

For L&I Staff Use Only

ESH9/15/2022

Teri Gardner 9-15-22

EA 08/31/2022

Teri Gardner 8-31-22

L&I Apprenticeship Consultant

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 State Fire Fighters Joint Apprenticeship Training Committee 1499

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 type="checkbox"/> Chair	Date	<input type="checkbox"/> Secretary	Date
<input checked="" type="checkbox"/> Authorized Signer	08/31/2022		
Print Name: David Myers	Print Name:		
Signature: <i>DA Myer</i>	Signature:		

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

Attach additional sheets if necessary

<u>Occupational Objective(s):</u>	<u>SOC#</u>	<u>Term [WAC 296-05-015]</u>
FIREFIGHTER	<u>33-2011.01</u>	<u>36 MONTHS 6000</u>
	<u>33-2011.00</u>	<u>HOURS</u>
FIRE OFFICER	<u>33-1021.01</u>	<u>24 MONTHS 4000</u>
	<u>33-1021.00</u>	<u>HOURS</u>
FIRE APPARATUS DRIVER/OPERATOR	<u>33-2011.01</u>	<u>12 MONTHS 2000</u>
	<u>33.2011.00</u>	<u>HOURS</u>

II. MINIMUM QUALIFICATIONS:

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

Age: **Minimum of 18 years of age at time of appointment-registration.**

Education: **High school diploma or GED. Must be a High School graduate or equivalent.**

Physical: **Must meet all entrance and testing requirements for firefighter, fire apparatus driver/operator or fire officer as listed in the in the Civil Service Rules, Board of Commissioners Rules or as listed with the Human Resource Department for the individual participating fire departments (approved training agents).**

Testing: **Must meet all the entrance and testing requirements for firefighter, fire apparatus driver/operator or fire officer as listed in the Civil Service Rules, Board of Commissioners Rules or as listed with the Human Resource Department for the individual participating fire departments (Washington State Fire Fighters Joint Apprenticeship Training Committee 1499 approved training agents).**

Other: **Must meet all the entrance and testing requirements for the firefighter or fire officer as listed in the Civil Service Rules, Board of Commissioners Rules or as listed with the Human Resource Department for the individual participating fire departments (JATC approved training agents). A Firefighter Journey level Certificate of completion is required for applicants wishing to register in the Fire Officer and Fire Apparatus Driver/Operator apprenticeship programs.**

IV. TERM OF APPRENTICESHIP:

Firefighter—36 months or 6000 hours minimum.

Fire Officer—24 month or 4000 hours minimum.

Fire Apparatus Driver/Operator—12 months or 2000 hours minimum.

- A. The term of apprenticeship for Firefighter shall be 6000 hours of reasonably continuous employment in the occupational objective.**
- B. The term of apprenticeship for Fire Officer shall be 4000 hours of reasonably continuous employment in the occupational objective.**
- C. The term of apprenticeship for Fire Apparatus Driver/Operator shall be 2000 hours of reasonably continuous employment in the occupational objective.**

V. INITIAL PROBATIONARY PERIOD:

~~C. Probationary period not to exceed 12 months.~~

~~D. Probationary period for Fire Apparatus Driver/Operator not to exceed 400 hours or 3 months, whichever occurs first.~~

C. The initial probationary period for Firefighter shall not exceed 12 months or 2000 hours of on-the-job-training. (Per CBA)

D. The initial probationary period for Fire Officer shall not exceed 800 hours of on-the-job training.

E. The initial probationary period for Fire Apparatus Driver/Operator shall not exceed 400 hours of on-the-job training.

VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS:

~~Not to exceed 1 apprentice to 1 journey-level worker as determined by the individual participating fire departments.~~

F. On the job training shall never exceed the ratio of one (1) apprentice to one (1) journey-level worker per Fire Department.

VII. APPRENTICE WAGES AND WAGE PROGRESSION:

B.

