

For L&I Staff Use Only

JG 6-6-25

L&I Apprenticeship Consultant

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



Request for Approval of Proposed Standards

TO: Washington State Apprenticeship & Training Council

FROM: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)

Check the appropriate box:

☒ Committee☐ Plant☐ OJT

Occupation(s)	SOC Code	Hours
INDUSTRIAL MAINTENANCE MECHANIC – PETROLEUM REFINERY	49-9041.00	8000

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

<input type="checkbox"/> Chair	Date	<input type="checkbox"/> Secretary	Date
<input checked="" type="checkbox"/> Authorized Signer	June 4, 2025		June 4, 2025
Print Name: Teresa Ray S. Bumatay		Print Name: Lisa M. Pantalia	
Signature: 		Signature: 	

Approved By:

Washington State Apprenticeship & Training Council

Signature of the WSATC:

Date:

Jg 6/4/2025



APPRENTICESHIP PROGRAM STANDARDS
adopted by

**XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP
PROGRAM)**

(sponsor name)

Occupational Objective(s):

SOC#

Term [WAC 296-05-015]

**INDUSTRIAL MAINTENANCE MECHANIC –
PETROLEUM REFINERY**

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

XwLemi Ekwest-eng Chechey'ew'xw – LUMMI APPRENTICESHIP PROGRAM

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):

Recognizing the continuous advancements in industrial maintenance technologies and the challenge to increase customer satisfaction, this program establishes the necessary training

that leads the successful apprentice to the status of State Certified Journey Level worker in the specified occupation.

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 petroleum refining facilities located in Skagit and Whatcom Counties.

II. MINIMUM QUALIFICATIONS:

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

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

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

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

Testing: **None**

Other: **Applicants who are enrolled tribal members must provide proof of enrollment in a tribal membership.**

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

Sponsors with five (5) or more apprentices must adopt an Equal Employment Opportunity (EEO) Plan and Selection Procedure (chapter 296-05 WAC and 29 CFR Part 30).

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, sex (including pregnancy and gender identity), sexual orientation, color, religion, national origin, age, genetic information, disability or as otherwise specified by law. The sponsor shall take positive action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required

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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. Applicants will be selected on the basis of rank from a pool of eligible applicants.**
- 2. Applicants may apply online at the Lummi Nation Website at www.lummi-nsn.gov or by calling 360-312-2292.**
- 3. Applicants who are enrolled tribal members must provide proof of enrollment in a tribal membership.**
- 4. Applicants must provide an official transcript(s) for high school and any high school education.**
- 5. Applicant must submit their GED certificate or other high school equivalency credential if applicable.**
- 6. 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.**
- 7. Interviews will be scheduled for applicants that meet the minimum qualifications based upon available work opportunities. The committee will determine the number of apprenticeship openings prior to holding interviews.**
- 8. Remaining applicants will be placed in a ranked pool and retained for two years. The pool of eligible applicants will be re-ranked upon completion of each interview cycle.**
- 9. The Committee will give a written notice of rejection to each applicant who is not selected for either the ranked pool or the Apprenticeship Program.**

Equal Employment Opportunity Plan:

Pursuant to its mission to eliminate unlawful employment discrimination, the Equal Employment Opportunity Commission (EEOC) will fund a program for Tribes with Tribal Employment Rights Offices (TEROs) to maximize employment opportunities and to protect the Title VII and special preference rights of Indians. Funds provided by the EEOC under contract with each TERO will support the objectives and requirements of the TERO Program to identify, remedy, and eliminate unlawful employment discrimination occurring on or near the reservation.

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- 1. Communicate and distribute information about the nature of the apprenticeship program, admission requirements, current apprenticeship opportunities, the source of apprenticeship applications, and the equal opportunity policies of the program sponsor within XwLemi Ekwest-eng Chechey'ew'xw.**
- 2. Use Journey-level workers, including minorities and females, to assist in the implementation of the sponsor's equal employment opportunity plan.**
- 3. Grant Credit for previous trade experience or trade related courses for all applicants equally.**
- 4. Participate in events at the nearby community colleges, high schools, and technical schools. Focus will be on the recruitment, pre-qualification and placement of minorities and women (minority and non-minority) into the Lummi TERO apprenticeship program.**

B. 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 (8,000) 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].

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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.
- 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 training.**

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 three (3) journey-level workers 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 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. Industrial Maintenance Mechanic – Petroleum Refinery

