



BRINDERSON
an AEGION company

Received 8/26/19 Bellingham - JWP

Brinderson, LLC
235 North Hill Road
Burlington, WA 98233
Tel: 360.488.4756
www.brinderson.com

Teri Gardner 8-30-19

August 22, 2019

VIA FEDERAL EMAIL (pega235@LNI.WA.GOV)

Mr. Gary Peterson
WA. State Labor & Industries
Apprenticeship Consultant
1720 Ellis Street, Ste. 200
Bellingham, WA 98225-4647

Re: Brinderson, LLC's Apprenticeship Program Standards Submission

Dear Mr. Peterson:

Enclosed herewith, please find Brinderson, LLC's Apprenticeship Program Standards and supporting documents ("Standards") for submission to the Washington Apprenticeship and Training Council ("WSATC") for consideration at the October 17, 2019 Quarterly meeting.

As you know, Brinderson representatives have worked closely with you over the last several months to develop these Standards with the goal of having the Standards filed with the WSATC by the September 2, 2019 deadline for consideration at the October 17, 2019 Quarterly meeting. We met with you as recently as the date of this letter to finalize the Standards for submission and believe the Standards are complete and ready for submission to the WSATC.

It is our understanding that you will acknowledge receipt of our submission. Upon your review of documents for completeness and presuming no further revisions are necessary, we understand your approval will further consist of submitting Standards and associated documents to WSATC in Tumwater, WA.

If any revisions are necessary upon your review of the Standards, we ask that you please provide us with the appropriate information to make any such revisions by 5:00 p.m. on August 28, 2019 so that we are able to revise the Standards in time to meet the September 2, 2019 deadline.

We appreciate your attention to this matter and the support you have provided throughout this process.

Sincerely,

Rhett Dixon
General Manager Operations
Brinderson, LLC

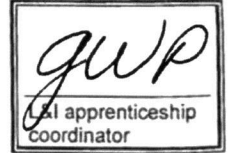
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Department of Labor & Industries
Apprenticeship Section
PO Box 44530
Olympia WA 98504-4530



REQUEST FOR APPROVAL OF PROPOSED STANDARDS



TO: Washington State Apprenticeship & Training Council

FROM Brinderson LLC. - Industrial Maintenance Mechanic

Teri Gardner 8-30-19

NAME OF PROGRAM STANDARDS

Check appropriate box:

☒ Committee

☐ Plant

☐ OJT

| OCCUPATION(S): | HOURS: | SOC #: |
|---------------------------------|--------|------------|
| Industrial Maintenance Mechanic | 8000 | 49-9041.00 |
| | | |
| | | |
| | | |

Authorized Signatures:

Chair:

[Signature]

Approved by:
Washington State Apprenticeship & Training Council

Secretary

Secretary of Council

Date:

8-19-19

Date:

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Teri Gardner 8-30-19



APPRENTICESHIP PROGRAM STANDARDS
adopted by

BRINDERSON LLC. – INDUSTRIAL MAINTENANCE MECHANIC

(sponsor name)

Occupational Objective(s):

SOC#

Term [WAC 296-05-015]

INDUSTRIAL MAINTENANCE MECHANIC

49-9041.00

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:

Provisional Registration

Standards Last Amended

Permanent Registration

By: _____
Chair of Council

By: _____
Secretary of Council

Teri Gardner 8-30-19
Teri Gardner 9-11-19

INTRODUCTION

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

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

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

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

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

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

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

Sponsor Introductory Statement (Required):

The Brinderson LLC. Apprenticeship Standards have as their objective the training of Industrial Maintenance Mechanic skilled in all phases of the industry. The Sponsor

BRINDERSON LLC – INDUSTRIAL MAINTENANCE MECHANIC

recognizes that to accomplish this, there must be a well-developed on-the-job learning combined with related classroom instruction.

This recognition has resulted in the development of these Standards of Apprenticeship.

They were developed in accordance with the basic standards recommended by the Washington State Apprenticeship and Training Council (WSATC), as a basis from which the Sponsor can work to establish an apprenticeship training program that meets the particular needs of the area.

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 Pierce, Skagit and Whatcom counties in facilities engaged in activities described by North American Industry Classification System 324110 or 325110.

II. MINIMUM QUALIFICATIONS:

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

Age: **Applicants shall be at least 18 years of age.**

Education: **A high school diploma, General Educational Development (GED) equivalency or other high school equivalency credential is required.**

Physical: **Applicants must be physically capable of performing the work of this trade with or without reasonable accommodations, and without posing a direct threat to the health and safety of the individual or others.**

Testing: **NONE**

Other: **Applicants must be a current employee of Brinderson LLC.**

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

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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. The company shall recruit applicants using a company-wide internal job posting announcing openings as they occur in the apprentice occupation. The posting will come in the form of an approved flyer or letter.**
- 2. Applicants must provide an official transcript(s) for high school and any post-high school education. Applicant must submit the GED certificate or other high school equivalency credential if applicable. Applicant must also submit proof of required minimum qualification age.**
- 3. Applicants must submit a DD-214 to verify military training and/or experience if they are a veteran and wish to receive consideration for such training/experience.**
- 4. The company shall select the apprentices from those employees in the company who answer the posting.**
- 5. Selection shall be based on past work history, a demonstrated learning ability, prior schooling or experience, and Committee interview panel.**
- 6. The Committee will notify applicants of the selection.**

B. Equal Employment Opportunity Plan:

It is the mission of Brinderson LLC. that the training of apprentices shall be without discrimination. Brinderson LLC. is committed to providing Equal Employment Opportunity (EEO) to all people regardless of race, color, national origin, sex, religion, sexual orientation, disability, veteran status, or as otherwise specified by law.

The Brinderson LLC shall take the following affirmative actions:

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

BRINDERSON LLC – INDUSTRIAL MAINTENANCE MECHANIC

- 2. Cooperate with school boards, community colleges and vocational schools to develop programs, which prepare students for entrance into apprenticeship.**
- 3. Encourage women, minorities and veterans to meet apprenticeship minimum qualifications with the goal of developing their skills through apprenticeship.**
- 4. Grant credit for previous trade experience or trade-related courses for all applicants equally.**

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 be eight thousand (8000) hours of reasonably continuous on the job training including the apprenticeship initial probationary period.

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 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.

BRINDERSON LLC – INDUSTRIAL MAINTENANCE MECHANIC

- 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.

C. The initial probationary period shall be the first one thousand six hundred (1,600) hours of the apprenticeship 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) apprentice to one (1) journey-level worker on each jobsite.

