



APPRENTICESHIP PROGRAM STANDARDS
adopted by

WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

(sponsor name)

Occupational Objective(s):

SOC#

Term [WAC 296-05-015]

TRUCK DRIVER, HEAVY, CONSTRUCTION

53-3032.00

3000 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

APRIL 18, 2019

Standards Last Amended

JULY 21, 1988

Permanent Registration

By: DAVE D'HONDT
Chair of Council

By: CHRIS BOWE
Secretary of Council

WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

INTRODUCTION

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

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

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

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

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

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

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

Sponsor Introductory Statement (Required):

These Standards have been developed by representatives of the Signatory Employers and Teamster Local Unions 38, 174, 231, 252, 313, 589 and 690 affiliated with the International

WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

Brotherhood of Teamsters, assisted by the Washington State Department of Labor and Industries, Apprenticeship Section.

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 296-05-009.

The area covered by these Standards shall be as follows: ALL of the State of Washington and the following counties of Idaho: Benewah, Bonner, Boundary, Clearwater, Kootenai, Latah, Lewis, Nez Perce, Shoshone, and that part of Idaho County North of the 46th parallel.

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 working in the Idaho counties of Benewah, Bonner, Boundary, Clearwater, Kootenai, Latah, Lewis, Nez Perce, Shoshone, and that part of Idaho County North of the 46th parallel.

II. MINIMUM QUALIFICATIONS:

Minimum qualifications must be clearly stated and applied in a nondiscriminatory manner [WAC 296-05-015(17)].

Age: **At least 18 years of age.**

Education: **Can read and speak the English language sufficiently to converse with the general public, to understand highway traffic signs and signals in the English language, to respond to official inquiries, and to make entries on reports and records. (Federal Motor Carrier Safety Regulations 391.11(b))**

Physical: **DOT Physical and physical qualifications stated in Subpart E of the Federal Motor Carrier Safety Regulations 391.41.**

Testing: **None**

WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

- Other: **Valid driver license with ability to obtain a Class A CDL with all required endorsements required by the Department of Motor Vehicles (at applicant's expense).**
- a. Copy of current valid driver's license.**
 - b. Copy of current DMV report.**
- Applications must be completed and submitted within thirty (30) calendar days after the application is obtained. Failure to meet the thirty (30) day deadline will void the application.**

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 (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 (including pregnancy and gender identity), sexual orientation, color, religion, national origin, age, genetic information, disability or as otherwise specified 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 and Title 29, Part 30 of the Code of Federal Regulations.

A. Selection Procedures:

- 1. Applications will be made available to anyone who is interested regardless of any other considerations. All applicants seeking entrance into the apprenticeship program must follow these selection procedures. This pertains to everyone with or without experience related to the trade.**
- 2. Applications will be made available year round at: Teamsters Training Center, 2410 East St. Helens, Pasco, WA 99301, or such other locations as authorized by the Apprenticeship Committee. Interested applicants must personally obtain and complete applications.**
- 3. At the time of application, applicants will be required to indicate the geographical area(s) where they will be willing to work. Selection of apprenticeship will be based on geographical Areas.**
 - a. Western Washington Including:
Whatcom, Skagit, Island, San Juan, Snohomish, King, Pierce, Thurston, Mason, Kitsap, Jefferson, Clallam, Greys Harbor, Lewis, Cowlitz, Skamania, Wahkiakum, Clark and Pacific counties**

WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

- b. Eastern Washington Including:
Adams, Asotin, Benton, Chelan, Columbia, Douglas, Ferry, Franklin, Garfield, Grant, Kittitas, Klickitat, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Walla Walla, Whitman and Yakima, and Northern Idaho counties including: Benewah, Bonner, Boundary, Clearwater, Kootenai, Latah, Lewis, Nez Perce, Shoshone, and that part of Idaho County north of the 46th parallel**
 - c. Either**
- 4. Qualified Applicants will be scheduled for the Teamster Orientation Day. Teamster Orientation Day is pass/fail; a passing score of 55 out of 100 is required.**
- 5. Applicants who pass the Teamster Orientation Day will be ranked by score and placed on available-for-training list. Individuals on the available for training list must stay active on this list by checking in monthly. Failure to do so could result in removal of application and/or removal from the “available-for-training” list.**

The applicant must keep the Apprenticeship Committee office advised of a current phone number and address where they can be reached upon short notice. Failure of the applicant to comply will void the application.

