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Received: L&I Tukwila, 2A June 6, 2022	Erik Sackstein 06/15/22
<i>Sandra K. Husband</i> L&I Apprenticeship Consultant	<i>Teri Gardner 6-6-22</i> L&I Admin

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



Request for Revision of Standards

TO: Washington State Apprenticeship & Training Council
FROM: Washington Structural Metal Fabricators' Apprenticeship Committee, #124

Please update our Standards of Apprenticeship to reflect the following changes:

- Additions shall be underlined (underlined).
- Deletions shall be struck through (~~struck through~~).
- See attached.

Form must be signed by Committee Chair and Secretary or Program's Authorized Signer

<input checked="" type="checkbox"/> Chair	Date	<input checked="" type="checkbox"/> Secretary	Date
<input type="checkbox"/> Authorized Signer	5-20-2022		5-20-22
Print Name: Michael Roth		Print Name: Richard Padilla Jr	
Signature: <i>[Signature]</i>		Signature: <i>[Signature]</i>	

Approved By: Washington State Apprenticeship & Training Council
Signature of Secretary of the WSATC:
Date:

Attach additional sheets if necessary

Cover Page

**WASHINGTON STRUCTURAL METAL FABRICATORS' IRONWORKERS
REGIONAL SHOP LOCAL 516 & EMPLOYERS
APPRENTICESHIP AND TRAINING COMMITTEE**

(sponsor name)

Occupational Objective(s):	SOC#	Term [WAC 296-05-015]
<u>STRUCTURAL STEEL, ALUMINUM & ORNAMENTAL METAL FABRICATORS</u>	<u>51-2041.01</u> <u>51-2041.00</u>	8000 hours

Sponsor Introductory Statement (Required):

The following Standards of apprenticeship for Structural Steel and Aluminum Fabricator in the Bridge and Structural Steel Fabricating Industry and for Ornamental Metal Fabricator in the Ornamental Bronze, Wire and Metal Specialty Fabricating Industry, approved by and registered with the Registration Agency, shall govern the training of apprentices in said industries in the State of Washington as prescribed by these Standards.

I. Geographic Area Covered:

The jurisdiction of these apprenticeship standards and of the ~~apprenticeship committee~~ Ironworkers Regional Shop Local 516 & Employers Apprenticeship and Training Committee shall extend over ~~the entire State of Washington~~ Clark County in the state of Washington, and the counties of Multnomah, Clackamas and Washington in the state of Oregon.

Note that while the Washington State Apprenticeship and Training Council has no responsibility or authority in the state of Oregon, the Ironworkers Regional Shop Local 516 & Employers Apprenticeship and Training Committee will apply the same standards and guidelines to registered apprentices working in Oregon and to Training Agents registered to the program and operating in Oregon.

II. Minimum Qualifications:

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

Education: **~~Shall have a~~ Must have completed high school or the equivalent, or possess a vocational school diploma or GED-equivalent a degree from an accredited post-secondary institution.**

Physical: **Must ~~meet the physical ability~~ be able to perform the physical and manual requirements of the trade, with or without reasonable accommodation.**

III. Conduct of Program Under Washington Equal Employment Opportunity Plan:

A. Selection Procedures:

[Please delete section in its entirety and replace with the following]

- 1. The Ironworkers Regional Shop Local 516 & Employers Apprenticeship and Training Committee (Apprenticeship Committee) does not serve as a referral agency. Individuals desiring apprenticeship training under these standards shall secure employment with an employer approved by the Apprenticeship Committee.**
- 2. After meeting the minimum qualifications stated above and becoming employed the individual will be sent notice to appear before the Apprenticeship Committee. The applicant will meet with an approved representative of the Apprenticeship Committee and shall:**
 - a. Complete an apprenticeship application form.**
 - b. Provide verification of age (acceptable documentation: government issued photo ID such as valid driver's license, state issued identification card, or passport.)**
 - c. Provide verification of educational attainment (acceptable documentation: High School Diploma, sealed high school transcript that show status as graduated, G.E.D Certificate or High School Equivalency test records, or diploma or transcripts from a vocational school or from an accredited post-secondary institution confirming graduation.)**
 - d. Read the standards of apprenticeship and keep the copy provided.**
 - e. Complete the apprenticeship agreement.**
- 3. Following completion of the steps in #2 above, the applicant will be interviewed by the Apprenticeship Committee. The applicant will be provided instructions concerning attendance at related training classes and informed of their obligation to abide by all requirements set forth in these standards.**
- 4. Upon acceptance of the applicant the Apprenticeship Committee shall make an evaluation as to the applicant's ability and place them in the program in the proper wage progression step and register the applicant to the Apprenticeship Committee. The Apprenticeship Agreement will be registered with the Department of Labor and Industries, Apprenticeship Section.**
- 5. The Apprenticeship Committee shall be responsible for obtaining signed Training Agent Agreement forms from all individual employers who hire apprentices. This agreement stipulates that the employer will comply with these standards and all apprenticeship rules and laws in Washington state. Employers must also sign a Training Agent Agreement and Understanding of Equal Employment Opportunity Requirements form which states that although the employer selects apprentices, the Apprenticeship Committee is held accountable for diversity of apprentices registered to the Apprenticeship Committee. These completed and signed forms will be retained by the Apprenticeship Committee and used to register each employer with the Department of Labor and Industries, Apprenticeship Section.**