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

BRINDERSON LLC – INDUSTRIAL MAINTENANCE MECHANIC

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

Industrial Maintenance Mechanic

| Step | Hour Range or competency step | Percentage of journey-level wage rate* |
|----------|-------------------------------|--|
| 1 | 0000 – 1000 hours | 60% |
| 2 | 1001 – 2000 hours | 65% |
| 3 | 2001 – 3000 hours | 70% |
| 4 | 3001 – 4000 hours | 75% |
| 5 | 4001 – 5000 hours | 80% |
| 6 | 5001 – 6000 hours | 85% |
| 7 | 6001 – 7000 hours | 90% |
| 8 | 7001 – 8000 hours | 95% |

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. Industrial Maintenance Mechanic

Approximate Hours/Competency Level

- 1. Safety – Equipment Maintenance, PPE, Safety Processes & Procedures 600**
 - a. New Hire Training & Refreshers**
 - b. Refinery Safety Orientation**
 - c. CPR First Aid**
 - d. Confined Space & Safety Watch**
 - e. Refinery Environmental Health & Safety**
 - f. High Hazard Training**
 - g. Scaffold Safety & Awareness**

BRINDERSON LLC – INDUSTRIAL MAINTENANCE MECHANIC

2. Preventative & Corrective Maintenance 2800
 - a. Preventative; Clean, Lube, Discovery, Check/Disassemble Machinery and Equipment
 - b. Check/Adjust Pressures, and Specification Tolerances
 - c. Implement, and Monitor Maintenance Schedules
 - d. Corrective; Checkout, and Disassemble to Repair Machinery and Equipment
 - e. Reassemble Machinery and Equipment with Repaired and/or New Components Per Specifications
 - f. Align, Calibrate, and Test Devices for Conformance
 - g. Support Process Safety Systems Review for Startup
3. Repair, Replace Process Piping & Utility Systems 1400
 - a. Repair, Fabricate, & Replace Pipe, Hose, and Tubing for Process Systems.
 - b. Repair & Replace Flanges, Gaskets, Gauges, Valves, Sight-Glass, Pressure and Vacuum Regulators.
 - c. Blinding & Hydro Testing.
 - d. Test for Proper Fit, Operation and Integrity.
 - e. Test, Repair, Replace Hydraulics & Pneumatic to Include On-Site Fabrication
4. Process Equipment Maintenance 1500
 - a. Exchangers, Vessels, Pumps, Conveyor Systems and Startup.
 - b. Open, Clean, Service Vessels, Towers (Internals), Fin Fans, Coolers, Heaters.
 - c. Open, Clean, Remove and Replace Exchanger Bundles.
 - d. Remove and Replace Pumps, Compressors, Conveyors, and Check Required Alignment.
 - e. Clean and Lubricate Material Handling Equipment, Adjust/Replace Belts, and Other Moving Parts.
5. Rigging & Signaling 100
6. Demolition 300
7. Welding 800
 - a. Fundamentals of Welding Processes.
 - b. Oxyfuel Cutting.
8. Worksite Management 500
 - a. Housekeeping/Cleanup.

Total Hours/# of Competency Levels: 8000

BRINDERSON LLC – INDUSTRIAL MAINTENANCE MECHANIC

IX. RELATED/SUPPLEMENTAL INSTRUCTION:

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

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

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

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

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

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

☐ Supervised field trips

☒ Sponsor approved training seminars (specify) **Third party vendors, Equipment rental manufactures, Local agencies and Safety training providers**

☒ Sponsor approved online or distance learning courses (specify) **NCCER Connect, Vital Source, Biz Library, Pearson Construction Books**

☐ State Community/Technical college

☐ Private Technical/Vocational college

☒ Sponsor Provided (lab/classroom) **Integrity Safety, Brinderson LLC Facilities**

☐ Other (specify):

B. **(178)** 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: **(January)** through **(December)**.

☐ 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.*

BRINDERSON LLC – INDUSTRIAL MAINTENANCE MECHANIC

C. Additional Information:

- 1. Apprentices will be responsible for completing the prescribed curriculum within the designated RSI schedule. All courses exams are required to be completed with a 70% or better score.**
- 2. Apprentices who do not complete the required hours of RSI during a given segment will have the term of that segment extended until the required number of hours of training are accrued. The Apprentice and Training coordinator will work together to establish a plan for making up incomplete courses.**
- 3. The recommended term of apprenticeship will include no less than 178 hours of related instruction for each year of the apprenticeship. Apprentices agree to take such courses, as the Committee deems advisable. The Committee will secure the instructional aids and equipment it deems necessary to provide quality instruction.**
- 4. All apprentices are required to attend RSI as scheduled.**

X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

A. Administrative Procedures:

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

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

A. A daily record of hours worked in each Work Processes category will be maintained by each apprentice. Apprentices will review their correctly completed and signed Work Process Reports weekly with their supervisor or designee. Apprentices will submit the Work Process Reports monthly to the Training Coordinator. The reports will be submitted on or before the 10th of the

BRINDERSON LLC – INDUSTRIAL MAINTENANCE MECHANIC

following month. Apprentices are encouraged to keep a hardcopy record of all Work Process Reports.

B. The apprentice's supervisor or designee will sign off the apprentice record of hours worked in each Work Process category every week.

C. It is the responsibility of the apprentice to keep an updated record of required safety training to work in the industry. Example (TWIC card, Site Orientations, and High Hazard Training).

D. During the term of apprenticeship, the apprentice shall be given such instruction during the OJT & RSI portions to develop the skills and knowledge necessary for advancement on the job and proficiency in their occupation.

E. The Classroom Policies and Procedures shall be adhered to at all times by the apprentice. Apprentices will receive a copy of Classroom Policies and Procedures on an annual basis. The apprentice must sign and acknowledge all classroom rules prior to starting RSI instruction.

F. Apprentices must be in classroom with the required materials and be ready for class by the scheduled time of class.

G. Apprentices who violate any Brinderson LLC facility Safety and Health policies, engage in behavior that disrupts related supplemental instruction, or returns from break having used alcohol or drugs, may be removed from class and will be reported as soon as possible to the Apprenticeship Coordinator or designee. The Apprenticeship Coordinator or designee will attempt to resolve the issue immediately or advance the issue to the Committee.

H. Overtime hours worked shall be recorded as actual hours worked.

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.

BRINDERSON LLC – INDUSTRIAL MAINTENANCE MECHANIC

- 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 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:
 - a. **When violations of these Standards by apprentices occur, they will be acted upon by the Apprenticeship Coordinator and/or the Committee as outlined below.**
 - b. **The Apprenticeship Coordinator will first and always attempt to resolve problems informally by communicating with all concerned parties.**
 - c. **If attendance is required at a Committee meeting, a notification will be sent to the apprentice and will contain the alleged violations.**
 - d. **If an apprentice fails to appear before the Committee when notified, the Committee may discipline the apprentice in their absence up to cancellation of apprenticeship agreement.**
 - e. **At the Committee meeting, the Committee will make its decision based solely upon the most credible evidence submitted at the meeting.**
 - f. **Apprentices will be notified in writing of the decision of the Committee.**
 - g. **Failure to attend RSI as scheduled may be cause for the apprentice to appear before the Committee and explain why they did not attend or complete all**

BRINDERSON LLC – INDUSTRIAL MAINTENANCE MECHANIC

courses with a required passing score. The Committee will take appropriate disciplinary action and may cancel the apprenticeship agreement after due notice to the apprentice and opportunity for corrective action.

h. Apprentices who fail to submit their Work Process Reports on time for two (2) months within a year will be called before the Committee.

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.

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.

BRINDERSON LLC – INDUSTRIAL MAINTENANCE MECHANIC

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 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.

