

Received: L&I Tukwila  
December 6, 2021

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



# REQUEST FOR REVISION OF STANDARDS

*Sandra K. Husband*  
L&I apprenticeship coordinator

TO: Washington State Apprenticeship & Training Council

Received: L&I Tukwila  
December 14, 2021

From: **Boilermakers Local 104 & Puget Sound Employers Apprenticeship Committee, #60**  
(NAME OF PROGRAM STANDARDS)

Please update our Standards of Apprenticeship to reflect the following changes.  
Additions shall be underlined.  
Deletions shall be ~~struck through~~.  
See attached.

*Teri Gardner 12-14-2021*  
*Teri Gardner 12-6-2021*

Authorized signatures (chr.) <i>[Signature]</i>	Approved by: Washington State Apprenticeship & Training Council
(sec.)	Secretary of WSATC:
date: <i>12-6-2021</i>	date:

attach additional sheets if necessary

# Boilermakers Local 104 & Puget Sound Employers Apprenticeship Committee, #60

Sponsor Introductory Statement (Required):

[Please remove possessive apostrophe in the sentence below.]

These Standards have been developed by Washington Metal Trades, Inc., and Boilermakers' Local Union 104 of Seattle, Washington.

## I. Geographic Area Covered:

Note that while the Washington State Apprenticeship and Training Council has no responsibility or authority in the states of Alaska or Oregon, the ~~Joint Apprenticeship Committee (JATC)~~ Boilermakers Local 104 & Puget Sound Employers Apprenticeship Committee will apply the same standards and guidelines to apprentices registered to the sponsor while working in these state.

## II. Minimum Qualifications:

- Age: ~~Minimum of Eighteen~~ Must be at least eighteen (18) years of age at the time of application.
- Physical: Must be physically able to perform the work at of the trade with or without reasonable accommodation.
- Other: Must provide documents documentation to verify employment eligibility legal working status, a condition of employment, and must meet per I-9 requirements.

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

### A. Selection Procedures:

- 1. The Boilermakers Local 104 & Puget Sound Employers Apprenticeship Committee does not serve as a referral agency, and persons Individuals desiring apprenticeship training under the Boilermakers Local 104 & Puget Sound Employers Apprenticeship Committee shall make application in person to the ~~Boilermakers' Local #104 Apprenticeship and Training Trust~~ Coordinator or designee.**
- 2. The score will be combined with interview score (see #4 5 below.)**
- 3. In order for an application to be considered complete, all documentation verifying minimum qualifications must be provided at the time of application. ~~This includes~~ Applicant must provide proof of age (must be government issued picture ID), proof of high school graduation or equivalent, and proof the applicant is employment eligible (meets I-9 requirements) of legal employment status (such as a valid WA State driver's license and Social Security Card. Letters of recommendation from previous employers or instructors, as well as resumes, certificates or college transcripts may be provided (optional.) Completed applications will be placed on an eligibility list in descending order by date of application.**

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~~Once the application is complete the applicant will be informed that they have passed all entry requirements of the Apprenticeship Committee and are now qualified to seek employment as a boilermaker apprentice. Until the applicant is employed as an apprentice, they will be advised to keep in touch with the apprenticeship office by email phone or text.~~

~~Completed applications will be placed on an eligibility list in descending order by date of application.~~

- 4. Once the application is complete the applicant will be informed that they have passed all entry requirements of the Apprenticeship Committee and are now qualified to seek employment as a boilermaker apprentice.**

**Until the applicant is employed as an apprentice, the applicant must contact the Apprenticeship Office once per month by email, phone, text, US Mail, or in person to remain eligible. The Apprenticeship Office will maintain a checklist to validate contact has been made. When an applicant fails to contact the Apprenticeship Office for two consecutive months the applicant will be dropped from the eligibility list. Such individuals may reapply per the directions given above.**

- 45. Interview sessions will be scheduled at intervals determined by the Apprenticeship Committee. Applicants who complete steps 2 and 3 above on the eligibility list as described above will be granted an interview invitation. Applicants will be notified in writing of the date, place, and time of the interview based on the date of application. Consideration will also be given to female applicants for affirmative action purposes applicants that have successfully completed an Apprenticeship Preparation Program recognized by the Washington State Apprenticeship and Training Council. Such individuals must provide a copy of the graduation certificate from the Apprenticeship Preparation Program.**