Step	Hour Range or competency step	Percentage of journey-level wage rate
1	0000 -1000 hours	55 %
2	1001 – 2000 hours	60 %
3	2001 – 3000 hours	65 %
4	3001 – 4000 hours	70 %
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. Site Set Up/Clean up300

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2. Safety/Safety Watch.....	600
3. Demolition.....	600
4. Oxy Fuel Cutting.....	750
5. Equipment Operation.....	1100
6. Layout/Fit Up/Valves.....	850
7. Rigging/Lifts	450
8. Heaters/Heat Exchangers/Fin Fans.....	850
9. Tower/Tower Internals.....	900
10. Other Equipment Repair & Replace.....	1400
11. Systems Clean-up/Start Up	200

Total Hours/# of Competency Levels: 8000

The above schedule of practical work experience is designed as a guide. The apprentices shall be instructed and trained in all operations and methods customarily used in their trade. Retention of the apprentice on a particular operation beyond the established time should not occur unless there is a definite need for further training in the process and the Apprenticeship Committee Grants approval.

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.

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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: **Vendors, Equipment Manufacturers, Material Manufacturers, Safety Professionals, OSHA 10, First Aid/CPR and other courses approved by the Committee**

☒ Sponsor approved online or distance learning courses: **NCCER Connect**

☒ State Community/Technical college: **Northwest Indian College**

☐ Private Technical/Vocational college

☒ Sponsor Provided (lab/classroom): **Lummi TERO's Ferndale office, 2522 Kwina Rd. Bellingham, WA 98226.**

☐ Other (specify):

B. **(164)** Minimum RSI hours per year defined per the following [see WAC 296-05-015(6)]:

☒ Twelve-month period from date of registration.*

☐ Defined twelve-month school year: **(Insert Month)** through **(Insert Month)**.

☐ Two-thousand hours of on the job training.

**If no selection is indicated above, the WSATC will define RSI hours per twelve-month period from date of registration.*

C. Additional Information:

1. Apprentices will be responsible for completing the prescribed curriculum within the designated period. All courses need to be completed with a 75% or better.

2. At the end of the quarter, any Apprentices who fails to complete the required courses with passing scores must arrange within one (1) week of the end of the quarter to meet with the Training Director.

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- 3. The Apprentice and the Training Director will work together to establish a plan for the making up of incomplete courses.**
- 4. The Apprentice may be required to appear before the Apprenticeship Committee and provide an explanation as to why they did not complete all courses for that quarter with passing scores. Disciplinary action may include disciplinary probation, suspension, or cancellation of the Apprenticeship Agreement.**

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 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 category of on-the-job training will be maintained by each Apprentice. Apprentices will review their properly completed and signed work progress reports weekly with their Journey Level Trainer. Apprentices will submit reports monthly to the Training Director. The report will be submitted on or before the 10th of the following month.**
 - b. The Apprentice's Journey Level Trainer will sign off the Apprentice's record of hours worked in each category every week.**
 - c. The Apprentices will apply to themselves both on the job and in related training programs and continually strive to become a skilled worker.**
 - d. The classroom policies and procedures shall be always adhered to by the Apprentice. Apprentices will receive a copy of these policies/procedures on an annual basis.**

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- e. The Apprentice must read, understand and abide by the provisions of these standards and XwLemi Ekwost-eng Chechey'ew'xw Policies and Procedures.**
- f. Apprentices must be in the classroom with the required materials and ready for class by the scheduled time of class.**
- g. The responsibilities rest solely with the Apprentice to complete all lessons and topics missed due to absenteeism.**
- h. Any apprentice who fails to return to class following a break or who decides to leave early of their own volition, shall be given no credit for that class and shall be marked as absent for the entire class.**
- i. Any test missed due to absences of the Apprentice shall be made up at the convenience of the Training Director.**
- j. 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.
 - 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

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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) Monthly work records not turned in by the 10th day of the following month may result in the next scheduled wage increase being held for thirty (30) days for each offense. Three (3) consecutive offenses may constitute disciplinary action by XwLemi Ekwest-eng Chechey'ew'xw Apprenticeship Committee. Disciplinary action may include Disciplinary Probation, Suspension, or Cancellation of the Apprenticeship Agreement.**
 - B) The Apprentice must comply with XwLemi Ekwest-eng Chechey'ew'xw attendance policies. Reaching the disciplinary level of attendance occurrences may result in delayed upgrade and/or disciplinary action up to and including cancellation of the Apprenticeship Agreement.**
 - C) Apprentices will comply with all XwLemi Ekwest-eng Chechey'ew'xw Policies and Procedures. Termination of any employment for violation of policies shall result in the cancellation of the Apprenticeship Agreement.**
 - D) Any Apprentice being disciplined will be subject to the disciplinary procedures as set forth in the sections C&D below.**

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.