If removed from the list due to the above, the applicant will not be eligible to reapply for 12 months.
- 6. Applicants will be selected from the “available-for-training” list based on geographical area of work selection.**
 - a. Western Washington**
 - b. Eastern Washington**
 - c. Either**
- 7. Applicants selected by the committee will be required to attend the 240 hours Training/CDL Preparation Course (or show proof of equivalent training) and also be required to obtain a Class A Commercial Drive License with all endorsements required by the Department of Motor Vehicles (at applicants expense) prior to being dispatched to an employer. A current DOT Medical Certificate must be provided prior to training.**
- 8. Applicants being accepted into the program will be required to take and pass a pre-employment urinalyses drug screening test before being registered. Expenses of the drug test will be paid by the JATC.**

Failure to PASS the Drug test or Refusal to take the drug test, WILL RESULT in application being voided and individual will be unable to reapply for a period

WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

of 12 months. Applicant will need to submit a **NEGATIVE Drug Test** to be able to re-apply.

9. EXCEPTIONS:

- a. Applicants of committee approved programs that have an articulation agreement with this JATC may be placed into the program.
- b. (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.
- c. (Direct Entry) An individual who signs an authorization card during an organizing effort wherein fifty percent (50%) or more of the employees have signed the authorization cards, whether or not the employer becomes signatory, and is an employee of the non-signatory employer and does not qualify as a journey-level worker, shall be evaluated by the JATC, using consistent, standards, nondiscriminatory means, and registered at the appropriate period of apprenticeship based on previous work experience and related training. When registered, individuals entering through this method must be employed by a participating employer. For such applicants to be considered, they must meet the minimum qualifications.
- d. (Direct Entry) Registered Native Americans who have secured work under a TERO Project may receive direct entry into apprenticeship provided:
 - (1) The employer is an approved training agent of these Standards.
 - (2) The applicant has met the minimum qualifications.
- e. (Direct Entry) Employees of employers who have secured contracts under a project agreement requiring apprenticeship utilization and who do not qualify as having journey-level skills, may receive direct entry as an apprentice provided that:
 - (1) The employer is an approved training agent of these Standards.
 - (2) The applicant has met the minimum qualifications.
- f. (Direct Entry) Transitioning military, military veterans, or participants in the Helmets to Hardhats program may be given direct entry into the apprenticeship program. Preference will be given based on prior experience, related training, and driving record.

WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

B. Equal Employment Opportunity Plan:

1. **Participation in annual workshops, if available, designed to familiarize all concerned with the training system and current opportunities.**
2. **Engage in any other such action as stated above to insure that recruitment, selection, employment, and training of apprentices shall be without discrimination because of race, color, religion, national origin, or sex.**
3. **Selection from lists of qualified applicants for training, in other than order of ranking, so as to reach women (minority and non-minority) or minorities.**

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 296-05-015].

The term of apprenticeship shall not be less than 3000 hours of 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 296-05-015(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

WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

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.

All apprentices employed in accordance with these Standards shall be subject to an initial probationary period of 600 hours of reasonably continuous employment.

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 296-05-015(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:

The ratio of apprentices to journey-level workers shall be one (1) journey-level worker for each one (1) apprentice per job, per contractor.

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

WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

based on the specified journey-level wage for their occupation. Wage increases are based on hours worked or competencies attained. The sponsor determines wage increases. Sponsors must submit the journey-level wage at least annually or whenever changed to the department as an addendum to these standards. Journey-level wage reports may be submitted on a form provided by the department. Apprentices and others should contact the sponsor or the Department for the most recent Journey-level wage rate.

- B. Sponsors can grant advanced standing, and grant a wage increase, when apprentices demonstrate abilities and mastery of their occupation. When advanced standing is granted, the sponsor notifies the employer/training agent of the wage increase the apprenticeship program standard requires.

C. Wage Progression Schedules

Apprentices shall receive the same travel, zone pay, and fringe benefits accorded journey-level Teamsters under the terms of the collective bargaining agreement.

Step	Hour Range or competency step	Percentage of journey-level wage rate*
1	0000 – 1000 hours	70%
2	1001 – 2000 hours	80%
3	2001 - 3000 hours	90%

The records of the Teamsters Construction Industry Welfare Trust shall be used to verify the work hours of all Teamster apprentices.

The wage for each trade objective shall be submitted for approval and shall remain in effect until amended.