Or;

BRINDERSON LLC – INDUSTRIAL MAINTENANCE MECHANIC

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
 - g. Section XII: Subcommittees
 - h. Section XIII: Training Director/Coordinator

BRINDERSON LLC – INDUSTRIAL MAINTENANCE MECHANIC

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. If, for any reason, a layoff of an apprentice occurs, the apprenticeship agreement will remain in effect unless canceled by the sponsor.

BRINDERSON LLC – INDUSTRIAL MAINTENANCE MECHANIC

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:
 - a. Quorum: **SEE ABOVE**
 - b. Program type administered by the committee: **Individual Non Joint**

BRINDERSON LLC – INDUSTRIAL MAINTENANCE MECHANIC

c. The employer representatives shall be:

**Lou Hall – Chair
235 N. Hill Blvd.
Burlington, WA. 98233**

**Colby Weg
235 N. Hill Blvd.
Burlington, WA. 98233**

**Loree Collins – Alternate
235 N. Hill Blvd.
Burlington, WA. 98233**

**Alexandra McClendon - Alternate
235 N. Hill Blvd.
Burlington, WA. 98233**

d. The employee representatives shall be:

**Joe Buck
235 N. Hill Blvd.
Burlington, WA. 98233**

**Gary Serrano – Secretary
235 N. Hill Blvd.
Burlington, WA. 98233**

**Chris Bitterman – Alternate
235 N. Hill Blvd.
Burlington, WA. 98233**

**Rich Mc.Bride – Alternate
235 N. Hill Blvd.
Burlington, WA. 98233**

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:

NA

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

BRINDERSON LLC – INDUSTRIAL MAINTENANCE MECHANIC

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.

**Mike Castillo
235 N. Hill Blvd.
Burlington, WA. 98233**

Apprenticeship Related/Supplemental Instruction (RSI) Plan Review

| | | |
|---|------------------------|----------------------|
| Program Sponsor Brinderson LLC.- Industrial Maintenance Mechanic | | Teri Gardner 8-30-19 |
| Skilled Occupational Objective Industrial Maintenance Mechanic | | Teri Gardner 9-11-19 |
| Term/OJT Hours 8000 Hours | Total RSI Hours 712 | |
| Training Provider Brinderson LLC | | |

By the signature placed below, the **program sponsor** agrees to provide the prescribed RSI for each registered apprenticeship and assures that:

1. The RSI content and delivery method is and remains reasonably consistent with the latest occupational practices, improvements, and technical advances.
2. The RSI is coordinated with the on-the-job work experience.
3. The RSI is provided in safe and healthful work practices in compliance with WISHA and applicable federal and state regulations.

Mike Castillo

Printed Name of Program Sponsor

Signature of Program Sponsor

By the signature placed below, the **training provider** assures that:

1. The RSI will be conducted by instructors who meet the qualifications of "competent instructor" as described in WAC 296-05-003.
 - a. Has demonstrated a satisfactory employment performance in his/her occupation for a minimum of three years beyond the customary learning period for that occupation; and
 - b. Meets the State Board for Community and Technical Colleges requirements for a professional technical instructor (see WAC 131-16-080 through -094), or be a subject matter expert, which is an individual, such as a journey worker, who is recognized within the industry as having expertise in a specific occupation; and
 - c. 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 the related technical instruction.
2. If using alternative forms of instruction, such as correspondence, electronic media, or other self-study, such instruction is clearly defined.

Mike Castillo

Print Name Training Provider

Signature of Training Provider

Training Manager

Title of Training Provider

Brinderson LLC

Organization of Training Provider

If there are additional training providers, please provide information and signatures on the next page.

Additional Resources: Apprenticeship Related Supplemental Instruction (RSI) Plan Review Glossary of Term (F100-519-000) and Apprenticeship Related Supplemental Instruction (RSI) Plan Review Criteria (F100-521-000).

SBCTC Program Administrator has reviewed RSI plan and recommendations of the Trade Committee.

Click or tap here to enter text.

Print Name of SBCTC Program Administrator

Signature of SBCTC Program Administrator

Date

☐ SBCTC recommends approval

☐ SBCTC recommends return to sponsor

Additional Training Providers (if necessary)

Teri Gardner 8-30-19 Teri Gardner 9-11-

Click or tap here to enter text.

Print Name Training Provider

Click or tap here to enter text.

Title of Training Provider

Click or tap here to enter text.

Print Name Training Provider

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Title of Training Provider

Signature of Training Provider

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Organization of Training Provider

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Organization of Training Provider

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| | |
|------------------------------------|--|
| Program Sponsor: Brinderson LLC | Skilled Occupational Objective: Industrial Maintenance Mechanic |
|------------------------------------|--|

Note: The description of each element must be in sufficient detail to provide adequate information for review by the SBCTC and Review Committee. To add more elements, click on the plus sign that appears below the "Description of element/course" field.

Teri Gardner 8-30-19

Describe minimum hours of study per year in terms of (check one):

- ☐ 12-month period from date of registration.
☒ Defined 12-month school year.
☐ 2,000 hours of on-the-job training.

Teri Gardner 9-11-19

| | |
|--|----|
| Element/Course: Brinderson Safety Orientation Year 1 | 42 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Brinderson LLC. | |
| Description of element/course: Brinderson Safety Orientation: covers the following OSHA topics AES Values, Injury and Illness Prevention, GHS, Asbestos Awareness, Benzene Awareness, H2S, Hexavalent Chromium Awareness, Bloodborne Pathogens, Stop Work Authority, Fatigue Management, Respiratory Management, JHA, PPE, Hearing Conservation, Confined Space, Hot Work, Electrical Awareness, Excavation and Trenching, Fall Protection, Fire Safety, Ladder Safety, LOTO, First Line Break and Portable Power Tools, Back Injury Prevention, Heat Related Illness, Hazard Communication Program, Fatigue Management, Respiratory Protection Program, Zero Accident Process, Scaffolding Awareness, Excavations, Fall Prevention/Protection, Ladders, Line Cutting, Stretching Program, Hydrogen Sulfide, Oxy-Fuel Cutting, General Fire Protection. Quarterly Focus Four Training: A yearlong safety initiative designed to improve safety culture by spotlighting four categories that have higher trending incident rates and generates an enhanced employee awareness through the integration of site materials and employee involvement. High Hazard Facility Training: Fundamentals of the Petroleum Refining Industry. Students will learn the basic safety principles associated with working in High Hazard Facilities. Students will learn about examples of specific interdependencies and relationships of trades for work being performed in the field | |

| | |
|---|------------------|
| Element/Course: Orientation to the Trade Year 1 | Planned Hours: 5 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Brinderson LLC. | |
| Description of element/course: Covers the history of the trade, and the kinds of work and work environments industrial maintenance craftspeople would find in the field. Describes the apprenticeship and training programs available, as well as the career opportunities in industrial maintenance. The responsibilities and characteristics a worker should possess are also described. | |

| | |
|--|-------------------|
| Element/Course: Introduction to Basic Safety Year 1 | Planned Hours: 15 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Brinderson LLC. | |
| Description of element/course: Presents basic safety concepts and explains the difference between regulatory compliance and best practices. Introduces OSHA and describes how accidents and their associated costs affect everyone on a job site. Describes the OSHA focus four hazards. Discusses the selection and use of appropriate personal protective equipment (PPE). Describes fire protection and prevention. Provides an overview of the hazards and safeguards associated with hot and cold weather work, walking and working surfaces, and tools. | |