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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.
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

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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. Forms may be obtained through the programs assigned apprenticeship consultant.

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

1. The following is a listing of forms/reports for the administration of apprenticeship programs and the time-frames in which they must be submitted:
 - a. Apprenticeship Agreements – within first 30 days of employment
 - b. Authorization of Signature forms - as necessary
 - c. Approved Training Agent Agreements– within 30 days of sponsor action
 - d. Minutes of Apprenticeship Committee Meetings – within 30 days of sponsor approval (not required for Plant program)
 - e. Request for Change of Status - Apprenticeship/Training Agreement and Training Agents forms – within 30 days of action by sponsor.
 - f. Journey Level Wage Rate – annually, or whenever changed as an addendum to section VII. Apprentice Wages and Wage Progression.
 - g. Related Supplemental Instruction (RSI) Hours Reports (Quarterly):
 - 1st quarter: January through March, due by April 10
 - 2nd quarter: April through June, due by July 10

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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
- 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

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- 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.
 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.

XwLemi Ekwoost-eng Chechey'ew'xw – LUMMI APPRENTICESHIP PROGRAM

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: **Group Non-Joint**
- c. The employer representatives shall be:

**Cary Clemenson
Integrated Service Company LLC
4202 Meridian St. STE 203
Bellingham, WA 98226**

**Rhett Dixon
Brinderson LLC
235 N Hill BLVD
Burlington, WA 98233**

- d. The employee representatives shall be:

**Robin Hamilton
Lummi Tribal Member/IMM
2665 Kwina Rd.
Bellingham, WA 98226**

**Richard LaClair
Lummi Tribal Member/IMM
2665 Kwina Rd.
Bellingham, WA 98226**

F. Plant programs

For plant programs the WSATC or the Department designee will act as the apprentice representative. Plant programs shall designate an administrator(s) knowledgeable in the process of apprenticeship and/or the application of chapter 49.04 RCW and chapter 296-05 WAC and these standards.

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

N/A

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.

N/A

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.

**Teresa Ray S. Bumatay
TERO Director
2665 Kwina Rd.
Bellingham, WA 98226**

**Lisa Pantalia
TERO Lead Compliance Officer
2665 Kwina Rd.
Bellingham, WA 98226**

pm 20250210

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



Teri Gardner 2-14-25

Journey Level Wage Rate

From which apprentices' wages rates are computed

TO: Washington State Apprenticeship & Training Council

From XwLemi Ekwost-eng Chechey'ew'xw (Lummi Apprenticeship Program)

(NAME OF STANDARDS)

Occupations	County(s)	Journey Level Wage Rate	Effective Date:
Industrial Maintenance Mechanic - Petroleum Refinery	Skagit & Whatcom Counties	\$44.71	4/1/2025

For L&I Staff Use Only

JG 6-6-25

L&I Apprenticeship Consultant

Teri Gardner 5-14-25

Teri Gardner 6-6-25

L&I Admin

Department of Labor and Industries Apprenticeship

PO Box 44530

98504-4530



Section

Apprenticeship

Related/Supplemental Olympia WA

Instruction (RSI) Plan Review

Program Name **XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)**

Occupation

Industrial Maintenance Mechanic – Petroleum Refinery

Term/OJT Hours **8000**

hours

Total RSI Hours 718

Training Provider **LUMMI APPRENTICESHIP PROGRAM NCCER Curriculum- Connect Industrial Maintenance Mechanic**

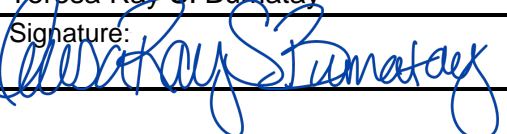
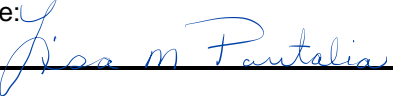
By the signature placed below, the **program sponsor** agrees to provide the prescribed RSI for each registered apprentice and assures that:

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 compliances with WISHA and applicable federal and state regulations.
4. The RSI Plan is maintained, updated and submitted to the Department a minimum of once every 5 years (WSATC Policy 2015-01; rev, 10-21-21).
5. The RSI will be conducted by instructors who meet the qualification of the “competent instructor” as described in WAC 296-05-003:
 - a. Has demonstrated a satisfactory employment performance in her/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.