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. Truck Driver, Heavy, Construction:

APPROXIMATE HOURS

Must demonstrate proficiency (as part of the 3000 minimum hours) by logging a minimum of one hundred sixty (160) hours on at least five (5) separate pieces

WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

of equipment during the term of the apprenticeship. This may include equipment that is listed or would be listed on any of the following three lists.

1. **Construction Trucks.....1000**
Side dump, end jump, catwagon, articulated off-highway truck, solo end dump truck, top loaded container and chassis, roll-off dump body, off-road end dump, hard tails, tack truck, transit mixer, water truck, sweeper truck, and conveyor aggregate delivery truck.
2. **Construction Tractor/Trailer or Truck/Trailer Combinations:1000**
Articulating end dump, dump truck and pup, transfer dump truck and trailer, truck and trailer, truck tractor and semi-trailer such as: pneumatic trailer (dry bulk), side dump trailer, hopper trailer, semi end dump trailer, flow boy (walking floor) trailer, belly dump (single trailer or combination), debris trailer, chip trailer, flatbed trailer, stretch trailer.
3. **Service Trucks and Support Activities:1000**
Water truck, water pull, sweeper truck, distributor truck, tack truck, lowboy, dump truck and tilt trailer/ramp trailer/equipment trailer, truck mounted cranes with load bearing surfaces, mechanic, service greaser, fuel truck, forklift off loading deliveries in warehouse and storage area, repair welder, tire repair, warehousing, and receiving/inventory.

TOTAL HOURS: 3000

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.

WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

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

☒ Supervised field trips

☐ Sponsor approved training seminars (specify)

☐ Sponsor approved online or distance learning courses (specify)

☐ State Community/Technical college

☐ Private Technical/Vocational college

☐ Sponsor Provided (lab/classroom)

☒ Other (specify): **Additional Classes/events/training opportunities as approved by the JATC.**

B. **228** Minimum RSI hours per year defined per the following [see WAC 296-05-015(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:

By the completion of the apprenticeship, apprentices will complete a total of 288 RSI hours. The 288 RSI hours will include 48 hours of Hazardous Waste Worker Training (HAZMAT). The Committee reserves the right to grant an apprentice credit for a portion of the 288 required RSI hours.

In the event an apprentice has completed all of their required RSI (288 hours), but has less than the required OJT, the apprentice will not be required to attend further classes unless directed by the Committee.

IX. 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:

WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

1. Voluntary Suspension: A temporary interruption in progress of an individual's apprenticeship agreement at the request of the apprentice and granted by the sponsor. The program sponsor shall review apprentices in suspended status at least once each year to determine if the suspension is still appropriate.
2. Advanced Standing or Credit: The sponsor may provide 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 296-05-015(11).
3. Sponsor Procedures:

Definitions (not elsewhere listed)

MANAGEMENT shall mean any employer having contractual relationship with the local union which subscribes to terms and conditions of these Apprenticeship Standards, and which has facilities and equipment to properly train an apprentice.

LABOR shall mean Washington Construction Teamsters and its affiliated local(s).

1. The committee may accelerate or extend through to evaluation process, the advancement of an apprentice in each and every pay period.
2. Extended periods of unemployment will be construed as an unfulfilled training requirement and the Apprenticeship Committee may place the apprentice in suspension until employment is regained. If the suspension period extends beyond six (6) months, the Apprenticeship Committee may drop the apprentice from the program. In such cases, the State Apprenticeship and Training Council shall be notified and the apprentice shall have the right to appeal.
1. It shall be the apprentice's responsibility to maintain a progress record of work experience performed in accordance with the appropriate classification schedule. Such records shall be forwarded to the Apprenticeship Committee after they have been signed by the employer or appropriate representative of the employer. The above records shall contain the apprentice's name, classification, employer, month and year of report, as well as hours of work performed.

Progress records **MUST** be turned in by the 10th day of the following month.

Each apprentice who is late in turning in his/her work experience report will have the following penalties imposed:

WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

- First Offense:** Up to 30 days actual work delay in his/her next advancement.
- Second Offense:** Up to 60 days actual work delay in his/her work advancement.
- Third Offense:** Cause for cancellation of registration.

