

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



REQUEST FOR REVISION OF STANDARDS

12-4-2020 CC

Rc'd 12/14/2020 CC

L&I apprenticeship coordinator

TO: Washington State Apprenticeship & Training Council

Teri Gardner 12-4-2020

From: WESTERN STATES OPERATING ENGINEERS TRAINING INSTITUTE -155

(NAME OF PROGRAM STANDARDS)

Teri Gardner 12-14-2020

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

Additions shall be underlined.

Deletions shall be ~~struck through~~.

See attached.

Authorized signatures

(chr.)

(sec.)

date:

[Signature]
[Signature]
12/3/2020

Approved by:

Washington State Apprenticeship & Training Council

Secretary of WSATC:

date:

attach additional sheets if necessary

WESTERN STATES OPERATING ENGINEERS TRAINING INSTITUTE- 155

OPERATING ENGINEERS REGIONAL TRAINING PROGRAM JATC – INLAND EMPIRE

WESTERN STATES OPERATING ENGINEERS TRAINING INSTITUTE

<u>Occupational Objective(s):</u>	<u>SOC#</u>	<u>Term [WAC 296-05-015]</u>
CONSTRUCTION EQUIPMENT	47-2073.00	8000 <u>6000</u> HOURS
HEAVY DUTY REPAIR MECHANIC-REPAIRMAN	49-3042.00	8000 <u>6000</u> HOURS
HOISTING ENGINEER	53-7041.00	8000 <u>6000</u> HOURS
<u>CONSTRUCTION SITE SURVEYOR/TECHNICAL ENGINEER</u>	17-1022.00	8000 <u>6000</u> HOURS

Sponsor Introductory Statement (Required):

Labor and management in Eastern Washington and Northern Idaho have adopted the apprenticeship system as a means of providing a continuing supply of skilled operating engineers for all branches of the industry.

The progress and growth of the building, heavy highway, and engineering construction, has created the need for a variety of sophisticated and costly equipment. The Operating Engineers Regional Training Program JATC – Inland Empire, composed of equal numbers of employer and employee representatives, working in cooperation with the Washington State Apprenticeship and Training Council, have developed these Standards.

~~The progress and growth of the building, heavy, highway and engineering construction have created a need for a variety of large and costly equipment. To operate this equipment likewise requires a variety of skills. The source of this skill is the operating engineer.~~

~~To efficiently operate and maintain this large and costly equipment, the operator must have a thorough knowledge of the capabilities of the equipment. Much of the work performed by these machines is done to close tolerances calling for the utmost skill in their operations. With the constant introduction of new equipment and materials into the industry, the operator has to keep abreast with the changing skills and methods of operation. The operator must also be able to make minor adjustments and repairs to his/her machine and understand its servicing procedure. The equipment must have preventative maintenance as well as scheduled maintenance. The mechanic must be able to diagnose, repair and maintain this equipment. Labor and Management have adopted the apprenticeship system as a means of providing a continuing supply of highly skilled operating engineers for all branches of this industry.~~

II. MINIMUM QUALIFICATIONS:

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

Age: Not less than eighteen (18) years of age, at the time of dispatch, entry level training and/or indenture into the apprenticeship program.

Education: Applicant must have a high school diploma or State Equivalent Certification or G.E.D. at time of application. A Waiver for a high school diploma/G.E.D. or State

Equivalent may be granted for applicants who can provide documentation that they have worked two (2) or more years in the construction industry. Applicants must also meet a minimum score of 70% or better on the math and reading aptitude tests administered by the Apprenticeship program for the waiver to be granted.

Physical: ~~All applicants shall~~Applicants must be physically able to perform the work of the trade with or without reasonable accommodations and without posing a direct threat to the health and safety of the individual or others. All applicants must be able to pass a physical that meets the requirements for a Washington State commercial driver's license.

Testing: Applicants must complete the mathematics and reading aptitude tests. Construction Site Surveyor/Technical Engineer applicants must attain a minimum score of 80% in both mathematics and reading to be eligible for consideration. Math and reading scores for all other applicants are for advisory purposes only, except as noted above when requesting waiver for education requirement (possession of high school diploma or GED or equivalent).

Other: ~~All apprenticeship applicants shall~~

1. Applicants must have a valid ~~vehiele operator's~~State Driver's license and dependable transportation to jobsites within the geographical –area of these Standards.
~~Applicant~~
2. Applicants must be able to write and speak the English language.
3. All applicants shall submit to the Training Office copies of the following documents for their application to be considered complete:
 - a. Document showing proof of age (such as copy of birth certificate or passport).
 - b. Copy of valid State Driver License
 - c. DD-214 (if applicable) to show proof of related military work experience or training.
 - d. Copy of Social Security card (for identification purposes only).
 - e. Resume including work history
 - f. Letter(s) of recommendation (preferably from a current or former employer) - minimum of one (1), maximum of three (3).
 - g. Any additional relevant information.