1. Unless otherwise specified, the straight time hourly wage rate for apprentices shall be determined by the provisions of the applicable Collective Bargaining Agreement/Memorandum of Understanding, provided, however, that such a wage rate for entry level recruit apprentices shall not be less than seventy percent of the wage rate for a journey person specified in such Collective Bargaining Agreement or Memorandum of Understanding. ~~Participating fire departments (Sub-Committees) will be required to submit annually, or whenever changed, a Journey Level Wage Rate form that would include the progressively increasing wage scale (as specified in Collective Bargaining Agreement/Memorandum of Understanding) to the Committee. The Committee will forward this information to the Registration Agency.~~

~~If participating fire departments (Sub-Committees) fail to provide the required Journey Level Wage Rate and progressively increasing wage scale, then the default table will be used.~~

C. Wage Progression Schedules

***Fire Apparatus Driver/Operator**

Step	Hour Range or competency step	Percentage of journey-level wage rate*
1	0000-2000 hours	70%

***Per Collective Bargaining Agreement, Fire Apparatus Driver/Operator is only one step.**

VIII. WORK PROCESSES:

- [Please delete (VIII.A.Firefighter) in its entirety and replace with the following]

<u>A. Firefighter</u>	<u>Approximate Hours</u>
1. <u>Engine, Pumper, and Ladder company.....</u>	<u>2500</u>
a. <u>Operating of SCBA and Air Management</u>	
b. <u>Use of Tools and Equipment</u>	
c. <u>Care, handling, testing and construction of Ladders</u>	
d. <u>Use and maintenance of Hose and Appliances</u>	
e. <u>Forcible Entry</u>	
f. <u>Ventilation</u>	
g. <u>Search and Rescue</u>	
h. <u>Ropes and Knots</u>	
i. <u>Apparatus</u>	
2. <u>Fireground operations and incident management</u>	<u>400</u>
3. <u>Aid Car Driver/EMS.....</u>	<u>400</u>
4. <u>Use and maintenance of power equipment.....</u>	<u>400</u>
5. <u>Safety Practices.....</u>	<u>200</u>
a. <u>Bloodborne/Airborne Pathogens</u>	
b. <u>Hearing Protection</u>	
c. <u>Building collapse</u>	
d. <u>Emergency Signals and Terminology</u>	
e. <u>Mayday Procedures</u>	
6. <u>Department Specific Training.....</u>	<u>650</u>
a. <u>Wildland</u>	
b. <u>Aerial</u>	
c. <u>AARF</u>	
d. <u>Marine</u>	
e. <u>Nuclear</u>	
7. <u>Learn and apply Hydraulic concepts to written and practical solution.....</u>	<u>200</u>
8. <u>Reporting and Documentation.....</u>	<u>250</u>
9. <u>Exposure to the non-suppression workings of fire departments.....</u>	<u>1000</u>
a. <u>Emergency Management</u>	
b. <u>Fire Prevention</u>	
c. <u>Public Education</u>	
d. <u>Administration</u>	
e. <u>IAFF/Locals</u>	

Total Hours: 6000

C. Fire Apparatus driver/operator

12. Operates aerial devices.....50
12. Supervise the return and servicing of equipment.....50

IX. RELATED/SUPPLEMENTAL INSTRUCTION:

- A. The methods of related/supplemental training must be indicated below (check those that apply):
(X) Sponsor approved training seminars (specify)
Seminars leading to additional certification or skill advancement including, but not limited to, product manufactures and vendors, safety training, equipment training, EMT training, Officer training and Driver Operator training.

(X) Sponsor Provided (lab/classroom)

- B. **144 (See Below) Minimum RSI hours per year defined per the following [see WAC 296-05-015(6)]: with a minimum passing grade of "C" (or 2.0).**

- C. Additional Information:

~~Fire Apparatus Driver/Operator apprentices will be provided with a minimum of 144 hours of RSI per year, up to a maximum total of 144 hours of RSI over the course of their apprenticeship, unless otherwise directed by the Committee.~~

~~A. The apprentice recruit firefighter shall attend and successfully complete the recruit training course.~~

~~B. Every apprentice shall be required to be up to date on the required related training before taking an increment test.~~

~~C. It is the intent of this section that an apprentice will use the Related Supplemental Instruction to complete, or substantially complete, an Associates Degree in a Fire Science related degree from an accredited institution.~~

~~D. Apprentice firefighters shall diligently apply themselves to their training, related instruction and work experiences so as to become effective and efficient in all the various fire prevention, fire suppression and other functions of the Department.~~

~~E. Firefighter apprentices will be provided with a minimum of 144 hours of RSI per year, up to a maximum total of 800 hours of RSI over the course of their apprenticeship, unless otherwise directed by the Committee.~~

~~(Variance approved at 10/16/2014 WSATC meeting)~~

~~F. Fire Officer apprentices will be provided with a minimum of 144 hours of RSI per year, up to a maximum total of 330 hours of RSI over the course of their apprenticeship, unless otherwise directed by the Committee.~~

~~(Variance approved at 10/16/2014 WSATC meeting)~~

1. Firefighter:

FROM: Washington State Fire Fighters Joint Apprenticeship Training Committee 1499

- a. Firefighter apprentices will be provided with up to a maximum total of 1110 hours of RSI over the course of their apprenticeship, unless otherwise directed by the Joint Apprenticeship Training Committee.