- 4. It is the apprentice's responsibility to keep his/her current address on file with the committee and training center.**
- 5. Apprentices must remain on the out-of-work list during periods of unemployment and be available during dispatch hours, either by phone or at the union hall.**
- 6. Apprentices shall be responsible for contacting and informing the coordinator's office of any termination from a job.**
- 7. No unemployed apprentice will have the right to turn down a job within the geographical area selected by the Apprentice. Apprentices have the right to change their geographical area preference at any time PRIOR to a job issue.**

Apprentices turning down a job within their preferred geographical work area, without first contacting the Coordinator's office, may be dropped to the bottom of the list.

Apprentices who turn down a second job will be seen by the JATC and may receive disciplinary action up to and including cancellation of the apprenticeship agreement.

- 8. No apprentice will be allowed to quit their job without approval from the Apprenticeship Coordinator. Apprentices who refuse work assignments are subject to disciplinary action up to cancellation of the apprenticeship.**
- 9. The apprenticeship Committee may, at any time, rotate an apprentice who is not receiving proper training or for any other reason they feel will benefit the apprentice.**
- 10. All apprentices must be released from "on-the-job" commitments to attend scheduled related instruction.**
- 11. The safety code for attending class shall be as follows: No tank tops or sleeveless undershirts. Adequate leather foot protection (no thongs, tennis shoes or bare feet).**
- 12. The apprentice must properly notify the instructor, coordinator, or an Apprenticeship Committee member of any absence from school, classes,**

WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

stating the reason for absence. The Apprenticeship Committee at its' discretion, will examine the absence excuse and determine if the excuse is satisfactory.

School classes are 8-10 hours per day

Unexcused absences will be adequate reason for the Apprenticeship Committee to take the following action:

- a. Failure to attend one (1) RSI class period will result in the completion of an additional one hundred (100) OJT hours prior to the next step increase being granted.
- b. Failure to attend one (2) RSI class period will result in the completion of an additional one hundred (200) OJT hours prior to the next step increase being granted.
- c. Failure to attend three (3) classes will result in suspension from the program and possible cancellation of the agreement by the JATC.

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.

WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

- 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 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:
(insert text)
- C. Apprentice Complaint Procedures:
 1. The apprentice must complete his/her initial probationary period in order to be eligible to file a complaint (WAC 296-05-105).
 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 296-05-105). 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.

WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

D. Apprentice Complaint Review/Appeals Procedures:

1. If the apprentice disagrees with the program sponsor's decision, the apprentice must submit a written appeal to L&I's apprenticeship section within 30 calendar days from the date the decision is mailed by the program sponsor. Appeals must 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 296-05-009): (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:

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

WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

request. Records required by WAC 296-05-100 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:

Sponsors shall submit required forms/reports through assigned state apprenticeship consultant. Forms may be obtained through the programs assigned apprenticeship consultant.

Sponsors shall submit required reports through the Apprentice Registration and Tracking System (ARTS).

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

WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

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

C. Management of Apprentices:

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

WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

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 296-05-009)

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:

WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

- a. **Quorum: To constitute a quorum at any regular or special meeting of the Committee, there must be present in person at least one Employer Representative and one Employee Representatives. An absent Representative may give his written proxy to be voted by a Representative in attendance. In the determination of any matter coming before the Committee for consideration, the Employer Representative and the Employee Representative shall each have one vote, as a group or unit, and not otherwise. The vote of each group or unit shall be controlled by a majority within such group or unit.**
- b. **Program type administered by the committee: Group Joint**
- c. **The employer representatives shall be:**

**Doug Migas, Secretary
Inland Asphalt Company
955 West Lacy
Richland, WA 99352**

**Joslyn James
ACME Concrete Paving, Inc.
E. 4124 Broadway
Spokane, WA 99202**

**John Hurd
Lakeside Industries
PO Box 7016
Issaquah, WA 98027**

**Bobby Scarsella, Alternate
Scarsella Bros.
PO Box 68697
Seattle, WA 98168-0697**

- d. **The employee representatives shall be:**

**Val Holstrom, Chair
Teamsters Local 690
1912 N. Division #200
Spokane, WA 99207**

**Russell Shjerven
Teamsters Local 839
1103 W. Sylvester St.
Pasco, WA 99301**

**Larry Boyd
Teamsters Local 174
14675 Interurban Ave S. Ste #303
Tukwila, WA 98168**

**John Emrick, Alternate
Teamsters Local 313
220 South 27th St.
Tacoma, WA 98402**

WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

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:

(Plant Program Administrator)

(Plant Program Administrator)

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.

**Ricardo Lopez, Director
2410 E. Saint Helens St.
Pasco, WA 99301**