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

A. Selection Procedures:

~~1. All applicants must meet the minimum requirements as stated under Section II, Minimum Qualifications, in order to be considered for selection. Priority may be given to applicants who submit proof of six (6) months experience operating one or more types of equipment: dozer, loader, scraper, backhoe, forklift, skid-steer, grader, crane, or roller; and/or who have completed a vocational operator's training course from a post-secondary school; and/or who have worked in the heavy construction industry for one or more years. In addition, the~~

WESTERN STATES OPERATING ENGINEERS TRAINING INSTITUTE- 155

~~applicant may include supplemental documentation such as DD-214 (if applicable), 2 letters of reference from other than family members, and a one-page resume.~~

- ~~2. A log shall be kept in the training director's office on a year round basis of potential candidates who have made previous inquiry. As the JATC meets industry needs, applications will be mailed out to listed potential candidates.~~
- ~~3. The completed application and all required documentation must be submitted to Box 210, Spangle, WA 99031 within thirty (30) calendar days of applicant's receipt. Failure to meet the thirty (30) day deadline will void the application.~~
- ~~4. A log will be kept in the training coordinators office of received applications, recording the date application was received, if required documentation is present, and other materials received. Missing required documentation will void the application and at that time the applicant will be notified of such determination.~~
- ~~5. At least fifteen days prior to selecting apprentices, qualified applicants will be notified of time and place to appear for consultative math and reading assessment and an interview by JATC representatives.~~
- ~~6. Applicants completing assessment and interview will be ranked based upon a numerical score. The score will consist of the interview, including evaluation of education, interest, letters of recommendation, results of math and reading assessments, and any other materials supplied by the applicant. Applicants who submit letters of recommendation from signatory employers with the intent to hire may be granted up to ten (10) bonus points. Applicants receiving 80% or better will be placed in the ranked pool of eligible applicants. Those not selected for apprenticeship from the ranked pool of eligible applicants before the next application cycle or those not meeting the minimum 80% must reapply for future consideration when they are eligible.~~
- ~~7. In addition, the top applicants from the pool of eligible applicants other than those in section III.A.13 shall be required to attend and complete Western States Operating Engineers Training Institute Safety and Orientation class prior to apprenticeship registration and prior to dispatch to employment. The standard tuition fee will be paid in full before individual participates in this class. Also, qualified applicants from the ranked pool of eligible applicants may be selected on the basis of highest ranking score of in accordance with Section III.B.6 of these standards as work opportunities arise.~~
- ~~8. An applicant accepted into the Safety and Orientation class shall be placed into the apprenticeship program based on their successful performance in this class. An applicant must achieve at least an (eight five) 85% average during Safety and Orientation class to be placed as an apprentice. The apprenticeship program will keep a detailed applicant log, evaluating and tracking each applicant's progress through the Safety and Orientation class procedures.~~
- ~~9. The Safety and Orientation class is a six (6) week - 240 hour long program. While in this program, each applicant will be evaluated weekly by their instructors for attendance, attitude, safety and school performance. Each applicant's weekly evaluations will be assessed and totaled at the end of the Safety and Orientation program. Time spent in the~~

~~Operating Engineers Safety & Orientation shall not be considered as hours work or as hours of Apprenticeship, and the apprentice shall not be paid for time so spent. Applicants placed as Apprentices will receive credit for 160 hours of Related Training for the calendar year of which is July through June. Per this situation, there will not be any extra hours carried over for next year's required Related Training hours.~~

- ~~10. Remaining applications are voided after Safety & Orientation class begins; therefore, those applicants not accepted into Safety and Orientation class must reapply. Applicants successfully completing the Safety and Orientation Class will be retained in the Ranked Pool of Eligible Applicant List and will remain in the pool for two years unless they request to be removed.~~
- ~~11. In addition, all applicants being accepted into the program and/or successfully completing the Safety and Orientation class will be required to take and pass a pre-employment urinalysis drug-screening test and shall provide evidence of successfully meeting the physical requirements specified in the Department of Transportation CDL physical assessment before being registered as an apprentice. The cost of the pre-employment urinalysis drug-screening test is paid by the sponsor.~~
- ~~12. All applicants successfully accepted into the program will be placed on the Out of Work List based on their overall total score achieved while in the Safety and Orientation class. The apprentice will be dispatched from the location they so choose.~~
- ~~13. EXCEPTIONS:
 - ~~a. Priority consideration may be given to those applicants who have successfully completed twelve (12) months of Job Corps training under the sponsorship of the International Union of Operating Engineers National Program.~~
 - ~~b. (Direct Entry) Those who graduate from a technical training college that has been reviewed and approved by the Local JATC. The JATC may grant advanced credit or waive Safety and Orientation in recognition of the applicant's critical training. Those referrals received via "Helmets to Hardhats" may be granted direct entry into apprenticeship openings without regard to ranked eligibility lists as soon as they meet the minimum qualifications.~~
 - ~~e. Military Veterans: Military veterans who completed military technical training school in any occupation covered by these Standards may be given direct entry into the apprenticeship program. The JATC shall evaluate the military training received for granting appropriate credit on the term of apprenticeship and the appropriated wage rate. The JATC will determine what training requirements they need to meet to ensure that they receive all necessary training for the completion of the apprenticeship program. Entry of military veterans shall be done without regard to race, color, religion, national origin, or gender.~~
 - ~~d. (Direct Entry) The out of state transfer procedure will be followed as reflected in Section X.A.4. Transfer of apprenticeship. Upon the acceptance of the transferring apprentice by the receiving JATC, the committee shall notify the department of the new apprentice registration agreement.~~~~

- e. ~~(Direct Entry) An employee of a non-signatory employer not qualifying as a Journey-level person when the employer becomes signatory, shall be evaluated by the JATC, using consistent, standard, nondiscriminatory means and registered at the appropriate period of apprenticeship based on the skill and knowledge of the applicant. For such applicants to be considered, they must meet the minimum qualifications.~~
- f. ~~(Direct Entry) An individual who signs an authorization card during an organizing effort wherein 50 percent or more of the employees have signed, whether or not the employer becomes signatory, an individual not qualifying as a journey-level worker shall be evaluated by the sponsor and registered at the appropriate period of apprenticeship based on previous work experience and related training.~~
- g. ~~An employee of an approved Training Agent may be granted Direct Entry into the program at the request of said Training Agent provided they meet the minimum requirements. In the event the apprentice is released from employment by the Training Agent, the JATC will determine the status of the apprentice based upon employer evaluations and progress in the program.~~

