3000 NE 4th Street
Renton, WA 98056
Renton Technical College
Building L, Room 101**

2. **Each applicant shall be given Firestop/Containment Systems Mechanic Apprenticeship Form #1 to complete and return within sixty (60) days of issue.**

Form #1 contains the following:

- a. **Apprentice qualifications as listed in the apprenticeship standards.**
 - b. **Apprentice obligations after acceptance.**
 - c. **Application for apprenticeship.**
3. **The date of the application shall be the date of receipt by the Apprenticeship Committee of the completed Form #1 accompanied by high school transcripts and/or official report of GED test results or their equivalent (unless excepted by JATC - see Section X.A.2.), valid driver's license and proof of birth date. Those applicants not in possession of proof of high school completion or GED equivalent must submit a letter requesting exception, including supportive statement, or relevant work experience. Each applicant will be given a choice of geographic location at time of application, either Western or Eastern Washington.**
 4. **Qualified applicants shall be listed in the order completed application is received and by geographic area selected. Interviews will be conducted at intervals designated by the JATC. Demand for apprentices in each geographic area will be considered when scheduling interviews.**
 5. **Applicants will be sent written notice of the interview date and location. It is the responsibility of the applicant to keep the JATC informed of current**

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contact information. Failure to appear for a scheduled interview will result in removal from the list of applicants and re-application is required for consideration of apprenticeship placement.

6. Each interview session shall be scheduled to provide enough time to interview each applicant notified to be present at the given sessions. Each applicant shall be interviewed by JATC members or their designated representatives. Interviewers shall have available for review with regard to each applicant the following: application form, documentation verifying that all minimum qualifications were met.

7. Each applicant shall be interviewed by members or designated representatives of the Apprenticeship Committee. After a brief introduction, the Apprenticeship Committee or its designees will ask questions of the applicant with the purpose of finding out as much as possible about the applicant as an individual and about their capacity to participate in apprenticeship. Evaluations will be based on a standard of industry needs, and not by a comparison with other applicants. Questions for the interview and for purposes of evaluation will be on topics related to suitability for apprenticeship includes:
 - Work experience
 - Mechanical abilities
 - Willingness to accept direction
 - Ambition and motivation

All applicants will be asked the same questions.

8. Applicants who have graduated from a Committee approved pre-apprenticeship program (ANew, SVI, Job Skills for Trade Industry, Oregon Tradeswomen, Inc., or other verifiable pre-apprenticeship program) will be granted ten (10) additional points toward their total interview score. Proof of graduation is required to be provided at time of interview.

9. Selection of applicants for apprenticeship after the interview will be done by the Apprenticeship Committee or its designated representative(s) on the basis of numerical rating obtained from the interview evaluation in conjunction with the geographic location which the applicant specified. All applicants interviewed will be sent written notification of their ranked score.

10. Ranked applicants not chosen for entrance into apprenticeship will remain on the list for a minimum of two (2) years. They will be sent notification to re-interview at the next scheduled interview session for possible improvement of their score based on additional work experience or schooling. Those declining will keep their previous score and be inserted into subsequent ranked lists accordingly.

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11. All selected applicants must take and pass a pre-employment drug test with negative results.

12. **EXCEPTIONS (Direct Entry)** - Applicants who enter by one of the following methods of direct entry will be required to pass a pre-employment drug test with negative findings.
 - a. An individual who signs an authorization card during an organizing effort wherein fifty percent (50%) 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. Minimum qualifications will be waived. (For those who have not graduated from High School or possessing a GED, see Section X.A.2.)

 - b. An employee of a non-signatory employer not qualifying as a journey-level worker when an employer becomes signatory shall be evaluated by the sponsor using constant standard non-discriminatory means and registered at the appropriate period of apprenticeship based on previous work experience and related training. Minimum qualifications will be waived. (For those who have not graduated from High School or possessing a GED, see Section X.A.2.)

 - c. The Apprenticeship Committee encourages preparatory craft training to facilitate entry into apprenticeship. Consequently, those who complete a Job Corps training program may be given direct entry into the apprenticeship program. The Apprenticeship Committee shall evaluate the Job Corps training received for granting appropriate credit on the term of apprenticeship. Entry of Job Corps graduates shall be done without regard to race, color, religion, national origin, or sex.