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Enter any content that you want to repeat, including other content controls. You can also insert this control around table rows in order to repeat parts of a table.

| | |
|---|------------------|
| Element/Course: Basic Communication Skills Year 1 | Planned Hours: 8 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | |
| Provided by: Brinderson LLC <i>Teri Gardner 8-30-19 Teri Gardner 9-11-19</i> | |
| Description of element/course: <i>Provides good techniques for effective communication on the job. Includes examples that emphasize the importance of both written and verbal communication skills. Describes the importance of reading skills in the construction industry and covers proper techniques to use in a variety of different written communication formats.</i> | |

| | |
|--|-------------------|
| Element/Course: Craft Related Math Year 1 | Planned Hours: 15 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | |
| Provided by: Brinderson LLC. | |
| Description of element/course: <i>Explains how to use ratios and proportions, solve basic algebra, area, volume, and circumference problems, and solve for right triangles using the Pythagorean theorem.</i> | |

| | |
|--|-------------------|
| Element/Course: Basic Layout Year 1 | Planned Hours: 20 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | |
| Provided by: Brinderson LLC. | |
| Description of element/course: <i>Discusses the tools used in layout. Explains how to lay out baselines using the arc method and 3-4-5 method.</i> | |

| | |
|---|-------------------|
| Element/Course: Construction Drawings Year 1 | Planned Hours: 13 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | |
| Provided by: Brinderson LLC. | |
| Description of element/course: <i>Introduces plot plans, structural drawings, elevation drawings, as-built drawings, equipment arrangement drawings, P&IDs, isometric drawings, basic circuit diagrams, and detail sheets.</i> | |

| | |
|--|------------------|
| Element/Course: Tools of the Trade Year 1 | Planned Hours: 5 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | |
| Provided by: Brinderson LLC. | |
| Description of element/course: <i>Provides an introduction to the hand and power tools used in industrial maintenance. Covers safety procedures and techniques for use of these tools.</i> | |

| | |
|--|-------------------|
| Element/Course: Gaskets and Packing Year 1 | Planned Hours: 10 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | |
| Provided by: Brinderson LLC. | |
| Description of element/course: <i>Introduces types of gaskets and gasket material, types of packing and packing material, and types of O-ring material. Explains the use of gaskets, packing, and O-rings, and teaches how to fabricate a gasket.</i> | |

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|--|------------------------------------|--------|----------------|----|
| Element/Course: | Small mobile and support equipment | Year 1 | Planned Hours: | 15 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. <i>Teri Gardner 8-30-19 Teri Gardner 9-11-19</i> | | | | |
| Description of element/course: | | | | |
| <i>Introduces the safety procedures and methods of operation for motorized support equipment, including forklifts, manlifts, scissor lifts, compressors, and generators.</i> | | | | |

| | | | | |
|--|-------------------|--------|----------------|----|
| Element/Course: | Material Handling | Year 1 | Planned Hours: | 10 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: | | | | |
| <i>Introduces the equipment and techniques of material handling, and how to manage and clean work site.</i> | | | | |

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|---|--------------------------------|--------|----------------|---|
| Element/Course: | Basic Rigging and Signalperson | Year 1 | Planned Hours: | 8 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: | | | | |
| <i>This course is designed to provide the attendee with the BASIC knowledge and skills to identify unsafe conditions while using rigging hardware with wire rope, chain, and synthetic slings. Signal person helping the operator avoid side loading, power line safety, and most important – where a signal person must position themselves to ensure adequate personal safety and communications with the equipment operator.</i> | | | | |

| | | | | |
|---|-----------------------|--------|----------------|---|
| Element/Course: | Fasteners and Anchors | Year 1 | Planned Hours: | 5 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: | | | | |
| <i>Covers the hardware and systems used by an industrial maintenance craftsperson. Describes various types of anchors and supports, their applications, and how to install them safely.</i> | | | | |

| | | | | |
|--|-----------------------------------|--------|----------------|---|
| Element/Course: | Introduction to Piping Components | Year 1 | Planned Hours: | 5 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: | | | | |
| <i>Introduces chemical, compressed air, fuel oil, steam, and water systems. Explains how to identify piping systems according to color codes.</i> | | | | |

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|--|----------------------------|--------|----------------|---|
| Element/Course: | Focus Four Safety Training | Year 1 | Planned Hours: | 2 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: | | | | |
| <i>A safety initiative designed to improve safety culture by spotlighting four categories that have trending incident rates and generating an enhanced employee awareness through the integration of weekly and monthly safety briefs with employee involvement.</i> | | | | |

| | | | | |
|--|--------|--------|----------------|----|
| Element/Course: | Valves | Year 2 | Planned Hours: | 10 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: | | | | |

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Received 8/26/19 Bellingham - GWP

Explains how to Identify, Install, and Maintain Valves. Discusses how to remove and install threaded and flanged valves, how to replace valve stem O-ring and bonnet gaskets, and how to repack a valve stuffing box. Also discusses the purpose of valve packing.

Teri Gardner 8-30-19 Teri Gardner 9-11-19

| | | |
|--|--------|-------------------|
| Element/Course: Bolt up and Flange makeup | Year 2 | Planned Hours: 10 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | |
| Provided by: Brinderson LLC. | | |
| Description of element/course: <i>Proper technique for flanges assembly and fit. Gasket confirmation and validation of specified type. Determine correct stud/bolt size. Requirements for tightening and torquing mechanical joint connections. Identify correct tubing connection assembly. Module to include quality confirmation using specific tag information for flange and mechanical integrity.</i> | | |

| | | |
|--|--------|------------------|
| Element/Course: Pumps and Drivers | Year 2 | Planned Hours: 5 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | |
| Provided by: Brinderson LLC. | | |
| Description of element/course: <i>Explains centrifugal, rotary, reciprocating, metering, and vacuum pump operation and installation methods, as well as types of drivers. Also covers net positive suction head and cavitation.</i> | | |

| | | |
|--|--------|------------------|
| Element/Course: Introduction to Test Instruments | Year 2 | Planned Hours: 8 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | |
| Provided by: Brinderson LLC. | | |
| Description of element/course: <i>Introduces the basic test equipment for industrial maintenance, including tachometers, pyrometers, strobe meters, voltage testers, and automated diagnostic tools.</i> | | |

| | | |
|--|--------|-------------------|
| Element/Course: Lubrication | Year 2 | Planned Hours: 12 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | |
| Provided by: Brinderson LLC. | | |
| Description of element/course: <i>Explains lubrication safety, storage, and classifications. Also explains selecting lubricants, additives, lubrication equipment, and lubricating charts.</i> | | |

| | | |
|--|--------|------------------|
| Element/Course: Intro to Ferrous Metal Piping Practices | Year 2 | Planned Hours: 5 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | |
| Provided by: Brinderson LLC. | | |
| Description of element/course: <i>Covers various types of iron and steel pipe and fittings and provides step-by-step instructions for cutting, threading, and joining ferrous piping.</i> | | |

| | | |
|--|--------|------------------|
| Element/Course: Welding Safety | Year 2 | Planned Hours: 4 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | |
| Provided by: Brinderson LLC. | | |
| Description of element/course: <i>Covers safety equipment, protective clothing, and procedures applicable to the cutting and welding of metals.</i> | | |