1. To be considered for selection all applicants must meet the Minimum Qualifications described in Section II (above).
2. An application may be obtained from the training center directly or by calling the training center at 509-235-9393 and requesting an application be mailed to you. The completed application and all required documentation must be submitted to P.O. Box 210, Spangle, WA 99031 within thirty (30) calendar days of applicant's receipt. Failure to meet the thirty (30) day deadline will void the application. All applications will be recorded in a log.
3. A record shall be kept in the Training Office indicating the number of each application, the date the application is obtained, date proof of age is submitted, education, and other materials are received, the results of the interview, and final disposition.
4. At least fifteen (15) days prior to selecting apprentices, qualified applicants will be notified of time and place to appear for an interview by either phone or U.S. mail. Interviews will be scheduled on an as-needed basis.
5. Completed applications will be scored based on the documentation provided regarding education, work history, resume, letters of recommendation and any other materials or information supplied by the applicant. The interview will result in a score based on application score, results of mathematic and reading tests and the interview questions. Applicants who submit letters of recommendation from signatory employers with the intent-to-hire may be granted bonus points.
6. The top scoring applicants from the combined written application, test and interview scores, (number to be determined by the Apprenticeship Committee) will be invited to attend and must satisfactorily complete Operating Engineers Safety and Orientation Training for Heavy Duty Repair Mechanic, Construction Equipment Operator, Construction Site Surveyor/Technical Engineer, or Hoisting Engineer prior to being ranked and placed on the pool of eligible applicants. Apprentices are chosen from this pool for placement in entry level training and apprenticeship registration prior to dispatch to employment. Time spent in the Operating Engineers Safety and Orientation Training instruction classes shall not be

considered as hours of work or as hours of Apprenticeship, and no payment will be issued for time so spent. Also, qualified applicants from the ranked pool of eligible applicants may be selected based on highest-ranking score or in accordance with Section III.B.4 of these standards as work opportunities arise. Eligible applicants not selected for Operating Engineers Safety and Orientation Training will be retained on the eligible applicant list for two years unless the applicant requests in writing they be removed, or the applicant fails to respond to an apprentice job opportunity. The eligible applicant list will be re-ranked following each application cycle.

7. Selected applicants and/or those attending the Safety and Orientation Training must be able to pass a physical that meets the requirements for a Washington State commercial driver's license and pass a pre-employment drug screening test with a negative result before attendance or registration.

Applicants with a POSITIVE finding on the urinalysis will not be registered or allowed to attend Safety and Orientation. In addition, applicants whose creatinine level is abnormally low (less than 20 mmg/dL), after two consecutive tests, will not be registered.

All Applicants who test positive or do not pass the creatinine part of the test can re-apply at a later date, provided they show documentation that he or she was evaluated by an approved and accredited rehabilitation program which conducts in person evaluations and completed the recommended treatment program. If the applicant is accepted into the apprenticeship program, after showing proof of a completed rehabilitation program, and fails another drug test as an apprentice during the probationary period, he or she may be cancelled from the program.

8. It shall be the responsibility of the applicant to keep the Training Office advised of a current phone number and address where they can be reached upon short notice.

9. To permit review, informational material used for evaluation and grading of each applicant shall be retained for at least five (5) years.

10. Exceptions: (Direct Entry) - Individuals entering by any of the methods listed below will be required to pass a pre-employment drug screening test with negative results and be able to pass a physical that meets the requirements for a Washington State commercial driver's license. Direct Entry individuals shall be considered without regard to race, gender, color, religion, national origin, pregnancy, gender identity, sexual orientation, genetic information; because they are an individual with a disability or a person forty (40) years old or older.

a. Persons who have successfully completed approved National Apprenticeship Committee and local Apprenticeship Committee criteria programs such as IUOE Job Corps programs and TERO programs, those who have successfully completed Committee approved pre-apprenticeship programs and those referrals received via "Helmets-to-Hardhats" may be granted direct entry into apprenticeship openings without regard to ranked eligibility lists as soon as they meet the minimum qualifications.

b. To admit individuals, as direct registrations into the Apprenticeship program, who sign an authorization card during an organizing effort wherein at least fifty-one percent of the employees have signed, whether or not the employer becomes signatory.

- Individuals will be admitted without regard to present minimum qualifications, eligibility list, or the necessity of passing written apprenticeship entrance tests. Credit for previous experience may be granted for individuals placed into apprenticeship in this manner based on previous work experience and related training.
- c. An employee of a non-signatory employer not qualifying as a journey level worker when an employer becomes signatory shall be evaluated by the Apprenticeship Committee using constant standard non-discriminatory means and registered at the appropriated period of apprenticeship based on previous work experience and related training.
- d. If an employer has not participated in the training of an apprentice for at least two (2) years, the employer may select the initial apprentice from those bona fide employees who have been on their payroll for at least three months prior to the employer's request for an apprentice.
- i. The selected candidate must meet the minimum qualifications for entry in the trade. Once the initial selection of an apprentice has been made, the employer is thereafter restricted to selection from applicants in the applicant pool established by the sponsor.
- e. Military Veterans: Military veterans who completed military technical training school in any occupation covered by these Standards may be given direct entry into the apprenticeship program. The Apprenticeship Committee shall evaluate the military training received for granting appropriate credit on the term of apprenticeship and the appropriate wage rate. The Apprenticeship Committee will determine what training requirements they need to meet to ensure that they receive all necessary training for the completion of the apprenticeship program.