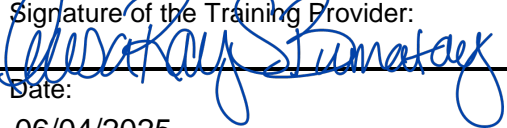
6. If using alternative forms of instruction, such as correspondence, electronic media, or other self-study, instruction shall be clearly defined.

Signatures on next page

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

<input checked="" type="checkbox"/>	Chair Authorized Signer	Date June 4, 2025	<input type="checkbox"/>	Secretary	Date
Print Name: Teresa Ray S. Bumatay			Print Name: Lisa Pantalia		
Signature: 			Signature: 		

Training Provider Signature

Approved By (Print Name): Teresa Ray S. Bumatay	Title: Director of TERO
Signature of the Training Provider: 	
Date: 06/04/2025	

If additional training providers are needed, go to page 4.

SBCTC

Print Name:	Title:
Signature of the Program Administrator:	
Date:	
<input type="checkbox"/> SBCTC recommends approval	<input type="checkbox"/> SBCTC recommends return to sponsor

Program Name XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	Occupational Objective INDUSTRIAL MAINTENANCE MECHANIC – PETROLEUM REFINERY
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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.

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.

Element/Course: HSE Basic Plus Training Year 1	Planned Hours: 10
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course:	
<p>HSE - Safety Orientation and Continuous Improvement Certification</p> <p>Includes: Behavior Based Safety, Confined Spaces, Electrical Safety & Lockout/Tagout, Emergency Response & Fire Safety, Fall Protection, Hand & Power Tools, Hand Safety, Hazard Recognition, HAZCOM/GHS, Hearing Conservation, Job Safety Analysis, Material Handling, HSE Management System, Policies, Risk Assessment, & Stop Work Authority</p> <p>Classroom 5 hours/Online 5 hours</p>	

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 type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course:	
<p>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 the industrial maintenance. The responsibilities and characteristics a worker should possess are also described.</p>	

Element/Course: Trade Safety Year 1	Planned Hours: 13
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course:	
<p>Describes the consequences of on-the-job accidents and the responsibilities of OSHA. Identifies potential ironworker health and safety hazards and safe work practices around cranes. Explains the safe use of personnel lifts. Discusses the safe use and operation of aerial platforms, hoists, and fall protection systems. First Aid/CPR.</p> <p>Classroom 7 hours/Lab 6 hours</p>	

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 type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course:	
<p>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.</p>	

Element/Course: Abnormal Operating Conditions (AOC) Certification Year 1	Planned Hours: 6
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	

Description of element/course:

In this course, apprentices will learn how to recognize, properly react to, and properly report AOC's that may occur during pipeline operations. This will include lessons on programs, procedures, safety equipment, and warning devices for practically every facet of pipeline operation.

Classroom 3 hours/Online 3 hours

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: Orientation to the Trade Year 1	Planned Hours: 3
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
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: Craft Related Math Year 1	Planned Hours: 10
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course: Apprentices will develop a working knowledge and practical application of mathematics as it relates to industrial maintenance. Math concepts will Explain how to multiply, divide, calculate fractions, use ratios and proportions, solve basic algebra, area, volume, and circumference problems, and solve for right triangles using the Pythagorean theorem.	

Element/Course: Construction Drawings Year 1	Planned Hours: 10
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course: The apprentices will be introduced to plot plans, structural drawings, elevation drawings, as-built drawings, equipment arrangement drawings, P&IDs, isometric drawings, basic circuit diagrams, and detail sheets. The apprentice will learn how to interpret the basic elements of drawings, principals of drawings, and be introduced on how drawings are used in industrial maintenance. Hands-on will include the use of drawings from curriculum and from industry. Classroom 5 hours/Lab 5 hours	

Element/Course: Basic Layout Year 1	Planned Hours: 18
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course: Apprentices will learn the procedure of basic layout. Discusses the tools used in layout. Explain how to lay out baselines using the arc method and 3-4-5 method. Apprentices will demonstrate layout procedures in hands-on exercises. Classroom 9 hours/Lab 9 hours	

Element/Course: Tools of the Trade Year 1	Planned Hours: 4
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course: This course provides an introduction to the hand and power tools used in industrial maintenance. Covers safety procedures and techniques for use of these tools. Hands-on includes explain the purpose of each tool commonly used in the industrial maintenance craft and to demonstrate the proper use of those tools. Classroom 2 hours/Lab 2 hours	