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2. Fire Officer

- a. Fire Officer apprentices will be provided with up to a maximum total of 370 hours of RSI over the course of their apprenticeship, unless otherwise directed by the Joint Apprenticeship Training Committee.

3. Fire Apparatus Driver/Operator

- a. Fire Apparatus Driver/Operator apprentices will be provided with up to a maximum total of 166 hours of RSI over the course of their apprenticeship, unless otherwise directed by the Joint Apprenticeship Training Committee.

CURRICULUM FOR RELATED TECHNICAL INSTRUCTION TO INCLUDE THE FOLLOWING:

Firefighter:	Hours
A. IFSAC or ProBoard Firefighter I & II Recruit School	440 <u>660</u>
B. Emergency Medical Technician	110 <u>200</u>
C. Fire Protection Strategy and Tactics	32 - 50
D. Fire Protection Systems	32 - 50
E. Fire Protection Hydraulics	32 - 50
F. Building Construction	32 - 50
G. Fire Protection Codes/Inspections	32 - 50

Total Hours: 1020-1110 RSI

Fire Officer:	Hours
A. English Composition	50
B. Math in Society	50
C. Interpersonal Communication	50
D. Building Construction	50
E. Fire Service Instructor	30-40
F. Fire Service Incident Safety Officer	20-30
G. Fire Officer I	50
H. Fire Officer II	

Total Hours: 350-370 RSI

Fire Apparatus Driver/Operator:	Hours
A. Fire Protection Hydraulics	32 <u>50</u>
B. Aerial Dynamics (or equivalent)	16
C. Emergency Vehicle Incident Prevention Training	16
D. Pump Operators Academy	40
E. Fire Apparatus Equipment	<u>4060</u>

Total Hours: 166 RSI

X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

- [Please delete (A.3. Sponsor Procedures) in its entirety and replace with the following]

A.3. Sponsor Procedures:

Administrative Procedures:

a. Washington State Fire Fighters Joint Apprenticeship Training Committee 1499:

1. The Joint Apprenticeship Training Committee shall meet on a quarterly basis.
2. The Joint Apprenticeship Training Committee shall review all probationary Apprentices during their probationary period.
3. The Joint Apprenticeship Training Committee shall review all Apprentice work records (OJT) at least every six months.

b. Advancement of Apprentices:

1. All Apprentices are required to maintain a C or 2.0. average minimum grade in RSI.
2. All Apprentices must submit OJT hours logs by the 5th of the following month for the previous month to Training Agent (Per Training agent policy/procedures and/or CBA).
3. All Apprentices must submit RSI hours logs by the 5th of the following month for the previous month to Training Agent(Per Training agent policy/procedures and/or CBA).

c. Additional Credit/Advanced Standing:

1. Apprentices and/or Training Agents requesting additional credit for OJT or RSI may request in writing their experience to be evaluated by the Washington State Fire Fighters Joint Apprenticeship Training Committee 1499. Where such experience warrants, the Washington State Fire Fighters Joint Apprenticeship Training Committee 1499 will place the apprentice in the appropriate period, and credit shall be subject to review prior to his/her next advancement. All relevant supporting documentation shall be provided at the time of written request.
2. OJT credit shall only be granted for verified OJT hours. Example: verified time sheets, verified work progress reports. (Part-time employment will not count towards consideration of OJT hours)
3. RSI credit shall only be granted for verifiable RSI hours. Example: Class rosters, transcripts, or certification of completions.
4. The Washington State Fire Fighters Joint Apprenticeship Training Committee 1499 has the sole discretion on how to fairly and equitably apply and grant additional credit.
5. This standard represents the minimum standards and qualifications and must be fairly and equitably applied.

d. Training Agents (Fire Departments):

1. All apprentice RSI/OJT logs are to be submitted to the Washington State Fire Fighters Joint Apprenticeship Training Committee 1499 Coordinator on the following schedule:
 - i. January – March: no later than April 8th.
 - ii. April – June: no later than July 8th.
 - iii. July – September: no later than October 8th
 - iv. October – December: no later than January 8th.
 1. (If the 8th falls on a weekend, the RSI/OJT report is due on the previous Friday)