B. Equal Employment Opportunity Plan:

1. ...
2. ~~Cooperate with school boards and vocational schools to develop programs, which prepare students for entrance into apprenticeship.~~
3. ~~Engage in such programs as OUTREACH for the positive recruitment and preparation of potential applicants for apprenticeship; where appropriate and feasible, such programs shall provide for pre-testing experience and training. If no programs are in existence, the sponsor shall seek to initiate these programs, or, when available, to obtain financial assistance from the Council. In initiating and conducting these programs, the sponsor may be required to work with other sponsors and appropriate community organizations. The Sponsor shall also initiate programs to prepare women and encourage women to enter the traditionally male programs.~~
4. ~~To encourage the establishment and utilization of programs of pre-apprenticeship, preparatory trade training, or others designed to afford related work experience or to prepare candidates for apprenticeship, a sponsor shall make appropriate provisions in its affirmative action plan to insure that those who complete such programs are afforded full and equal opportunity for admission into the apprenticeship program.~~

- ~~5. Engage in any such action as stated above to insure that recruitment, selection, employment, and training of apprentices without during apprenticeship shall be without discrimination because of race, color, religion, national origin, or sex.~~
- ~~6. Direct referral into apprenticeship openings of Operating Engineers Job Corps graduates successfully completing a specific trade pre-apprenticeship Operating Engineers Job Corps program, and Helmets-to-Hardhats referrals without regard to present eligibility lists. Additional Safety and Orientation Training may be required by the Western States Operating Engineers Training Institute.~~
- ~~7. Use minority and/or women (minority and/or non-minority) journey-level workers and/or apprentices to promote the affirmative action program.~~
- ~~8. Selection from lists of qualified applicants for apprenticeship, in other than order of ranking, so as to reach women (minority and/or non-minority) and/or minorities.~~
2. Engage in outreach and partner with organizations where available, designed to recruit, pre-qualify, and place minorities and women (minority and non-minority) in apprenticeship.
3. Use minority and/or women (minority and/or non-minority) journey level workers and/or apprentices to promote the affirmative action program.
4. Direct entry into apprenticeship openings by IUOE Job Corps graduates successfully completing a specific trade. Direct Entry for pre-apprenticeship IUOE Job Corps program and Helmets-to-Hardhats referrals without regard to present eligibility lists.

IV. TERM OF APPRENTICESHIP:

- ~~A. Construction Equipment Operator: 8000 hours of reasonable continuous employment.~~
- ~~B. Heavy Duty Mechanic Repairman: 8000 hours of reasonable continuous employment.~~
- ~~C. Hoisting Engineer: 8000 hours of reasonable continuous employment.~~
- ~~D. Technical Engineer: 8000 hours of reasonable continuous employment.~~

The term of apprenticeship for Construction Equipment Operator, Heavy Duty Repair Mechanic, and Construction Site Surveyor/Technical Engineer, and Hoisting Engineer shall be 6000 hours in the approved schedule of work experience for the specific classification.

V. INITIAL PROBATIONARY PERIOD:

~~All apprentices shall be subject to an initial probationary period not exceeding the first 1600 hours of employment.~~

All apprentices shall be subject to a probationary period not to exceed the first 1,200 hours of employment. During this period the apprenticeship agreement may be cancelled by the Apprenticeship Committee or by the apprentice.

VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS

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:

- ~~1. Construction Equipment Operators: An employer employing one (1) or more journey-level workers in the trade of construction equipment operator may employ one (1) apprentice and one (1) additional apprentice shall be employed thereafter for each three (3) journey-level workers employed at the job site or shop.~~
- ~~2. Heavy Duty Mechanic Repairmen: An employer employing one (1) or more journey-level workers in the trade of heavy duty mechanic repairman may employ one (1) apprentice and one (1) additional apprentice shall be employed thereafter for each three (3) journey-level workers employed at the job site or shop.~~
- ~~3. Hoisting Engineer: An employer employing one (1) or more journey-level workers in the trade of hoisting engineer may employ one (1) apprentice and one (1) additional apprentice may be employed for each three (3) journey-level workers employed at the job site or shop.~~
- ~~4. Technical Engineer: An employer employing one (1) or more journey-level workers in the trade of technical engineer may employ one (1) apprentice and one (1) additional apprentice shall be employed thereafter for each three (3) journey-level workers employed at the job site or shop.~~
- ~~5. The ratio of apprentices shall reflect the appropriate collective bargaining agreement.~~

An employer employing one (1) or more journey level workers at the job site may employ one (1) apprentice. Each individual contractor who employs seven (7) or more journey level workers covered by the Agreement shall employ a minimum of one (1) apprentice. In no event shall the ratio exceed one (1) apprentice to one (1) journey-level worker per employer, per job-site, work group, or shop. The following ratios pertain to the employer's total employment, based upon employer's monthly remittance reports.

<u>Journey level workers</u>	<u>Number of Apprentices Required</u>
<u>0 - 6</u>	<u>None (0)</u>
<u>7 - 19</u>	<u>One (1)</u>
<u>20 - 39</u>	<u>Two (2)</u>
<u>40 - 59</u>	<u>Three (3)</u>
<u>60 - 79</u>	<u>Four (4)</u>
<u>80 - 99</u>	<u>Five (5)</u>

VII. APPRENTICE WAGES AND WAGE PROGRESSION:

C. Construction Equipment Operator, Heavy Duty Repair Mechanic and Construction Site Surveyor/Technical Engineer, and Hoisting Engineer apprenticeship wages shall be based on

Group 6 of the Master Labor Agreement or journey-level wage rate as established in the applicable Collective Bargaining Agreement.