B. Equal Employment Opportunity Plan:

- 1. ~~Cooperate with school boards, community colleges, and vocational schools to develop programs, which prepare students for entrance into apprenticeship.~~**

Participate in workshops and career fairs conducted by secondary and post-secondary schools, and community based, and other organizations designed to increase public awareness of current apprenticeship opportunities and to familiarize potential applicants, including minorities and women (minority and non-minority) with the nature of the Structural Steel, Aluminum & Ornamental Metal Fabricators Ironworking apprenticeship program, the minimum qualifications, and sources of applications.

2. Cooperate with local school districts that have developed programs to prepare students to meet the standards and criteria required to qualify for entry into apprenticeship programs and increase awareness of apprenticeship opportunities among school employees.

[Please renumber existing 2. and 3. to 3. and 4. respectively]

IV. Term of Apprenticeship:

B.

The term of apprenticeship shall be 8000 hours of reasonably continuous employment, ~~plus not less than 840 hours of related instruction.~~

VI. Ratio of Apprentices to Journey Level Workers:

E.

A. Each shop which employs two or more journey level structural steel, aluminum & ornamental metal fabricators steadily may have one apprentice, and thereafter one additional apprentice for every three additional journey level structural steel, aluminum & ornamental metal fabricators steadily employed ~~thereafter.~~

B. ~~The term "structural metal fabricator" as used in these Standards shall include all persons engaged in fitting, laying out and/or template making who are receiving not less than the highest minimum rate established for such work operations in the present or subsequent labor agreements between employee representatives and employer representatives signatory hereto.~~

VII. Apprentice Wages and Wage Progression:

C. Wage Progression Schedules: Structural Steel, Aluminum & Ornamental Metal Fabricators

The term "structural steel, aluminum & ornamental metal fabricator" as used in these Standards shall include all persons engaged in fitting, laying out and/or fabrication who are receiving not less than the highest minimum rate established for such work operations in the present or subsequent labor agreements between employee representatives and employer representative's signatory hereto.

~~Structural steel fabricator apprentices shall have a starting rate of not less than sixty percent (60%) of the structural steel fabricators' minimum wage rate (as the term "structural steel fabricator" is defined in Section 6 of these Standards) and~~ The following schedule of increase in rates shall apply, subject, however, to advancements being recommended by the Apprenticeship Committee.

VIII. Work Processes:

A. Structural Steel, Aluminum & Ornamental Metal Fabricator: Approximate Hours

- 1. Rigging and Overhead ~~e~~Crane ~~o~~Operating (IN SHOP).....500
- 3. Burning and shrinking metals500
- 4. Welding (steel, aluminum)1000
- 8. Inspection (quality control).....500
- 9. ~~Jig~~ Fixture design and fabrication.....250
- 10. Related shop work (includes but is not limited to: grinding, parts prep, shipping and receiving, painting, tool room duties, sorting and storing parts, etc. as it pertains to the trade).....1250 1000
- 11. Miscellaneous.....250

TOTAL HOURS: 8000

~~*Includes, but is not limited to: Shipping and receiving, painting, tool room, parts, etc., as it pertains to the trade.~~

It is anticipated that each ~~firm~~ shop will be able to exercise limited flexibility in assigning shop hours to accommodate their own special needs.

IX. Related/Supplemental Instruction:

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

- Sponsor approved training seminars (specify)
- State Community/Technical college

B. ~~210~~ 144 Minimum RSI hours per year defined per the following (see WAC 296-05-316(6)):

- Twelve-month period from date of registration.*
- Defined twelve-month school year: (insert month) through (insert month).
- Two-thousand hours of on the job training.

C. Additional Information:

NONE

1. The Apprenticeship Committee recommends that the course for apprentices under these Standards be limited to those who are apprentices in the trade in accordance with these Standards.

2. Safety training will be given in the related classes so that each apprentice will be fully informed on safety practices.