Element/Course: Oxy Fuel Cutting Year 1	Planned Hours: 10
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course: Explains the safety requirements for oxyfuel cutting. Identifies oxyfuel cutting equipment and provides instructions for setting up, lighting, and using the equipment. Includes straight line cutting, piercing, beveling, washing, and gouging. Apprentices will also have hands-on practice setting up, lighting, and using the equipment. Including straight line cutting, piercing, beveling, washing, and gouging Classroom 5 hours/Lab 5 hours	

Element/Course: Material Handling and Rigging Year 1	Planned Hours: 12
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course: Introduces the equipment and techniques of material handling and describes the procedures for rigging and communicating with riggers. Identifies the site and environmental hazards associated with rigging. Classroom 6 hours/Lab 6 hours	

Element/Course: Mobile and Support Equipment Year 1	Planned Hours: 10
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course: Apprentices will be Introduces the safety procedures and methods of operation for motorized support equipment, including forklifts, manlifts, compressors, and generators. Classroom 5 hour/Lab 5 hours	

Element/Course: Equipment Training & Certification Year 1	Planned Hours: 10
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	

Description of element/course:

In this course apprentices will receive classroom and LAB training on All Terrain Forklifts, Man Lifts, Scissor Lifts, and Generators. Describes common manlift equipment and construction equipment. Apprentices will learn how to use equipment manuals, perform record keeping, and follow safety requirements.
Classroom 5 hours/Lab 5 hours

Element/Course: Fasteners and Anchors

Year 1

Planned Hours: 4

Mode of Instruction (check all that apply)

☒ Classroom ☒ Lab ☐ Online ☐ Self-Study

Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)

Description of element/course:

This course 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. Explains how to recognize foot pounds, inch pounds, thread identification, tolerance, and torque. Will include hands – on exercises in installing fasteners correctly and safely.
Classroom 2 hours/Lab 2 hours

Element/Course: Introduction to Piping Components

Year 1

Planned Hours: 5

Mode of Instruction (check all that apply)

☒ Classroom ☒ Lab ☐ Online ☐ Self-Study

Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)

Description of element/course:

This course introduces the fundamental theories and practical application of piping systems with focus on system setup, maintenance, and repair. Topics include Introduces chemical, compressed air, fuel oil, steam, and water systems. Explains how to identify piping systems according to color codes. Classroom 2 hours/Lab 3 hours

Element/Course: Communication – Signal Person (Rigging)

Year 1

Planned Hours: 10

Mode of Instruction (check all that apply)

☒ Classroom ☒ Lab ☐ Online ☐ Self-Study

Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)

Description of element/course:

Describes the communication process between the rigger and the crane operator. Covers electronic communication as well as the standard hand signals in 29 CFR 1926 Classroom 5 hours/Lab 5 hours

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 Principles of Cranes (Rigging)

Year 1

Planned Hours: 16

Mode of Instruction (check all that apply)

☒ Classroom ☒ Lab ☐ Online ☐ Self-Study

Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)

Description of element/course:

Offers trainees an introduction to mobile crane equipment with an in-depth discussion of terminology and nomenclature. Explains the basic scientific principles associated with mobile crane operation. This course will cover safety around cranes, crane manuals, load charts, and crane size/load. Classroom 8 hours/Lab 8 hours

Element/Course: High Hazard Safety Training (Recertification) Year 2	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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course: This course will include any updates along with the original safety training to include: HSE - Safety Orientation and Continuous Improvement Certification Includes: Behavior Based Safety, Confined Spaces, Electrical Safety & Lockout/Tagout, Emergency Response & Fire Safety, Fall Protection, Hand & Power Tools, Hand Safety, Hazard Recognition, HAZCOM/GHS, Hearing Conservation, Job Safety Analysis, Material Handling, HSE Management System, Policies, Risk Assessment, & Stop Work Authority. Classroom 10 hours/Online 10 hours	

Element/Course: Crane Safety (Rigging) Year 2	Planned Hours: 15
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course: This course Introduces apprentices to various safety aspects of mobile crane operation, including equipment inspection, site hazard identification, and required personal protection equipment. Discusses how to work with site plans and specifications. Classroom 7 hours/Lab 8 hours	

Element/Course: Valves Year 2	Planned Hours: 5
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course: Apprentices will develop experience in repairing, replacing, lay out, and fit up of valves. This course identifies and provides the maintenance, removal, and installation methods for various types of valves. Also covered id valve storage and handling. Classroom 2 hours/Lab 3 hours	