Received 9/11/19 Bellingham - GWP Received 8/26/19 Bellingham - GWP

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|--|------------------|--------|----------------|----|
| Element/Course: | Oxy Fuel Cutting | Year 2 | Planned Hours: | 15 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. Teri Gardner 8-30-19 Teri Gardner 9-11-19 | | | | |
| Description of element/course: | | | | |
| <i>Explains the safety requirements for oxyfuel cutting. Identifies oxyfuel cutting equipment and setup requirements. Explains how to light, adjust, and shut down oxyfuel equipment. Trainees will perform cutting techniques that include straight line, piercing, bevels, washing, and gouging.</i> | | | | |

| | | | | |
|--|-----------------------------------|--------|----------------|----|
| Element/Course: | Hydrostatic and Pneumatic Testing | Year 2 | Planned Hours: | 10 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: | | | | |
| <i>Describes non-destructive and pressure testing of systems and equipment.</i> | | | | |

| | | | | |
|--|----------------------------|--------|----------------|----|
| Element/Course: | Low Pressure Steam Systems | Year 2 | Planned Hours: | 10 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: | | | | |
| <i>Introduces the components and functions of basic steam systems, including boilers, steam traps, and blowdown recovery systems.</i> | | | | |

| | | | | |
|--|-----------------------------|--------|----------------|----|
| Element/Course: | High-Pressure Steam Systems | Year 2 | Planned Hours: | 10 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: | | | | |
| <i>Explains the functioning of high-pressure steam systems used in industry..</i> | | | | |

| | | | | |
|--|---------------------------------|--------|----------------|----|
| Element/Course: | Distillation Towers and Vessels | Year 2 | Planned Hours: | 20 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: | | | | |
| <i>Introduces the various types and functioning of distillation towers and vessels, including recovery vessels and condensate processing.</i> | | | | |

| | | | | |
|--|----------------------------------|--------|----------------|----|
| Element/Course: | Heaters/Heat Exchangers/Fin Fans | Year 2 | Planned Hours: | 30 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: | | | | |
| <i>Introduces the trainee to the equipment used to transfer and remove heat from systems in process.</i> | | | | |

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|--|---------------------------|--------|----------------|----|
| Element/Course: | Introduction to Tube Work | Year 2 | Planned Hours: | 13 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: | | | | |
| <i>Covers the basics of working with heat exchanger and furnace tubing and tube sheets.</i> | | | | |

| | | | | |
|--|------------------|--------|----------------|----|
| Element/Course: | Advanced Rigging | Year 2 | Planned Hours: | 16 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: | | | | |

Received 9/11/19 Bellingham - JWP Received 8/26/19 Bellingham - JWP

Explains how load weight and center of gravity affect lifting and crane stability. Load calculations for multi-crane lifts are presented, along with the application of equalizer beams. The movement of loads up an inclined plane and the line pull required are examined in detail. The module concludes with guidance in the rigging and handling of rebar bundles

Teri Gardner 8-30-19 Teri Gardner 9-11-19

| | | | | |
|---|---------------------|--------|----------------|---|
| Element/Course: | Basic First Aid/CPR | Year 3 | Planned Hours: | 5 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Brinderson LLC. Description of element/course: <i>First Aid with CPR and AED course provides first responders with training in basic first aid procedures, including the first aid skills recommended by OSHA, CPR, and AED.</i> | | | | |

| | | | | |
|--|---------------------|--------|----------------|----|
| Element/Course: | Advanced Trade Math | Year 3 | Planned Hours: | 25 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Brinderson LLC. Description of element/course: <i>Explains right triangle trigonometry and its use in the trade. Also covers interpolation, equilateral and isosceles triangles and the laws of acute triangles.</i> | | | | |

| | | | | |
|---|---------------------------|--------|----------------|----|
| Element/Course: | Precision Measuring Tools | Year 3 | Planned Hours: | 20 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Brinderson LLC. Description of element/course: <i>Explains right triangle trigonometry and its use in the trade. Also covers interpolation, equilateral and isosceles triangles and the laws of acute triangles.</i> | | | | |

| | | | | |
|--|---------------------|--------|----------------|----|
| Element/Course: | Installing Bearings | Year 3 | Planned Hours: | 23 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Brinderson LLC. Description of element/course: <i>Explains how to remove, troubleshoot, and install tapered, thrust, spherical roller, pillow block, and angular contact ball bearings.</i> | | | | |

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|--|----------------------|--------|----------------|----|
| Element/Course: | Installing Couplings | Year 3 | Planned Hours: | 15 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Brinderson LLC. Description of element/course: <i>Identifies various types of couplings and covers installation procedures using the press-fit method and the interference-fit method. Also covers coupling removal procedures.</i> | | | | |

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|--|--------------------------------------|--------|----------------|----|
| Element/Course: | Setting Baseplates and Pre alignment | Year 3 | Planned Hours: | 20 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Brinderson LLC. Description of element/course: <i>Explains how to lay out and install baseplates and soleplates. Describes how to field-verify a plate installation. Covers precision leveling procedures and performing clearance installation. Also describes basic steps for setting motors and pumps.</i> | | | | |

Received 9/11/19 Bellingham - GWP

Received 8/26/19 Bellingham - GWP

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|---|--------------------------------|--------|----------------|----|
| Element/Course: | Pipe Assembly and Installation | Year 3 | Planned Hours: | 20 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. <i>Teri Gardner 8-30-19 Teri Gardner 9-11-19</i> | | | | |
| Description of element/course: | | | | |
| <i>This module introduces the types of pipe and fittings that are used in welding systems and the methods of fitting and aligning butt and socket weld pipe. Explains mating ends of pipe must be properly cut and beveled and be in perfect alignment with each other for proper fit-up. Explains pipe is joined by inserting it into a socket or well on the fitting and fillet-welding the pipe to the fitting</i> | | | | |

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|---|------------------------|--------|----------------|----|
| Element/Course: | Conventional Alignment | Year 3 | Planned Hours: | 10 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: | | | | |
| <i>Covers types of misalignment, aligning couplings using a straightedge and feeler gauge, adjusting parallel and angular alignment, using a dial indicator, and eliminating coupling stress.</i> | | | | |

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|---|----------------------------------|--------|----------------|----|
| Element/Course: | Installing Belt and Chain Drives | Year 3 | Planned Hours: | 20 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: | | | | |
| <i>Covers the sizes, uses, and installation procedures of six types of drive belts and two types of chain drives.</i> | | | | |

| | | | | |
|--|-----------------------------|--------|----------------|----|
| Element/Course: | Installing Mechanical Seals | Year 3 | Planned Hours: | 20 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: | | | | |
| <i>Covers function and advantages of mechanical seals, identifies parts and types of seals, and includes procedures for removing, inspecting, and installing mechanical seals.</i> | | | | |

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|--|----------------------------|--------|----------------|---|
| Element/Course: | Focus Four Safety Training | Year 4 | Planned Hours: | 2 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: | | | | |
| <i>A safety initiative designed to improve safety culture by spotlighting four categories that have trending incident rates and generating an enhanced employee awareness through the integration of weekly and monthly safety briefs with employee involvement. These topics will vary on different industries topics related to OSHA safety topics</i> | | | | |

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|--|-------------------------------------|--------|----------------|----|
| Element/Course: | Preventative Predictive Maintenance | Year 4 | Planned Hours: | 11 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: | | | | |
| <i>Explains preventive and descriptive maintenance and nondestructive testing and introduces the basic techniques for testing. Also describes lubricant analysis, and acoustic, infrared, and vibration testing.</i> | | | | |

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|---|---|--------|----------------|----|
| Element/Course: | Troubleshooting and Repairing Gearboxes | Year 4 | Planned Hours: | 20 |
| Mode of Instruction (check all that apply) | | | | |
| <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: | | | | |

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Describes types and operation of gearboxes, and gearbox diagnostics. Explains how to troubleshoot, remove, and disassemble gearboxes, how to identify gear wear patterns, and how to install and maintain gearboxes.