Step	Number of hours/months	Percentage of journey-level rate
1	0000 - 1000 hours	65%
2	1001 - 2000 hours	70%
3	2001 - 3000 hours	75%
4	3001 - 4000 hours	80%
5	4001 - 5000 hours	8590%
6	5001 - 80006000 hours	9095%

1. Rates:

a. Construction Equipment Operators:

The rates for the construction equipment operators shall be based on the journey-level wage rate under Schedule A, Group VI, (Tractors D-6 & over) established in the Collective Bargaining Agreement.

b. Heavy Duty Mechanic Repairmen:

The rates for the heavy-duty mechanic repairmen for the field rate shall be based on the field heavy-duty mechanic-welder journey-level wage rate under Schedule A, Group VI, established in the Collective Bargaining Agreement. The shop rates for the heavy-duty mechanic repairman shall be based on the journey-level shop heavy-duty mechanic-welder wage rate under Schedule B established in the Collective Bargaining Agreement.

c. Hoisting Engineer:

The rates for the hoisting engineer shall be based on the journey-level wage rate under Schedule A, Group VI (Tractors D-6 and over), established in the Collective Bargaining Agreement.

d. Technical Engineer:

The rates for the technical engineers shall be based on the journey-level wage rate under Schedule A, Group VI, (Tractors D-6 & over) established in the Collective Bargaining Agreement.

2. ~~Apprentices shall receive the same travel pay and health insurance accorded to journey-level workers.~~

3. ~~The apprentice shall receive an increase in pay at the end of specified, (500-1,000 or 2,000 hrs) period only if their work progress on the job site evaluations and classroom related instruction is satisfactory as provided to the Apprenticeship Committee.~~

4. ~~An apprentice must complete his/her probationary period before applying for credit for previous experience. Documentation supporting the request for previous experience must be submitted with their request. Credit for previous experience may only be granted once.~~

~~Up to 1,000 additional hours may be granted at employer's and apprentice's request with the following required documentation. Up to two (2) 1,000 hours may be granted with supporting~~

letters by a signatory employer, including signature of superintendent or management from apprentice's current employer.

VIII. WORK PROCESSES:

A. Construction Equipment Operators Approximate Hours

- 1. Track type equipment.....1500**
 (Which shall include the following training categories)
 a. Dozers
 b. Pushers
 c. Track type loaders
 d. Track type backhoes
 e. Track type paving machines concrete and asphalt
 f. Track type trenching equipment
 g. Screeds

~~To include all attachments and support equipment: Lubrication, grades and stakes, signals, soils, and compaction.~~

- 2. Rubber tire type equipment.....1500**
 (Which shall include the following training categories)
 a. Scrapers
 b. Rubber tire loaders
 c. Motor graders
 d. Truck tractor and trailers
 e. Rubber tire dozers
 f. Rubber tire backhoes
 g. Rubber tired asphalt, dirt and/or any compactor roller
 h. Combination backhoe-loaders
 i. Rubber tire trenchers
 j. Rubber tired paving machines
 k. Brooms

~~To include all attachments and support equipment: Lubrication, grades, and stakes, signals, soils and compaction.~~

- 3. Lifting Type Equipment.....1500**
 (Which shall include the following training categories)
 a. Forklifts
 b. Pavement Breakers
 c. Boom Trucks
 d. A-Frames
 e. Chicago Booms
 f. Air Tuggers
 g. Other self-propelled lifting devices.

~~To include all attachments and support equipment: Lubrication grades, and stakes, signals, soils and compaction.~~

- 4. ~~Stationary and miscellaneous type equipment.....1500~~
 (Which shall include the following training categories)
 - a. ~~All asphalt plants~~
 - b. ~~Crusher plants~~
 - c. ~~Washing and screening plants~~
 - d. ~~Concrete plants and supportive equipment~~
 - e. ~~Concrete pumps~~
 - f. ~~Concrete saws~~
 - g. ~~Set up tear down, welding, cutting, fabrication~~
 - h. ~~Lubrication and preventative maintenance~~
 - i. ~~Power generating plants~~

- 5. ~~Machine Control2000~~
 (Which shall include the following training categories)
 - a. ~~Calibration of lasers.~~
 - b. ~~Laser operation and application.~~
 - c. ~~Installation of sonar tracers.~~
 - d. ~~Operation of sonar tracers.~~
 - e. ~~Calibration of components mainfall, rotation and blade sensors.~~
 - f. ~~Functions of control box.~~
 - g. ~~Operation and setup of light displays.~~
 - h. ~~Field setup procedures for machine control operations.~~

TOTAL HOURS: 8000

~~To include all attachments and support equipment: Set up, tear down, lubrication, and preventative maintenance, grades and stakes, signals, soils and compaction~~

B. Heavy Duty Mechanic Repairmen Approximate Hours

- 1. ~~Preventative maintenance and service1500~~
 (Which shall include the following training categories)
 - a. ~~Lubes, oils and fuels~~
 - b. ~~Greasing and oiling~~
 - c. ~~Cleaning and inspecting parts~~
 - d. ~~Minor adjustments~~
 - e. ~~Testing, trouble shooting of equipment~~
 - f. ~~Welding, cutting, and fabrication~~

- 2. ~~Engines1500~~
 (Which shall include the following training categories)
 - a. ~~Operation, maintenance, and repair of diesel, gasoline, steam engines with attached drive units such as air compressors, water pumps, ac/de generators, and electric motors.~~
 - b. ~~Repair of air systems and troubleshooting~~
 - c. ~~Repair of fuel systems and troubleshooting~~
 - d. ~~Repair of lubrication systems and troubleshooting~~
 - e. ~~Repair of cooling systems and troubleshooting~~
 - f. ~~Repair of engine braking systems and troubleshooting~~