Element/Course: Introduction to Test Instruments Year 2	Planned Hours: 7
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course: This course Introduces apprentices to test equipment for industrial maintenance, including tachometers, pyrometers, strobe meters, voltage testers, and automated diagnostic tools. Classroom 4 hours/Lab 3 hours	

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 type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course: This course explains lubrication safety, storage, and classifications. Also explains selecting lubricants, additives, lubrication equipment, and lubricating charts. Classroom 6 hours/Lab 6 hours	

Element/Course: Copper and Plastic Piping Year 2	Planned Hours: 5
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course: In this course apprentices will cover the selection, preparation, joining, and support of copper and plastic piping along with fittings with focus on system set up maintenance and repair. Classroom 2 hours/Lab 3 hours	

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 type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course: Description of element/course: This module covers various types of iron and steel pipe and fittings and provides step-by-step instructions for cutting, threading, and joining ferrous piping. Classroom 2 hours/Lab 3 hours.	

Element/Course: Pumps and Drives Year 2	Planned Hours: 5
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course: Explains centrifugal, rotary, reciprocating, metering, and vacuum. Classroom 2 hours/Lab 3 hours	

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 type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course: Describes non-destructive an pressure testing of systems and equipment. Classroom 5 hours/Lab 5 hours	

Element/Course: Introduction to Bearings Year 2	Planned Hours: 14
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course: Introduces plain, ball, roller, thrust, guide, flagged, pillow block, and take-up bearings. Discusses bearing materials and designations. Classroom 7 hours/Lab 7 hours	

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 type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	

Description of element/course:

Introduces the components and functions of basic steam systems, including boilers, steam traps, and blowdown recovery systems. Classroom 5 hours/Lab 5 hours

Element/Course: High Pressure Steam Systems Year 2

Planned Hours: 20

Mode of Instruction (check all that apply)

☒ Classroom ☒ Lab ☐ Online ☐ Self-Study

Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)

Description of element/course:

Explains the functioning of high-pressure steam systems used in industry. Classroom 10 hours/Lab 10 hours

Element/Course: Distillation Towers and Vessels Year 2

Planned Hours: 20

Mode of Instruction (check all that apply)

☒ Classroom ☒ Lab ☐ Online ☐ Self-Study

Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)

Description of element/course:

Introduces the various types and functioning of distillation towers and vessels, including recovery vessels and condensate processing. Classroom 10 hours/Lab 10 hours

Element/Course: Heaters/Heat Exchangers/Fin Fans Year 2

Planned Hours: 30

Mode of Instruction (check all that apply)

☒ Classroom ☒ Lab ☐ Online ☐ Self-Study

Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)

Description of element/course:

Introduces the trainee to the equipment used to transfer and remove heat from systems in process. Classroom 15 hours/Lab 15 hours

Element/Course: Advanced Rigging Year 2

Planned Hours: 20

Mode of Instruction (check all that apply)

☒ Classroom ☒ Lab ☐ Online ☐ Self-Study

Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)

Description of element/course:

Explains how load weight and center of gravity affect lifting and crane stability. Load calculations for multicrane 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. Classroom 10 hours/Lab 10 hours

Element/Course:	Advanced Trade Math	Year 3	Planned Hours:	30
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)				
Description of element/course:				
Explains right triangle trigonometry and its use in the trade. Also covers interpolation, equilateral and isosceles triangles and the laws of acute triangles.				

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 type="checkbox"/> Online <input type="checkbox"/> Self-Study				
Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)				
Description of element/course:				
Explains how to select, inspect, use and care for levels, feeler gauges, calipers, micrometers, height gauges and surface plates, dial indicators, protractors, parallels and gauge blocks, trammels, and pyrometers.				
Classroom 10 hours/Lab 10 hours				

Element/Course:	Setting Base Plates and Pre-Alignment	Year 3	Planned Hours:	30
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)				
Description of element/course:				
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. Classroom 10 hours/Lab 20 hours				

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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course: 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. Classroom 20 hours/Lab 10 hours	

Element/Course: Installing Bearings Year 3	Planned Hours: 20
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course: Explains how to remove, troubleshoot, and install tapered, thrust, spherical roller, pillow block, and angular contact ball bearings. Classroom 10 hours/Lab 10 hours	

Element/Course: Installing Couplings Year 3	Planned Hours: 14
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course: Identifies various types of couplings and covers installation procedures using the press-fit method and the interference-fit method. Also covers coupling removal procedures. Classroom 7 hours/Lab 7 hours	

Element/Course: Lift Planning II Year 4	Planned Hours: 10
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	

Description of element/course:

Discusses lift plan implementation, including reference information, calculations, single- and multiple-crane lifting, critical lifts, and engineering considerations.