 - d. Those who graduate from an accredited technical training school that has been reviewed and approved by the Apprenticeship Committee may be given direct entry into the apprenticeship program. With the approval of the Apprenticeship Committee, such new apprentice may start at the apprentice wage rate recommended by the Apprenticeship Committee for graduates of that particular program. The Apprenticeship Committee will determine as to those new apprentices what training requirements they need to meet to ensure that they receive all the necessary training for completion of the apprenticeship program. Entry of technical training school graduates shall be done without regard to race, color, religion, national origin, or sex.

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- e. **Military veterans may be given direct entry into the apprenticeship program. The Apprenticeship Committee shall evaluate the military training received for granting appropriate credit on the term of apprenticeship and the appropriate wage rate. The Apprenticeship Committee will determine as to those new apprentices what training for completion of the apprenticeship program. Entry of military veterans shall be done without regard to race, color, religion, national origin, or sex.**
- f. **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.**

B. Equal Employment Opportunity Plan:

Nondiscrimination statement:

The commitments contained in this Affirmative Action Program are not intended and shall not be used to discriminate against any qualified applicant or apprentice on the basis of race, color, religion, national origin, or sex. The sponsor shall take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under applicable law and lawful regulations issued there under.

The local Apprenticeship Committee shall:

- 1. Participate in workshops conducted by school districts, community based organizations and others in increase awareness of apprenticeship opportunities available.**
- 2. Participate in existing outreach programs whose focus is the recruitment and preparation of minority and female apprenticeship applicants.**
- 3. Disseminate information concerning equal opportunity - policies of the program sponsor(s).**
- 4. Use minority and/or women (minority and/or non-minority) journey-level workers and/or apprentices to promote the Equal Employment Opportunity Plan.**
- 5. Select from list of qualified applicants for apprenticeship, in other than ranking, so as to reach women (minority and non-minority) or minorities to meet goals and timetables set by the WSATC Compliance Review and Retention Subcommittee.**
- 6. To also allow hiring for local hire requirements in distressed areas.**

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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].

The term of apprenticeship shall be 8,000 hours of reasonable continuous employment affecting the availability of work. 1,600 hours of work in a year shall be considered reasonably continuous employment.

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 in their initial probationary period.

The initial probationary period for Firestop/Containment Worker shall be the first 1,600 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 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:
 - 1. The ratio of apprentices to journey level workers shall be two to one (2-1) per jobsite and shop.**
 - 2. Firestop/Containment Worker Apprentice, in their Fourth (4th) year of Apprenticeship shall be allowed to work alone with alternative forms of supervision in the following conditions:**
 - a. **The Firestop/Containment Worker Apprentice must have a valid first aid/CPR card at all times.**
 - b. **The Firestop/Containment Worker Apprentice must have successfully completed an OSHA-10 Construction Safety course.**
 - c. **The journey-level Firestop/Containment Worker or supervisor shall review a job site hazard analysis with the apprentice prior to the apprentice reporting to the jobsite.**
 - d. **The Firestop/Containment Worker Apprentice shall at all times be able to contact a journey-level Firestop/Containment Worker or supervisor for answers and advice.**
 - e. **The journey-level Firestop/Containment Worker or supervisor shall ensure that the apprentice is receiving appropriate on the job training.**

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- f. **There are no available journey-level workers either at the shop or on the out of work list.**

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. Firestop/Containment Worker:

Step	Hour Range or competency step	Percentage of journey-level wage rate*
1	0000 - 2000 hours	65%
2	2001 - 4000 hours	70%
3	4001 - 6000 hours	80%
4	6001 - 8000 hours	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.