X. Administrative/Disciplinary Procedures:

A. Administrative Procedures:

3. Sponsor Procedures:

[Please delete section in its entirety and replace with the following]

- a. **During the entire term of apprenticeship, the apprentice shall be under the jurisdiction and control of the Apprenticeship Committee, and the Committee shall have the authority to protect the apprentice's welfare and also to instruct, direct, and discipline at all times.**
 - b. **Each approved training agent that employs apprentices in accordance with these Standards, with the advice and assistance of the Apprenticeship Committee, shall be responsible for the apprentice's on-the-job work experience ensuring the experience will result in a well-rounded journey level worker.**
 - c. **Credit for previous experience will not be granted until the apprentice has completed the initial probationary period. The amount of credit granted by the Apprenticeship Committee will be determined in an equitable manner, not to exceed 1,000 hours. Requests for credit for previous experience made by an apprentice must be in writing, and must be accompanied by documentation of previous trade related experience.**
 - d. **The Apprenticeship Committee is authorized to grant advanced standing (not to exceed 2000 hours) when an apprentice demonstrates abilities and mastery of their occupation by showing unusual proficiency in manipulative skill and technical knowledge of the trade.**
 - e. **Overtime hours shall be credited toward the term of apprenticeship on the basis of one-hour credit for each clock hour worked by the apprentice.**
 - f. **Responsibilities of Apprentices: Apprentices shall read these Standards and familiarize themselves with the contents. Apprentices are cautioned that the failure to read these Standards will not excuse them from possible disciplinary action up to and including suspension or cancellation of the apprenticeship agreement when the apprentice violates any section herein.**
- 1) To diligently and faithfully perform the work of the Shop, and to perform such other pertinent duties as may be assigned by the sponsor in accordance with the provisions of these Standards.**

- 2) To develop safe working habits and conduct themselves in their work in such a manner as to assure their own safety and that of their fellow workers.
- 3) Each apprentice shall notify the Apprenticeship Office of any change to address and/or telephone number within 5 (five) business days.

g. Related/Supplemental Instruction (related training classes)

It is the intent of this Apprenticeship Committee to ensure quality training for each apprentice. Full attendance at related training classes is therefore expected. In case of failure on the part of any apprentice to fulfill their obligations as to related training attendance, the Apprenticeship Committee shall have the authority to impose discipline, suspend or cancel the apprenticeship agreement. The employer and the union agree to carry out the instructions of the Apprenticeship Committee in this respect.

- 1) Each apprentice is required to regularly attend and satisfactorily complete the required hours of related training. Notification will be sent to each apprentice concerning the date/time and location of each class.
- 2) One (1) unexcused absence during the school year shall result withholding the next wage/step progression by one month, two (2) unexcused absences during the school year shall result in withholding the next wage/step progression by three months. The apprentice must attend scheduled make-up classes to account for missed class time. Three (3) unexcused absences during the school year shall result in cancellation of the apprenticeship agreement. For those who have completed the initial probationary period all such actions shall be preceded by due notice.
- 3) Excused absences may be allowed for:
 - a) Illness or hospital stay; must be verified by a medical professional treating the apprentice.
 - b) Overtime work during scheduled related training. NOTE: the supervisor or foreman must call the Training Coordinator before the class begins. Allowances for an apprentice to miss related training due to overtime work will be limited by the Apprenticeship Committee to no more than two classes per quarter.
 - c) Trips and/or vacations: by prior approval of the Apprenticeship Committee.
 - d) Death in the immediate family: documentation must be provided.
 - e) In all cases the apprentice must attend scheduled make-up classes to account for missed class time.
- 4) Apprentices shall work the same number of hours as journey level workers employed in the trade, except that the apprentice shall not be allowed to work overtime if it interferes with their attendance at related instruction classes. It will be the employers responsibility to ensure that apprentices are allotted the required time to attend related training classes, apprentices shall

not miss related training classes due to conflict with work. (Exceptions for overtime work are noted above.)

- 5) Apprentices who are absent from related training classes shall attend scheduled make-up classes, date/time/location to be determined by the Training Coordinator or the Instructor.
- 6) Satisfactory progress must be maintained in related training classes. Apprentices must maintain a 70% grade point average and passes each exam with a score of not less than 70%.

h. Monthly Work Progress Reports:

- 1) Each apprentice will provide a monthly work progress report which is a record of work experience and training received on the job and in related training classes. Related training attendance must be recorded on every report even if the hours equal zero for any given month.
- 2) The monthly work progress report must be submitted by the 15th of each month delivered to the Apprenticeship Office in the box provided.

i. Wage/Step Progression: An examination of each apprentice's record shall be made by the Apprenticeship Committee before each next wage/step progression. In this examination, consideration shall be given to employer reports concerning on-the-job performance, attendance, attitude and mechanical ability, and from instructors concerning related training attendance and grades to determine whether satisfactory progress is being made.