Element/Course: Load Charts Year 3

Planned Hours: 24

Mode of Instruction (check all that apply)

☒ Classroom ☒ Lab ☐ Online ☐ Self-Study

Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)

Description of element/course:

Discusses the importance of load charts and charts that apply to different configurations. Includes on-rubber, on-outrigger, jib, and deduction charts, as well as range diagrams and operational notes. Covers parts of line and capacity calculations. Classroom 12 hours/Lab 12 hours

Element/Course: Lift Planning Year 3

Planned Hours: 10

Mode of Instruction (check all that apply)

☒ Classroom ☒ Lab ☐ Online ☐ Self-Study

Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)

Description of element/course:

Discusses lift plan implementation, including reference information, calculations, single- and multiple-crane lifting, critical lifts, and engineering considerations.

Classroom 5 hours/Lab 5 hours

Classroom 5 hours/Lab 5 hours

Element/Course: Hoisting Personnel Year 4

Planned Hours: 20

Mode of Instruction (check all that apply)

☒ Classroom ☒ Lab ☐ Online ☐ Self-Study

Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)

Description of element/course:

Examines ASME B30.23 and 29 CFR 1926.550(g) requirements while presenting advanced operation techniques for hoisting personnel. Classroom 10 hours/Lab 10 hours

Element/Course: Introduction to Tube Work Year 4

Planned Hours: 10

Mode of Instruction (check all that apply)

☒ Classroom ☒ Lab ☐ Online ☐ Self-Study

Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)

Description of element/course:

Covers the basics of working with heat exchanger and furnace tubing and tube sheets. Classroom 5 hours/Lab 5 hours

Element/Course: Troubleshooting and Repairing Pumps Year 4

Planned Hours: 10

Mode of Instruction (check all that apply)

☒ Classroom ☒ Lab ☐ Online ☐ Self-Study

Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)

Description of element/course:

Explains how to inspect, troubleshoot, disassemble, assemble, and install a pump. Also describes the process of preparing for start-up. Classroom 5 hours/Lab 5 hours

Element/Course:	Troubleshooting and Repairing Gearboxes	Year 4	Planned Hours:	20
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)				
Description of element/course:				
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.				
Classroom 10 hour/Lab 10 hours				

Element/Course:	Preventive Predictive Maintenance	Year 4	Planned Hours:	10
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)				
Description of element/course:				
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.				
Classroom 5 hours/Lab 5 hours				

Element/Course:	Advanced 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 type="checkbox"/> Online <input type="checkbox"/> Self-Study				
Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)				
Description of element/course:				
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. Classroom 12 hours/Lab 12 hours				

Element/Course:	Compressors 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 type="checkbox"/> Online <input type="checkbox"/> Self-Study				
Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)				
Description of element/course:				
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. Classroom 20 hours/Lab 15 hours				

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 type="checkbox"/> Online <input type="checkbox"/> Self-Study				
Provided by: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)				
Description of element/course:				
Describes the preparation and setup of arc welding equipment and the process of striking an arc. Explains how to detect and correct arc blow. Describes how to make stringer, weave, overlapping beads, and fillet welds.				
Classroom 12 hours/Lab 12 hours				

Element/Course: Introduction to Supervisory Skills Year 4	Planned Hours: 15
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: XWLEMI EKWOST-ENG CHECHEY'-EW'XW (LUMMI APPRENTICESHIP PROGRAM)	
Description of element/course:	
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.	

Additional Training Providers (if necessary)

Title of Training Provider

Organization of Training Provider

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Organization of Training Provider



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PH: 360.312.2245

Teri Gardner 6-6-25

JG 6-6-25

June 4, 2025

RE: Committee Selection Process for the XwLemi Ekwost-eng Chechey'ew'xw

We recently completed the selection process for the Industrial Maintenance Mechanic Apprenticeship Committee. A memo was sent to all staff and stakeholders inviting nominations for the committee positions. Nominees were evaluated based on their experience, knowledge, and ability to represent the interests of the [program/department/organization].

After confirming the nominees' willingness to serve, an election was held. Election ballots were distributed, collected, and counted. The results were publicly posted and confirmed. We are pleased to announce that we have chosen:

Cary Clemenson (Employer Rep)

Dolly Gaona (Employee Rep)

Rhett Dixon (Employer Rep)

Richard LaClair (Employee Rep)

Robin D. Hamilton (Employee Rep)

Ryan Pantalia (Employer Rep) were elected to the committee.