**The Apprenticeship Committee will evaluate and rate applicants. The interview score and basic math test score will be combined. Applicants will be placed on the ranked list in order by score. Newly interviewed applicants will be slotted into the existing ranked list according to the score received.**

- 56. Applicants on the eligibility list or ranked list will be retained on that list for two (2) years as long as the card is validated the applicant contacts the Apprenticeship Office each month per the instructed in number 3 #4 above. (This requirement also pertains to ranked applicants.)**
- 67. If the applicant locates employment or is placed hired as an apprentice by a training agent, they must make an appointment with the Apprenticeship Coordinator Office to complete an apprenticeship agreement within two (2) weeks, subject to approval by the Apprenticeship Committee.**

[Please renumber the elements 7. & 8. to 8. & 9.]

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[Please note: the heading “EXCEPTIONS” is underlined in the existing standards and should remain underlined; it is not new language. “Direct Entry” is new language.]

## 910. EXCEPTIONS: Direct Entry

Individuals entering the apprenticeship program by any of the following methods must meet the Minimum Qualifications per Section II of these standards and must complete and submit an application form.

- a. ~~(Direct Entry)~~ Individuals who have their jobs reclassified through collective bargaining to an occupation covered by these Standards; When In order to be registered, individuals entering through this method must be employed by an participating employer Approved Training Agent. For such applicants to be considered, they must:

- ~~(1) — Meet the minimum qualifications~~
- ~~(2) — Complete an application form~~
- ~~(3) — Must be employed with a training agent of the sponsor.~~

- b. ~~(Direct Entry)~~ Employees of an employer who has not signed a collective bargaining agreement and wishes to have their employees trained may receive direct entry into the apprenticeship program provided: ~~(WAC 296-05-303(4))~~

- ~~(1) — Applicant meets the minimum qualifications~~
- (2) The employer signs a Contribution Agreement with the Puget Sound Employers Boilermakers Local 104 and Puget Sound Employers Apprenticeship Committee and Training Trust Fund. Per WAC 296-05-009(5), all employers and apprentices requesting to participate in registered apprenticeship must be afforded the opportunity to do so and will be required to pay a cost equivalent to currently participating employers and apprentices.
- (2) The employer signs a Training Agent agreement thereby agreeing to abide by the standards of apprenticeship. A copy of the standards of apprenticeship will be furnished to the employer.
- ~~(3) — (WAC 296-05-303 (5)):All employers requesting approved and state apprenticeship rules and these standards of apprenticeship.~~

[The heading for #10 is underlined in the current standards and is not new language. Please remove the underline from “New Approved Training Agents” as shown below.]

- 10c. Alternative Selection Method: New Approved Training Agents: ~~(Direct Entry)~~ When an employer is added as an Approved Training Agent, their non-journey level employees shall receive direct entry into an apprenticeship as soon as they meet the minimum qualifications. These individuals shall be evaluated by the committee and placed at the proper step of apprenticeship in a non-discriminatory manner.

Boilermakers Local 104 & Puget Sound Employers Apprenticeship  
Committee, #60

**XI. Sponsor – Responsibilities and Governing Structure:**

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

1.

**[Please delete and replace the committee in its entirety]**

c. The employer representatives shall be:

**Ron Olson, Chair**  
6770 East Marginal Way S., B-122  
Seattle, WA 98108

**Nelson Perry**  
6770 East Marginal Way S., B-122  
Seattle, WA 98108

**Karen Contreras**  
6770 East Marginal Way S., B-122  
Seattle, WA 98108

d. The employee representatives shall be:

**Sheldon Murray, Secretary**  
6770 East Marginal Way S., B-122  
Seattle, WA 98108

**Rick Dumas**  
6770 East Marginal Way S., B-122  
Seattle, WA 98108

**James Waring**  
6770 East Marginal Way S., B-122  
Seattle, WA 98108

**Pat Fogel, Alternate**  
6770 East Marginal Way S., B-122  
Seattle, WA 98108

**Brian Self, Alternate**  
6770 East Marginal Way S., B-122  
Seattle, WA 98108