Teri Gardner 8-30-19 Teri Gardner 9-11-19

| | | | | |
|--|-------------------------------------|--------|----------------|----|
| Element/Course: | Troubleshooting and Repairing Pumps | Year 4 | Planned Hours: | 10 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: <i>Explains how to inspect, troubleshoot, disassemble, assemble, and install a pump. Also describes the process of preparing for start-up.</i> | | | | |

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|--|---------------------------|--------|----------------|----|
| Element/Course: | Advance Blueprint Reading | Year 4 | Planned Hours: | 24 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: <i>Describes the use of drawing sets to obtain information about a system; explains the process of identifying a part of a machine for repair or replacement from a set of drawings.</i> | | | | |

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|---|----------------------------------|--------|----------------|----|
| Element/Course: | Compressor and Pneumatic Systems | Year 4 | Planned Hours: | 35 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: <i>Describes theory and practice of compressing and transporting gases. Explains the types and principles of compressors and compressed air treatment equipment, and compressed air use and safety.</i> | | | | |

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|---|------------------------|--------|----------------|----|
| Element/Course: | Base Metal Preparation | Year 4 | Planned Hours: | 12 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: <i>Describes how to clean and prepare all types of base metals for cutting or welding. Identifies and explains joint design and base metal preparation for all welding tasks.</i> | | | | |

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|--|--------------------------|--------|----------------|---|
| Element/Course: | SMAW-Equipment and Setup | Year 4 | Planned Hours: | 5 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: <i>Describes SMAW welding and welding safety. Explains how to connect welding current and setup arc welding equipment. Identifies and explains using tools for cleaning welds.</i> | | | | |

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|---|-----------------------------|--------|----------------|----|
| Element/Course: | SMAW Beads and Fillet Welds | Year 4 | Planned Hours: | 24 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study | | | | |
| Provided by: Brinderson LLC. | | | | |
| Description of element/course: <i>Describes theory and practice of compressing and transporting gases. Explains the types and principles of compressors and compressed air treatment equipment, and compressed air use and safety.</i> | | | | |

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|-----------------|--|--------|----------------|----|
| Element/Course: | Intro to Supervisory and Your Role as a Leader | Year 4 | Planned Hours: | 25 |
|-----------------|--|--------|----------------|----|

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| | | |
|---|--|---|
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Brinderson LLC. | | Teri Gardner 8-30-19 Teri Gardner 9-11-19 |
| Description of element/course: <i>Describes the skills that must be learned for the craftsperson who plans to move into leadership roles. Introduces human resource criteria and concepts for the first time in the series. Your Role as a Leader Aegion's philosophy and training approach to leadership development.</i> | | |

| | | |
|---|--------|---------------------|
| Element/Course: Effective Communication Techniques | Year 4 | Planned Hours: 10 |
| Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Brinderson LLC. | | |
| Description of element/course: Describe the one-on-one Communication Model. List and effectively utilize the three communication channels. Use active listening skills to increase your understanding of others and improve your leadership skills. Describe your DiSC® style, its strengths and challenges. Use people reading skills to recognize others' DiSC® styles. Select appropriate strategies for building more effective workplace relationships in the workplace | | |



Received 8/26/19 Bellingham - JW.

Teri Gardner 8-30-19

Brinderson LLC Apprenticeship Committee

On 7/8/2019, Brinderson LLC sent out an announcement to our workforce, via letter during our weekly scheduled safety meeting indicating that we, Brinderson LLC were going to be starting an apprenticeship program for the Industrial Maintenance Mechanic an "apprentice able occupation". Development of this program would be necessary to meet requirements of Washington State's enacted Law described as "House Bill 1817", to provide a skilled and trained workforce for high hazard facilities.

As established by our standards of apprenticeship, the workforce was asked for any volunteers interested in serving as a committee member on our apprenticeship training committee. During that week, we received interest from 4 volunteers. We asked the managers from each site to have the volunteers decide amongst themselves on the permanent member(s) who would serve on the committee and then to designate an alternate, and this was accomplished.

Separately, in the first held Brinderson Apprenticeship Committee meeting the employee representatives nominated the individual that would serve as the Secretary of the newly formed committee.

Lou Hall

Chairperson



Received 8/26/19 Bellingham - gw
**Apprenticeship Committee Representative
Qualification Information
Experience & Education History**

| | | |
|--------------------------|-----------------|-----------------------------|
| NAME OF PROGRAM/SPONSOR: | Brinderson LLC. | <i>Teri Gardner 8-30-19</i> |
|--------------------------|-----------------|-----------------------------|

| |
|---|
| Committee Representative Name: Chris Bitterman |
|---|

| POSITION (Most recent first) | EMPLOYER / ORGANIZATION | FROM: (Month & Year) | TO: (Month & Year) |
|------------------------------|-------------------------|-------------------------|-----------------------|
| Mechanical Foreman | Brindeson | 06/2016 | Present |
| Roustabout | Transfield | 12/2014 | 06/2016 |
| Roustabout | Matrix | 06/2013 | 12/2014 |
| | | | |
| | | | |
| | | | |

| Name and Location of Training and/or School | Month/Year Attended From To | | Program of Study | Type of Certificate or Degree Awarded, if any |
|---|--------------------------------|------|----------------------------|---|
| Bellingham Technical College | 20012 | 2013 | Instrumentation&Electrical | NA |
| Anacortes High School | 2000 | 2004 | General Studies | Diploma |
| | | | | |
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| Rigger and Signalperson Certified |
| NCCER Industrial Maintenance Mechanic Assessment |
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Sponsors may attach additional pages if necessary.