- ~~g. — Repair of electrical starting and charging systems and troubleshooting.~~
- 3. — ~~Power trains.....1500~~
 (Which shall include the following training categories)
 - ~~a. — Wet and dry clutches~~
 - ~~b. — Standard transmissions~~
 - ~~c. — Torque converters~~
 - ~~d. — Power shift transmissions~~
 - ~~e. — Electric drives and traction motors~~
 - ~~f. — Drive lines~~
 - ~~g. — Differentials — final drives~~
 - ~~h. — Frictions and steering clutches~~
 - ~~i. — Brakes, (air hydraulic, electric, mechanical)~~
 - ~~j. — Tires, wheels, and hubs~~
 - ~~k. — Under carriage and tracks~~
 - ~~l. — Cabs, bodies, and frames~~
 - ~~m. — Booms, drums, sheaves, buckets, and cables~~
- 4. — ~~Control systems.....1500~~
 (Which shall include following training categories)
 - ~~a. — Mechanical levers~~
 - ~~b. — Cable~~
 - ~~c. — Hydraulics~~
 - ~~d. — Air~~
 - ~~e. — Electrical (and combination thereof)~~
 - ~~f. — Instrument panels~~
 - ~~g. — Switch gear~~
 - ~~h. — Valves~~
 - ~~i. — Solenoids~~
- 5. — ~~Machine Control.....2000~~
 - ~~a. — Installation of Components Control Box, Mainfall, Rotation and Blade Sensors~~
 - ~~b. — Calibration of mainfall, rotation and blade sensors~~
 - ~~c. — Maintenance of Machine Control Components.~~
 - ~~d. — Electrical Systems Installation.~~
 - ~~e. — Hydraulic Systems Installation.~~
 - ~~f. — Laser Applications and Installations.~~
 - ~~g. — Sonar Applications and Installations.~~
 - ~~h. — Installation of Light Displays.~~

TOTAL HOURS: _____ 8000

C. Hoisting Engineer: _____ Approximate Hours

- 1. — Rigging and Transporting.....3000
 - a. — Rigging the load
 - b. — Signaling the load
 - c. — Pre-operational checks
 - d. — Transporting, erecting and dismantling the crane

- 2. ~~Crane Operation and Maintenance.....3000~~
 - a. ~~Operating the crane~~
 - b. ~~Inspecting the crane~~
 - c. ~~Maintaining the crane~~
 - d. ~~Repairing the crane~~

- 3. ~~Compliance, Rules and Regulations.....2000~~
 - a. ~~Maintaining the log book~~
 - b. ~~Rules and regulations~~
 - c. ~~Working near power lines~~
 - d. ~~Working the crane in hazardous awareness area's~~

To include all attachments and support equipment; clam shell, draglines, pile drivers, boom extensions and jibs.

TOTAL HOURS: _____ 8000

D. Technical Engineers _____ Approximate Hours

- 1. ~~Periods I, II; chainman/rodman apprentice.....3000~~
 - a. ~~Use and care of hand tools (other than survey equipment)~~
 - b. ~~Use and care of survey hand tools~~
 - c. ~~Use and care of rods, chains, etc.~~
 - d. ~~Hand signals~~
 - e. ~~Marker stakes~~
 - f. ~~Hubs, points and monuments~~
 - g. ~~Bench marks and turning points~~
 - h. ~~First aid~~
 - i. ~~Safety measures~~

- 2. ~~Period III, IV, instrumentman/party chief.....3000~~
 - a. ~~Use and care of levels~~
 - b. ~~Use and care of alidades and other special instruments~~
 - c. ~~Notes and sketches~~
 - d. ~~Calculations, reductions, conversions~~
 - e. ~~Maps, plans, records, etc.~~
 - f. ~~Job analysis for efficient field procedures~~
 - g. ~~Supervise survey party~~

- 3. ~~Period V, Advanced Technologies.....2000~~
 - a. ~~Laser Calibration~~
 - b. ~~Laser Operation~~
 - c. ~~Electronic Distance Meters~~
 - d. ~~GPS Satellite Systems~~
 - e. ~~Smart Stik Computerized Grade Rods~~
 - f. ~~Computer Earthwork Estimating Systems~~

TOTAL HOURS: _____ 8000

A. Construction Equipment Operator: Approximate Hours

1. Track type equipment (shall include the following:)1500

- a. Bulldozers**
- b. Loaders**
- c. Cranes-all (including A-frames)**
- d. Excavator**
- e. Tractor drawn scrapers**
- f. Track type trenchers**
- g. Asphalt paving machines**
- h. Concrete paving machines**
- i. Screeds**

To include all attachments and support equipment; lubrication, grades and stakes, signals, soils and compaction, including dredging type equipment.

2. Mobile equipment (shall include the following:)1500

- a. Scrapers**
- b. Rubber tire loaders**
- c. Rubber tire dozers**
- d. Rubber tire backhoes and backhoe/loader combinations**
- e. All compactors (including steel wheel & sheep foot rollers)**
- f. Hot rollers (including breakdown and finish)**
- g. Brooms**
- h. Blades (all)**
- i. Locomotive**

To include all attachments and support equipment; lubrication, grades and stakes, signals, soils and compaction.

3. Hoisting type equipment (shall include the following:)1500

- a. Cranes - all (including draglines, clam shells, & pile drivers)**
- b. Tower cranes**
- c. A-frames**
- d. Derricks**
- e. Power shovels**
- f. Forklifts**
- g. Pavement breakers**
- h. Other self-propelled boom type lifting devices**
- i. Manlift/Material hoist operation - not to exceed 500 hours**

To include all attachments and support equipment; lubrication, grades and stakes, signals, soils and compaction.