This process was carried out in a transparent and fair manner, ensuring that all voices had the opportunity to be heard.

Hy'shqe (Thank you),

Teresa Ray Bumatay
Lummi Nation TERO Director

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JG 6-6-25
L&I Apprenticeship Consultant

Teri Gardner 6-6-25
L&I Admin

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



Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program

XwLemi Ekwost-eng Checney'ew'xw

Committee Representative Name
Rhett Dixon

Committee Representative Signature

☒ Employer Representative ☐ Employee Representative (Does not have the authority to hire or fire)

Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Vice President	Brinderson LLC	04/17	04/25
Project Director	Matrix Service Inc.	04/96	04/17
Project Controls	Brown & Root Industrial Services	04/91	04/96

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Mount Vernon High School	06/88	General Education	Diploma

Other Technical Certifications or Licenses Held

CII Executive Leadership Program (2013) - University of Texas
Leading to a Higher Standards; Business Fundamentals (2014) - Spears School of Business at Oklahoma University
Licensed RME as a General Contractor in Utah and Hawaii

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L&I Apprenticeship Consultant

L&I Admin

Teri Gardner 5-14-25

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



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Name of Program

XwLemi Ekwest-eng Chechey'ew'xw

Committee Representative Name
Cary Clemenson

Committee Representative Signature

☒ Employer Representative ☐ Employee Representative (Does not have the authority to hire or fire)

Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
SVPresident	Integrated Service Company LLC	10/22	Present
GM	Matrix Service Inc.	1/16	9/22
CM	BP Cherry Point Refinery (multiple positions)	3/91	12/15

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Ferndale High School	6/86	General Studies	Diploma

Other Technical Certifications or Licenses Held

None

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Teri Gardner 5-14-25
L&I Admin

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Name of Program

XwLemi Ekwo-eng Chechey'-ew'xw

Committee Representative Name
Robin D. Hamilton

Committee Representative Signature

Robin D. Hamilton

☐ Employer Representative ☒ Employee Representative (Does not have the authority to hire or fire)

Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Welder	MATRIX SERVICE	08/2019	Current
IMM	Matrix Services	2014	2019
	Lummi Tribal Member - wants to support a tribal ran program		

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
N.WIC GED	2 / 2010	NWIC	GED

Other Technical Certifications or Licenses Held

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L&I Apprenticeship Consultant

L&I Admin

Teri Gardner 5-14-25

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Name of Program

XwLemi Ekwo-st-eng Chechey'-ew'xw

Committee Representative Name

Richard LaClair

Committee Representative Signature

Richard LaClair

☐ Employer Representative ☒ Employee Representative (Does not have the authority to hire or fire)

Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Const.Coord.	B.P.	01/1988	01/2000
<i>INM</i>	<i>Grandfathered in to INM Program</i>		

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Fund. Of Refining (F.O.R.)	01/1988	F.O.R.	Cert.

Other Technical Certifications or Licenses Held



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JG 6-6-25

Teri Gardner 6-6-25

June 4, 2025

RE: Program Funding and Sustainability Plan for the Industrial Maintenance Mechanic Apprenticeship Program

Our Industrial Maintenance Mechanic (IMM) Apprenticeship Program will be funded through a combination of internal and external resources to ensure long-term sustainability. This includes:

Program Funding:

1. The IMM Apprenticeship Program is included as a line item within the department's operational budget to ensure it remains a core priority.
2. Additional funding sources may include grants, contributions from program partners, and collaborations with industry partners such as BP Cherry Point and the Laborers Union.
3. We anticipate adjusting operational and program budgets as needed to accommodate cost increases over time.

Operational and Administrative Capacity:

1. Administrative duties for the program will be managed and funded by the department, ensuring ongoing oversight and compliance with all program requirements.
2. Program instruction and coordination will be led by staff members who are paid as part of their regular duties, ensuring continuity of program delivery.
3. All classroom and lab spaces, tools, equipment, and training materials will be provided by the department or through partnerships, eliminating the need for outside rental or leasing expenses.
4. Our organization's liability insurance will cover all training activities and ensure safety for participants.

Future Funding and Sustainability:

We are committed to evaluating the program's costs regularly and adjusting our budget as needed to maintain financial stability. Additionally, we will continue to seek opportunities for leveraging partnerships, federal and state grants, and other funding resources that align with our mission to expand workforce development for tribal members.

Thank you for your support and partnership in ensuring the sustainability of this important program.

Hy'shqe (Thank you),

Teresa Ray Bumatay
TERO Director