Received 8/26/19 Bellingham - JWP
**Apprenticeship Committee Representative
Qualification Information
Experience & Education History**

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|--------------------------|-----------------|-----------------------------|
| NAME OF PROGRAM/SPONSOR: | Brinderson LLC. | <i>Teri Gardner 8-30-19</i> |
|--------------------------|-----------------|-----------------------------|

Committee Representative Name:
Loree Collins

| POSITION (Most recent first) | EMPLOYER / ORGANIZATION | FROM: (Month & Year) | TO: (Month & Year) |
|--|-------------------------------|-------------------------|-----------------------|
| Labor Relations Administrative Coordinator | Aegion Energy Services | 05/2018 | Present |
| Apprenticeship Program Coordinator | JV Industrial Companies | 01/2016 | 05/2018 |
| Apprenticeship Program Coordinator | IUOE Local 501 JATC | 08/2015 | 11/2015 |
| Administrative Assistant | Mount Saint Mary's University | 02/2010 | 08/2015 |
| | | | |
| | | | |

| Name and Location of Training and/or School | Month/Year Attended From To | Program of Study | Type of Certificate or Degree Awarded, if any |
|---|--------------------------------|-------------------------|---|
| El Camino College | 08/2017 06/2019 | Paralegal Studies | AA |
| Mount Saint Mary's University | 06/2013 12/2014 | Business Administration | MBA |
| Mount Saint Mary's University | 02/2009 05/2012 | Business Administration | BS |
| Santa Monica College | 08/2006 12/2008 | Liberal Arts | AA |

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| Notary Public |
| NCCER Master Trainer |
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Sponsors may attach additional pages if necessary.



Received 8/26/19 Bellingham - JWP
**Apprenticeship Committee Representative
Qualification Information
Experience & Education History**

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|--------------------------|-----------------|-----------------------------|
| NAME OF PROGRAM/SPONSOR: | Brinderson LLC. | <i>Teri Gardner 8-30-19</i> |
|--------------------------|-----------------|-----------------------------|

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|---|
| Committee Representative Name: Joseph Buck |
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| POSITION (Most recent first) | EMPLOYER / ORGANIZATION | FROM: (Month & Year) | TO: (Month & Year) |
|------------------------------|-------------------------|-------------------------|-----------------------|
| Mechanical Foreman | Brinderson | 06/2016 | Present |
| Industrial Mechanic | Brinderson | 02/2008 | 05/2016 |
| Industrial Mechanic | Bay Valve | 11/2002 | 11/2007 |
| Helper | Starcon | 09/2002 | 10/2002 |
| | | | |
| | | | |

| Name and Location of Training and/or School | Month/Year Attended From To | | Program of Study | Type of Certificate or Degree Awarded, if any |
|---|--------------------------------|------|------------------|---|
| Everett High School | 1998 | 2000 | General Studies | NA |
| Burlington High School | 1998 | 2000 | General Studies | NA |
| | | | | |
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| 427157851 - Industrial Boilermaker (Maintenance) |
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Sponsors may attach additional pages if necessary.



Received 8/26/19 Bellingham - JWP
**Apprenticeship Committee Representative
Qualification Information
Experience & Education History**

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|--------------------------|-----------------|-----------------------------|
| NAME OF PROGRAM/SPONSOR: | Brinderson LLC. | <i>Teri Gardner 8-30-19</i> |
|--------------------------|-----------------|-----------------------------|

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| Committee Representative Name: Gary Serrano |
|--|

| POSITION (Most recent first) | EMPLOYER / ORGANIZATION | FROM: (Month & Year) | TO: (Month & Year) |
|------------------------------|-------------------------|-------------------------|-----------------------|
| Welder/Pipefitter | Brinderson | 05/2017 | Present |
| Welder/Pipefitter | Dakota Creek Industries | 05/2013 | 05/2017 |
| Welder/Pipefitter | Commerical Welding | 01/2010 | 03/2013 |
| | | | |
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| Name and Location of Training and/or School | Month/Year Attended From To | | Program of Study | Type of Certificate or Degree Awarded, if any |
|---|--------------------------------|------|--|---|
| Lake Washington Technical College | 2003 | 2007 | Welding/Fabrication, Blueprint reading | Applied Science N/C |
| Lake Washington High School | 1999 | 2001 | General Studies | High School Diploma |
| | | | | |
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| WABO Certification |
| OSHA 30 Hazard recognition Training |
| OSHA 10 |
| Pipe Certification (Brinderson) |
| Structual Welding Certification (Brinderson) |

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Sponsors may attach additional pages if necessary.



Received 8/26/19 Bellingham - JWR
**Apprenticeship Committee Representative
Qualification Information
Experience & Education History**

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|--------------------------|-----------------|-----------------------------|
| NAME OF PROGRAM/SPONSOR: | Brinderson LLC. | <i>Teri Gardner 8-30-19</i> |
|--------------------------|-----------------|-----------------------------|

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| Committee Representative Name: Rich McBride |
|--|

| POSITION (Most recent first) | EMPLOYER / ORGANIZATION | FROM: (Month & Year) | TO: (Month & Year) |
|--|-----------------------------|-------------------------|-----------------------|
| Capital, Demolition, Industrial Maintenance Lead | Brinderson | 05/2015 | Present |
| Technican 1 Lead | Coastal Industrial Services | 03/2013 | 05/2015 |
| Industrial Maintenance Mechanic Lead | Transfield (Timec) | 07/2007 | 02/2013 |
| | | | |
| | | | |
| | | | |

| Name and Location of Training and/or School | Month/Year Attended From To | Program of Study | Type of Certificate or Degree Awarded, if any |
|---|--------------------------------|--|---|
| NCCER | 07/2008 | Industrial Maintenance Mechanic Assessment | Certificaiton |
| NCCER | 11/2007 | Industrial Insulation V2 Assessment | Certification |
| | | | |
| | | | |

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|---|
| HF Aerial Lift Training Certification and Forklift Training |
| Qualified Rigger Trained |
| Lift Director Qualified |
| Peinemann Aerial Bundle Extractor Training |

| |
|---|
| Peinemann Truck Mounted Bundle Extractor Training |
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Sponsors may attach additional pages if necessary.



Received 8/26/19 Bellingham - GW

Apprenticeship Committee Representative Qualification Information Experience & Education History

| | | |
|--------------------------|-----------------|-----------------------------|
| NAME OF PROGRAM/SPONSOR: | Brinderson LLC. | <i>Teri Gardner 8-30-19</i> |
|--------------------------|-----------------|-----------------------------|

Committee Representative Name:
Louis Hall

| POSITION (Most recent first) | EMPLOYER / ORGANIZATION | FROM: (Month & Year) | TO: (Month & Year) |
|------------------------------|-------------------------|-------------------------|-----------------------|
| Sr. Vice President | Aegion energy Services | 12/17 | 7/19 |
| Executive Vice President | Team Industrial | 10/14 | 11/17 |
| Sr. Vice President | TIMEC | 11/92 | 9/14 |
| Project Engineer | Kiewit Pacific | 11/89 | 10/92 |
| Field Engineer | Traylor Brothers | 6/89 | 10/89 |
| | | | |

| Name and Location of Training and/or School | Month/Year Attended From To | | Program of Study | Type of Certificate or Degree Awarded, if any |
|---|--------------------------------|------|--------------------------|---|
| Oregon State University | 9/84 | 5/89 | Construction Engineering | BS |
| Oregon State University | 9/84 | 5/89 | Business Administration | BS |
| St. Helens High School | 9/80 | 5/84 | General Education | Diploma |
| | | | | |

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|----------------------------------|
| Enginner in Training |
| CA State Contractors License |
| Nevada State Contractors License |
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Sponsors may attach additional pages if necessary.