4. Stationary type equipment (shall include the following:)1500

- a. Asphalt plants**
- b. Crushing plants**
- c. Washing plants**
- d. Screening plants**

- e. Concrete batch plants
- f. Drilling and boring equipment
- g. Concrete pumps
- h. Concrete saws
- i. Chippers

To include operation of equipment, all attachments and support equipment, set-up, tear down, lubrication and preventative maintenance, grades and stakes, signals, soils and compaction.

TOTAL HOURS: 6000

B. Heavy Duty Repair Mechanic: Approximate Hours

- 1. Preventative maintenance and service (shall include the following:):....1500
 - a. Cleaning and inspecting parts
 - b. Lubes, oils, and fuels
 - c. Minor adjustments, testing and troubleshooting of equipment
 - d. Welding, cutting, and fabrication
 - e. Assisting equipment service engineer
 - f. Assisting field mechanic

- 2. Engines (shall include the following:):.....1500
 - a. Operation, maintenance, and repair of diesel, gasoline and steam engines with attached driven units including: Compressors, water pumps, ac/dc generator and electric motors
 - b. System trouble shooting and repair of: Air systems, fuel systems, lubrication systems, cooling systems, engine braking systems and engine electrical starting and charging systems

- 3. Power trains (shall include the following:):1500
 - a. Wet and dry clutches
 - b. Standard transmission
 - c. Torque converters
 - d. Power shift transmissions
 - e. Electric drives and traction motors
 - f. Drive lines
 - g. Differentials - final drives
 - h. Frictions and steering clutches including dredging type equipment
 - i. Brakes (air/hydraulic, electric, mechanical)
 - j. Tires, wheels and hubs
 - k. Under-carriages and tracks
 - l. Cabs, bodies and frames

- 4. Control systems (shall include the following:):.....1500

Mechanical levers, cable, hydraulic, air, electrical and (combinations thereof), control and instrument panels, switch gear valves, solenoid and motor distribution systems

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To include operation of equipment, all attachments and support equipment, set-up, tear down, lubrication and preventative maintenance, grades and stakes, signals, soils and compaction.

TOTAL HOURS: 6000

C. Hoisting Engineer Approximate Hours

1. Rigging and Signaling:2000

- a. Rigging the load**
- b. Rigging the crane**
- c. Signaling the load**
- d. Transporting, erecting and dismantling the crane**

2. Compliance with state/federal law:2000

- a. ANSI/ASME standards**
- b. Powerlines**
- c. Handling of personnel**
- d. Operators responsibility**
- e. Maintaining the log books**
- f. Inspecting**

3. Crane Operation:2000

- a. Actual crane operation: Minimum of 125 hours of actual crane operation per 1000 hours of on-the-job training, (except for the first 1000 hours) for a total of 500 hours.**
- b. Site characteristics**
- c. Pre-operational checks**
- d. Capacity and range diagrams**
- e. Crane configurations**
- f. Crane load charts**
- g. Knowledge of LMI**

To include operation of equipment, all attachments and support equipment, set-up, tear down, lubrication and preventative maintenance, grades and stakes, signals, soils and compaction.

TOTAL HOURS: 6000

D. Construction Site Surveyor/Technical Engineer: Approximate Hours

1. Chainman/Rodman apprentice.....3000

- a. Use and care of hand tools (other than survey equipment)**
- b. Use and care of survey hand tools**
- c. Use and care of rods, chains, etc.**
- d. Hand signals**
- e. Marker stakes**
- f. Hubs, points and monuments**
- g. Bench marks and turning points**

- h. First Aid
- i. Safety measures

- 2. Instrument man/Party chief.....3000
 - a. Use and care of measuring devices
 - b. Use and care of levels
 - c. Use and care of alidades and other special instruments
 - d. Notes and sketches
 - e. Calculations, reductions conversions
 - f. Maps, plans, records, etc.
 - g. Job analysis for efficient field procedures
 - h. Supervise survey party.

To include operation of equipment, all attachments and support equipment, set-up, tear down, lubrication and preventative maintenance, grades and stakes, signals, soils and compaction.

TOTAL HOURS: 6000

If accumulated experience indicates that changes will be to the advantage of the employer and the apprentice, the above schedule may be changed subject to the approval of the Washington State Apprenticeship and Training Council.

IX. RELATED/SUPPLEMENTAL INSTRUCTION:

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

Supervised field trips

Sponsor approved training seminars (specify): ~~Specifically those approved by the employer that are relevant to work being done.)~~

Sponsor approved online or distance learning courses (specify):
~~Specifically, online courses offered by Western States Operating Engineers Online Training.~~
Online courses offered by the Operating Engineers Regional Training Program.

State Community/Technical college

Private Technical/Vocational college

Sponsor Provided (lab/classroom)

Other (specify): Training Trust and Paid Safety Training Training as approved by Apprenticeship Committee.

B. **160** 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: July(insert month) through June.(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. Each apprentice shall maintain 160 hours of related training per year based on the Operating Engineers calendar year from July to June. Any excess related supplemental training hours above and beyond the minimum 160 accrued in a training year, up to a maximum of 80 hours, may be carried over to the following training year.~~

~~2. The Apprenticeship Committee recommends that the courses for apprenticeship be limited to those who are actually apprentices to the trade in accordance with these Standards.~~

~~3. Apprentice shall not be allowed more than three (3) Unexcused Absences per instructional calendar year. An Excused Absence is the Apprentice working with a written excuse from the employer, or the Apprentice sick with a written excuse from the doctor. Disciplinary action shall be an explanation to the Joint Apprenticeship Training Committee of why Apprentice could not attend. Such disciplinary action may result in probation, suspension, or cancellation of the Apprenticeship Agreement.~~

1. For each occupation, there shall be a minimum of 160 hours of instruction divided between 40 hours related technical instruction and 120 hours practical training (skill training or seat-time).