- A. **Firestop/Containment Worker:** **Approximate Hours/Competency Level**

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1. Selection, Installation, Maintenance & Repair of Typical Systems for Plumbing Piping (metallic and non-metallic) through Concrete, CMU and/or Cementitious Historic Materials1000
2. Selection, Installation, Maintenance & Repair of Typical Systems for Plumbing Piping (metallic and non-metallic) through Gypsum Walls and/or Ceilings1000
3. Selection, Installation, Maintenance & Repair of Typical Systems for Hydronic Piping (metallic and non-metallic) through Concrete, CMU and/or Cementitious Historic Materials300
4. Selection, Installation, Maintenance & Repair of Typical Systems for Hydronic Piping (metallic and non-metallic) through Gypsum Walls and/or Ceilings400
5. Selection, Installation, Maintenance & Repair of Typical Systems for Process/High Purity Piping (metallic and non-metallic) through Concrete, CMU and/or Cementitious Historic Materials200
6. Selection, Installation, Maintenance & Repair of Typical Systems for Process/High Purity Piping (metallic and non-metallic) through Gypsum Walls and/or Ceilings.....200
7. Selection, Installation, Maintenance & Repair of Typical Systems for Gas/Medical Gas Piping (metallic and non-metallic) through Concrete, CMU and/or Cementitious Historic Materials.....200
8. Selection, Installation, Maintenance & Repair of Typical Systems for Gas/Medical Gas Piping (metallic and non-metallic) through Gypsum Walls and/or Ceilings.....200
9. Selection, Installation, Maintenance & Repair of Typical Applications for HVAC Systems (metallic and non-metallic) through Concrete, CMU and/or Cementitious Historic Materials400
10. Selection, Installation, Maintenance & Repair of Typical Applications for HVAC Systems (metallic and non-metallic) through Gypsum Walls and/or Ceilings500
11. Selection, Installation, Maintenance & Repair of Typical Applications for Mechanical Systems (metallic and non-metallic) for Wood Frame Construction200

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12. Selection, Installation, Maintenance & Repair of Typical Applications for Electrical Systems (including fiber optic) (metallic and non-metallic) through Concrete, CMU and/or Cementitious Historic Materials	1000
13. Selection, Installation, Maintenance & Repair of Typical Applications for Electrical Systems (including fiber optic) (metallic and non-metallic) through Gypsum Walls and/or Ceilings	1000
14. Selection, Installation, Maintenance & Repair of Typical Applications for Electrical Systems (metallic and non-metallic) for Wood Frame Construction	200
15. Selection, Installation, Maintenance & Repair of Typical Applications for Construction Joints for Concrete, CMU and/or Cementitious Historic Materials	500
16. Selection, Installation, Maintenance & Repair of Typical Applications for Construction Joints for Gypsum Walls and/or Ceilings	500
17. Selection, Installation, Maintenance & Repair of Typical Applications for Construction Joints for Wood Frame Construction.....	200
Total Hours:	8000

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):

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- Supervised field trips
- Sponsor approved training seminars (specify): **Various JATC approved training seminars including, but not limited to, OSHA 10, OSHA 30, and manufacturer specific training**
- Sponsor approved online or distance learning courses (specify): **International Association of Heat Frost Insulators & Allied Workers Online Training System**
- State Community/Technical college: **Renton Technical College**
- Private Technical/Vocational college
- Sponsor Provided (lab/classroom)
- Other (specify):

B. **144** 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.*

C. Additional Information:

NONE

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.

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2. Advanced Standing or Credit: The sponsor may provide for 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).

3. Sponsor Procedures:
 1. **Apprentices are responsible to familiarize themselves with all rules stated herein and responsible to abide by these standards of apprenticeship.**

 2. **Apprentices granted an exception regarding education requirements listed under Section II - Minimum Qualifications must show proof of High School Diploma or GED before completion of the term of apprenticeship in order to obtain Journey-level status.**

 3. **Excused absences may be allowed for: (Information/verification regarding any absence must be delivered to the Apprenticeship Committee within 7 days)**
 - a. **Illness of apprentice (must be verified).**
 - b. **Distance of place of residence to school or job, by approval of the Apprenticeship Committee.**
 - c. **Shift work or overtime: Limit of two (2) per quarter. Foreman to call in request to Apprenticeship Committee or designee ahead or scheduled class.**
 - d. **Trips and/or vacation, by prior approval of the apprenticeship committee.**
 - e. **Death in immediate family.**
 - f. **All absences not otherwise excused as above to be evaluated on a case by case basis by the Apprenticeship Committee.**

 4. **Tuition and text books shall be purchased by the apprentice before the first day of school each quarter.**

 5. **Apprentices shall not quit any job assignment. If an apprentice is terminated for cause or quits on their own, they will not be re-dispatched until they appear before the Apprenticeship Committee at their next meeting. The apprentice must be released by the Apprenticeship Committee as eligible for work before a new work assignment is issued.**