Received 8/26/19 Bellingham - JWK

Apprenticeship Committee Representative Qualification Information Experience & Education History

| | | |
|--------------------------|-----------------|-----------------------------|
| NAME OF PROGRAM/SPONSOR: | Brinderson LLC. | <i>Teri Gardner 8-30-19</i> |
|--------------------------|-----------------|-----------------------------|

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|---|
| Committee Representative Name: Colby Weg |
|---|

| POSITION (Most recent first) | EMPLOYER / ORGANIZATION | FROM: (Month & Year) | TO: (Month & Year) |
|---------------------------------|-------------------------|-------------------------|-----------------------|
| Program Manager | Brinderson LLC | 05/18 | Current |
| Site Manager, Shell Puget Sound | Brinderson LLC | 12/16 | 05/18 |
| Site Project Manager, BPCP | Diamond B | 05/13 | 12/16 |
| Project Manager | Anvil Corporation | 05/11 | 05/13 |
| Mechanical Engineer | Anvil Corporation | 05/05 | 05/11 |
| | | | |

| Name and Location of Training and/or School | Month/Year Attended From To | | Program of Study | Type of Certificate or Degree Awarded, if any |
|---|--------------------------------|------|---------------------|---|
| Montana State University | 2001 | 2005 | Mechanical Engineer | B.S. |
| | | | | |
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|--|
| Professional Engineer - Washington State |
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Sponsors may attach additional pages if necessary.



Received 8/26/19 Bellingham - GWP
**Apprenticeship Committee Representative
Qualification Information
Experience & Education History**

| | | |
|--------------------------|-----------------|-----------------------------|
| NAME OF PROGRAM/SPONSOR: | Brinderson, LLC | <i>Teri Gardner 8-30-19</i> |
|--------------------------|-----------------|-----------------------------|

| |
|---|
| Committee Representative Name: Alexandra McClendon |
|---|

| POSITION (Most recent first) | EMPLOYER / ORGANIZATION | FROM: (Month & Year) | TO: (Month & Year) |
|-------------------------------|-------------------------------|-------------------------|-----------------------|
| Sr. Director, Human Resources | Aegion Energy Services | 12/16 | present |
| VP, Human Resources | Far West Restaurant Group | 2/16 | 12/16 |
| Human Resources Director | Amici's East Coast Pizzeria | 7/12 | 2/16 |
| Human Resources Director | Sacred Heart Schools, Atheron | 8/09 | 7/12 |
| Assistant VP, Human Resources | Sterlent Credit Union | 8/07 | 8/08 |
| Human Resources Manager | World Savings Bank | 8/03 | 8/07 |

| Name and Location of Training and/or School | Month/Year Attended From To | Program of Study | Type of Certificate or Degree Awarded, if any |
|---|--------------------------------|------------------|---|
| University of California, Berkeley | | US History | 2002 |
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Sponsors may attach additional pages if necessary.

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Teri Gardner 8-30-19

Department of Labor & Industries
Apprenticeship Section
PO Box 44530
Olympia WA 98504-4530



Access Authorization for External Access to Apprenticeship Registration and Tracking System (ARTS)

The following individual is authorized access to the ARTS database for the Registered Apprenticeship Program(s) as indicated below:

NOTE: If any information (especially the Chairman/Secretary/Authorized Official) below changes, A NEW ACCESS form is REQUIRED to be filled out and submitted as an UPDATE.

| | | | |
|-----------------|----|--------|--|
| Initial Request | XX | Update | |
|-----------------|----|--------|--|

Individual Information:

| | | | |
|----------------------------|---|-----|--|
| Full Name | Mike Castillo | | |
| Mailing Address (complete) | 235 N. Hill Blvd Burlington, WA 98233 | | |
| Phone | 707.752.1212 | FAX | |
| Email | mcastillo@aegion.com | | |
| Effective Date | 10-1-2019 | | |

(Signature of Individual)

| Program ID(s) | Full Program Name(s) |
|---------------|----------------------|
| | Brinderson LLC. |
| | |
| | |
| | |
| | |
| | |
| | |

Chairman/Secretary/Authorized Individual Information:

| | | | |
|-----------------|---|-----|--|
| Full Name | Louis Hall | | |
| Mailing Address | 235 N. Hill Blvd Burlington, WA 98233 | | |
| Phone | 281.770.6519 | FAX | |
| Email | lhall@aegion.com | | |
| Date | 10-1-2019 | | |

(Chairman/Secretary/Authorized Individual Signature Required for Processing)

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PO Box 44530
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AUTHORIZATION OF SIGNATURE



Effective Date
10/01/2019

This form will supersede all other "Authorization of Signature" forms on record with the Department of Labor and Industries by the below named program with an effective date or submittal date earlier than the above effective date.

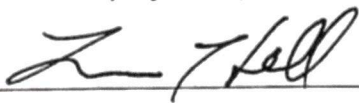
Program Name: Brinderson LLC.

| Select one of the following | | |
|-----------------------------|--|--|
| Name of Individual(s) | All papers pertaining to the business of this Apprenticeship program. | Apprenticeship Agreement Cards only. |
| Louis Hall | X | |
| Rhett Dixon | X | |
| Colby Weg | X | |
| | | |
| | | |
| | | |
| | | |

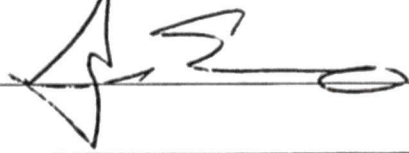
We, the undersigned committee members of the above named apprenticeship program give our authorization for the above individual(s) to sign documents as indicated.

A quorum of the committee must sign below:(WAC 296-05-208(3))

Employer Representatives



Employee Representatives



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Olympia WA 98504-4530



**REGISTERED APPRENTICESHIP
PROGRAM ADDRESS/MAILING
INFORMATION UPDATE
(FOR PUBLIC USE)**

Official Name of Standard:
Brinderson LLC.

Name/Title of Designated Individual for Receipt of Correspondence:
Mike Castillo/Training Manager

Mailing Address:
235 N. Hill Blvd
Burlington, WA 98233

Phone number 360-488-4756 FAX #

Toll Free Number (if available)

E-mail Address mcastillo@aegion.com

Internet Site Address <https://www.aegion.com/about/our-brands/brinderson>

Chairman/Secretary/Authorized official signature:
(Signature required for processing)

Signature

LOUIS HALL

Printed Name

8-19-2019

Date

Please Mail Completed Form To:

Department of Labor and Industries
Specialty Compliance Services Division
Apprenticeship Section
PO Box 44530
Olympia WA 98504-4530
(360) 902-5320 FAX (360) 902-4248
E-Mail: Apprentice@Lni.Wa.Gov
Internet: <http://www.lni.wa.gov/TradesLicensing/Apprenticeship/>

NOTE: This information WILL NOT be used to make changes to your program standard.

Teri Gardner 8-30-19

From which apprentices' wages rates are computed

From Brinderson LLC.

| Occupations | County(s) | Journey Level Wage Rate | Effective Date: |
|---------------------------------|-----------------------------------|-------------------------|-----------------|
| Industrial Maintenance Mechanic | Pierce, Skagit & Whatcom Counties | 32.55 | 10/01/2019 |