j. Duties of the Local Apprenticeship Committee

- 1) To develop standards of apprenticeship consistent with established apprenticeship rules and Washington State Apprenticeship and Training Council Policies, and to ensure that apprentices and approved training agents abide by these standards.
- 2) Each member shall conduct themselves in a businesslike manner. The Apprenticeship Committee shall decide all matters by majority rules.
- 3) To see that all approved training agents have been provided a copy of these standards, complete and sign the Approved Training Agent Agreement and sign the Training Agent Agreement and Understanding of Equal Employment Opportunity Requirements form.
- 4) To see that all non-journey level employees of each approved training agent performing the work processes outlined in these standards are registered as apprentices.
- 5) To notify the Department of Labor & Industries Apprenticeship via the Apprenticeship Registration and Tracking System (ARTS) of apprentice changes of status including registration, completion of initial probationary

period, wage/step upgrades, suspensions, reinstatements, cancellations, and completions, and to maintain accurate records for each apprentice.

6) To be vitally concerned that each apprentice is kept continuously employed, ensure apprentices are provided instructions on safe working habits and accident prevention policies, and assure each receives well-rounded training and experience in all phases of the shop.

7) To see that all apprentices who successfully complete all on-the-job and related training requirements are issued a Certificate of Completion.

B. Disciplinary Procedures:

3. Sponsor Disciplinary Procedures:

~~(insert text)~~

a. The Apprenticeship Committee shall have the authority to discipline an apprentice who fails to comply with the apprenticeship agreement or abide by the standards of apprenticeship. Disciplinary action imposed by the Apprenticeship Committee may include delay of wage advancement, rerating to a lesser wage progression, suspension or cancellation of the apprenticeship agreement, or other action deemed appropriate by the Apprenticeship Committee.

b. The apprentice may be brought before the Apprenticeship Committee for disciplinary action due to attendance issues including punctuality, work habits, mechanical ability, and attitude relating to the job or classroom, failure to maintain a 70% grade point average, failure to receive a passing grade of at least 70% on any exam, and failure to attend a scheduled make-up class.

c. Use of alcohol and/or controlled substances is inconsistent with behavior the Apprenticeship Committee expects of apprentices. The apprentice exhibiting behavior in the classroom that a reasonable person would conclude was the result of being under the influence of alcohol and/or controlled substances or failure to pass a drug test while on the job will be brought before the Apprenticeship Committee for disciplinary action, which may result in suspension or cancellation of the apprenticeship agreement.

d. If an apprentice fails to appear before the Apprenticeship Committee after due notice, disciplinary action may be invoked without a hearing.

e. Failure to maintain employment with an approved training agent will be cause to begin cancellation proceedings with due notice sent to those who have completed the initial probationary period.

XI. Sponsor – Responsibilities and Governing Structure:

E. Committee governance (see WAC 296-05-009):

1.

~~The Apprenticeship Committee approved to administering this program shall be equally composed of employer and employee representatives. It shall consist of four members two members representing the employers and two members representing the employees, maintaining an equal representation of the employers and the employees. Members of the Committee shall be selected by the groups they represent. Committee members shall be selected by the interest group they represent. The term of office of Committee members shall be four years: The term of one employer representative and one union representative shall expire each year. The employers and the union may each select one alternate who may serve as a committee member from time to time in the absence of regular Committee members when requested to do so by the groups they represent maintaining at all times an equal representation of the employers and the union. The term of office for alternates shall be four (4) years. Vacancies shall be filled in the same manner the original selections were made and by the same group.~~

Committee members shall serve for four years: One employer representative and one union representative shall be reviewed by the corresponding interest group every four years, and may be reappointed by the interest group.

An Alternate may be selected by each interest group. The Alternate may serve as a Committee member from time to time in the absence of a regular Committee member when requested to do so by the interest group they represent, thereby maintaining at all times an equal representation of employers and employees. Alternate members shall serve for four years will also be reviewed by the corresponding interest group every four years, and may be reappointed by the interest group.

All vacancies shall be filled in the same manner the original selections were made and by the corresponding interest group.

[Please delete and replace the committee in its entirety]

c. The employer representatives shall be:

**Michael Roth, Chairman
9700 SE Lawnfield Rd.
Clackamas, OR 97015**

**Kevin Fahey
14255 SW 72nd Ave.
Tigard, OR 97224**

d. The employee representatives shall be:

**Richard Padilla Jr., Secretary
14255 SW 72nd Ave.
Tigard, OR 97224**

**Andrey Deyna
9700 SE Lawnfield Rd.
Clackamas, OR 97015**

XIII. Training Director/Coordinator:

FROM: **Washington Structural Metal Fabricators' Apprenticeship Committee, #124**

Lee J. Newgent, Coordinator
4550 S. 134th Place Suite 103
Tukwila, WA 98168
(206) 431-4383

Laramie Lexow, Training Coordinator
110 Main Street #100
Edmonds, WA 98020