2. Incumbent workforce: New Training Agents (Fire Departments) with incumbent Firefighters that meet the definition of “Journey Level” in WAC 296-05-003 may submit a onetime request for Journey Level recognition for those Fire Fighters to the Washington State Fire Fighters Apprenticeship Training Committee 1499. This request, with roster included, shall be done within 30 days of the Training Agent approval by the Joint Apprenticeship Training Committee. Requests received after the 30-day deadline will not be accepted by the Joint Apprenticeship Training Committee. The Washington State Fire Fighters Joint Apprenticeship Training Committee shall submit any approved requests to WSATC for consideration of Journey level recognition.
3. Training Agents shall record and maintain OJT and RSI records per the requirements in WAC 269-05-100. This includes hours of training provided by on-the-job by work process and in related/supplemental instruction in accordance to the Washington State Fire Fighters Joint Apprenticeship Training Committee 1499 approved RSI Plan.
 - i. All records shall be retained for a minimum of 5 years.
 - ii. All records shall be provided to the Washington State Fire Fighters Joint Apprenticeship Training Committee 1499 within 48 hours of request.
4. The Training Agent shall annually report the journey level wage for each occupation to the Washington State Fire Fighters Joint Apprenticeship Training Committee 1499 by January 15th.
5. The Training agent shall adapt testing procedures that facilitate completion of- learned work processes.
6. The Training agent may provide additional instructional and/or testing requirements in addition to Washington State Fire Fighters Joint Apprenticeship Training Committee 1499 requirements per Policy and procedures and/or Collective Bargaining Agreements.

3. Sponsor Disciplinary Procedures:

- ~~a. Any apprentice who fails the IFSAC or ProBoard Certification examination will be required to engage in additional study as determined by the Apprenticeship Committee, and retake, and pass the examination.~~

a. Apprentices:

1. Apprentices failing the IFSAC, or ProBoard Certification examination will require the apprentice to engage in additional study as determined by the Washington State Fire Fighters Joint Apprenticeship Training Committee 1499, and retake, and pass the examination.
2. Apprentices failing to pass FESHE courses with C/2.0 GPA will result in the Washington State Fire Fighters Joint Apprenticeship Training Committee 1499 not paying for the course and Apprentice must retake course.
3. Apprentices’ refusal to attend RSI may result in disciplinary action up to and including removal from the Apprenticeship program.
4. Misconduct in school by Apprentices including but not limited to the following: horseplay, cheating, aggressive/violent behavior, harassment, destruction of property, may result in cancellation from the Apprenticeship Program.
5. Apprentices’ failure to appear before the Washington State Fire Fighters Joint Apprenticeship Training Committee 1499 when requested may result in cancellation from the Apprenticeship Program.
6. Apprentices’ failure to maintain employment with the Washington State Fire Fighters Joint Apprenticeship Training Committee 1499’s Training Agents shall result in cancellation from the Apprenticeship Program subject to the normal appeals process as listed in section X.D.

FROM: Washington State Fire Fighters Joint Apprenticeship Training Committee 1499

b. Training Agents (Fire Departments):

1. Failure to report all apprentices RSI/OJT hours to the coordinator may result in removal from the Washington State Fire Fighters Joint Apprentice Training Committee 1499:
 - i. First missed report shall result in verbal written warning sent to Training Agent.
 - ii. Second missed report shall result in Training Agent to attend Washington State Fire Fighters Joint Apprenticeship Training Committee 1499 meeting with corrective plan.
 - iii. Third missed report may result in the Training Agent being removed from the Apprenticeship Program.
2. Failure to retain or provide apprenticeship records may result in disciplinary action, up to and including cancellation from the Apprenticeship Program.
3. Failure to report the journey level wage rate may result in disciplinary action, up to and including removal from the Apprenticeship Program.

XI. SPONSOR- RESPONSIBILITIES AND GOVERNING STRUCTURE

- [Please delete and replace committee in its entirety]

c. The employer representatives shall be:

Doug Richards, Secretary
1974 Fircrest Drive SE
Port Orchard, WA 98366

Todd Wernet
5403 340th St E
Eatonville, WA 98328

Joshua Hurguy
1974 Fircrest Dr SE
Port Orchard, WA 98366

d. The employee representatives shall be

Greg Markley, Chair
24611 116th Avenue SE
Kent, WA 98030

Rick Chaney
1405 SW 312th Street
Federal Way, WA 98025

Brian Cole
8656 W Gage Blvd. Suite 302
Kennewick, WA 99336

Keven Rojecki, Alternate
2929 South 200th Street
SeaTac, WA 98198

XIII. Training Director/Coordinator:

David Myers, WSFF Coordinator
31919 1st Ave. S Suite 207
Federal Way, WA, 98003