Local Apprenticeship Committee Policies

1. **Safety Policy**

2. **Alcohol and Controlled Substances Policy**

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3. **Employee Safety Responsibilities Policy**
4. **General and Job Specific Safety Rules Policy**
5. **Emergency Procedures**
6. **Personal Protective Equipment Requirements**
7. **Hazard Communication Training Requirements**
8. **Return to Work and Training Policy**
9. **Accident Prevention Plan & Policy**

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 Supplemental Instruction (RSI) classes or take part in any activity related to the Apprenticeship

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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:
 1. **In case of failure on the part of the apprentice to fulfill their obligation in classroom attendance, job performance or satisfactory work habits, the Apprenticeship Committee shall have the authority to suspend or revoke the apprentice's agreement. The employer and the union agree to carry out the instructions of the apprenticeship Committee in this regard. The apprentice agrees to abide by any such determination by the Apprenticeship Committee, subject to the normal appeal procedures as spelled out in these standards.**
 2. **The apprentice shall be evaluated by the Apprenticeship Committee annually to determine eligibility for advancement in the training program and receiving the next scheduled pay increase. In these evaluations, consideration shall be given to school attendance, progress and daily employment record of the apprentices. Failure to achieve a satisfactory evaluation may result in an extension of the apprentice's completion date and a corresponding delay in the apprentice's next wage progression as deemed necessary by the Apprenticeship Committee.**
 3. **Apprentices must maintain a satisfactory passing grade (i.e. C, 2.0, 70%) during the school year or they may be subject to discipline, suspension or cancellation of the apprenticeship agreement.**
 4. **When the apprentice is tardy for class or leave class early the Apprenticeship Committee may deem this as an unexcused absence.**
 5. **One unexcused absence from class during the entire year may be deemed as cause for the Apprenticeship Committee to extend the apprentice's completion date an additional three (3) months' with a corresponding three (3) months' delay in the apprentice's next scheduled wage progression.**
 6. **Two unexcused absences from class during the entire year may be deemed as cause for the Apprenticeship Committee to extend the apprentice's completion date an additional three (3) months with a corresponding additional three (3) months' delay in the apprentice's next scheduled wage progression.**

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7. **Three unexcused absences from class during the entire year may be deemed as cause for the Apprenticeship Committee to cancel the apprenticeship agreement, with due notice for those eligible.**
8. **If the apprentice fails to appear before the Apprenticeship Committee after due notice, disciplinary action may be invoked without a hearing.**
9. **It shall be the apprentice's responsibility to keep a complete and up to date log book provided by the JATC. Apprentices that fail to keep complete and up to date log book will be called before the Committee for possible disciplinary action or cancellation.**

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

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- the date the decision is mailed by the program sponsor. Appeals must 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 forms/reports to the Department of Labor and Industries through one of the two prescribed methods below:

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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
 - e. Section IX: Related/Supplemental Instruction
 - f. Section XI: Sponsor – Responsibilities and Governing Structure

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- 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 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.

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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 written requested document/s 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, 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:

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- a. Quorum: **A quorum shall consist of 50% of the Committee membership as long as both interest groups (employer/employee) are represented equally.**
- b. Program type administered by the committee: **GROUP JOINT**
- c. The employer representatives shall be:

**Carrie Grage, Secretary
PCI
422 South Forest Street
Seattle, WA 98134**

**Rob Boring
PCI
422 South Forrest St.
Seattle, WA 98134**

**Eric Hyatt
D&G Mechanical
Post Office Box 1330
Sumner, WA 98390**

**Bryce Hash
Hudson Bay Insulation
Post Office Box 80424
Seattle, WA 98108**

- d. The employee representatives shall be:

**Todd Mitchell, Chair
14675 Interurban Ave S
Tukwila, WA 98168**

**Greg Bowers
14675 Interurban Avenue South Suite 103
Tukwila, WA 98168**

**Jesse Walters
212 Icey Street SW
Orting, WA 98360**

**Chad Hewitt
7401 S Cushman Avenue
Tacoma, WA 98168**

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.

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

N/A

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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 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.

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.

**Douglas B. Steinmetzer, Coordinator
3000 NE 4th St Box 20
Renton, WA 98056**

**Larry Nettekoven
Renton Technical College
3000 NE 4th St. Box 20
Renton, WA 98056**