2. All Apprentices shall be released from "on the job" commitments to attend scheduled related supplemental instruction.

3. Apprentices are required to attend a minimum of 160 Related Supplemental Instruction Hours per 2000 hours of on-the-job training.

4. See addendums below:

a. Objective Based Training - Apprentice Mechanic Requirements

i. RELATED/SUPPLEMENTAL TRAINING:

(1) The Apprenticeship Committee recognizes that individuals progress through their apprenticeship program at different rates based upon their aptitude and attitude combined with practical learning experiences. In recognition of this, the Apprenticeship Committee has set in place policies and procedures which acknowledge superior performance and reward it accordingly through apprenticeship advancement or early completion. The concept of Objective Based Training (OBT) is designed to meet these requirements. OBT is where the focus is to train students to pass written and timed performance tests. Students receive the same focused and specific training as a group. Therefore, successful students arrive at a fundamentally higher skill level with a minimum journey-level skill standard being achieved.

ii. POLICY FOR ADVANCEMENT OR EARLY COMPLETION:

- (1) The skills modules must be passed with a score of 80% or above.**
- (2) To receive a wage increase at 2000 hours, satisfactory progress must be maintained in related and on-the-job training. All required licenses and certifications must be obtained. To receive a wage increase at 4000 hours of on-the-job training, apprentices must have passed at least 4 skills modules. All required licenses and certifications must be maintained.**
- (3) Heavy Duty Repair Mechanics with a technical college diesel certificate may be granted up to 1000 hours of credit upon successful completion of testing for each of the Powertrains and/or Engine Modules, with the approval of training staff and subject to availability.**
- (4) Upon completion of the 1200-hour initial probationary period and the passing of the first skills modules, an apprentice may apply for up to 1000 hours credit for previous experience. This credit must be requested in writing to the Apprenticeship Committee or its designated authority. For an apprentice to be eligible to challenge the test he or she must show documented hours of experience and/or have completed the skill module course.**
- (5) In order to graduate, apprentices must have completed a minimum of 4000 hours on-the-job training and must have passed all of the Heavy Duty Repair Mechanic skills modules. Also, the apprentice must have obtained the required licenses, certifications, and safety courses as determined in the safety module.**
- (6) Failure of one skills module will result in review of training progress to determine corrective action and may require the module to be repeated and passed. Failure of two (2) skills modules may result in suspension and/or termination from the Apprenticeship Program. Unsatisfactory attendance in either classroom or practical related training will result in failure of the skills module. If an apprentice fails to meet these requirements, he or she may be subject to review or disciplinary/corrective action up to and including cancellation of the apprenticeship agreement.**
- (7) Any training not provided as part of the Heavy Duty Repair Mechanics courses specifically shall be provided by Operating Engineers Regional Training Program.**

<u>Safety Module</u>	<u>Course hours</u>	<u>Completion date</u>
<u>1st Aid/CPR</u>	<u>8-hour course</u>	
<u>Qualified Rig/Signal</u>	<u>4-hour qualification course</u>	
<u>Hazmat</u>	<u>40-hour course</u>	
<u>OSHA-10</u>	<u>10-hour course</u>	

iii. PRACTICAL RELATED TRAINING:

<p><u>1. Welding** Module 1</u></p>	<p><u>136-148-hour course which covers welding skills needed in the construction trades. Training in safety practices and procedures in accordance with federal and state standards. The course consists of instructor led shop and classroom welding instruction in the following processes. SMAW, FCAW, TIG, Oxyacetylene cutting and Welding, Air-Carbon arc processes. Print-reading for welding.</u></p>
<p><u>2. Hydraulics/Hydrostatics* Module 2</u></p>	<p><u>100-hour course covers the hazards and safe working practices for hydraulic equipment. Includes Covers theory and principles of pumps, motors, valves, cylinders, heat exchangers, accumulators, reservoirs, lines and conductors, schematics, flow meters and testing procedures, schematic reading, hydraulic symbols and both open and closed loop systems including labs covering each topic.</u></p>
<p><u>3. Electrical/ECM* Module 3</u></p>	<p><u>100-hour Electrical course covering mobile construction equipment DC electrical circuits. Including theory and principles of AC and DC current, the hazards of working with DC and AC, generator, alternator, starter motors, D.C. Motors, controls and switching, power sources, charging systems, starting systems, testing and use of electrical test equipment, Electrical Schematic reading, Auxiliary electrical systems service of Electronic Control Modules: Electronic Control Systems for; Engines, Powertrain, Implement and Heating and Cooling systems with labs for each topic. Diagnostics for Electronic Control Modules including scanner systems and laptop computer diagnostics with labs for each topic.</u></p>
<p><u>4. Diesel Engine * Module 4</u></p>	<p><u>100-hour course covers theory, principles and diagnostics as well as the safety aspects and concerns of working with diesel engines. Service of basic engine components; cylinder blocks, crankshafts and camshafts, pistons and liners, cylinder heads and valve trains, engine brakes and retarders. Engine</u></p>

	<u>Support Systems; fluids and lubricants, cooling systems, exhaust - Turbocharger systems, Air induction systems. Engine Diesel Systems; Mechanical Injection, Electronic - Mechanical Injection, Electronic - Hydraulic Unit injection, Engine Governor - Operation, Emission Control Devices., Diesel exhaust emissions and labs covering each topic.</u>
<u>5. Powertrains/Powershift* Module 5</u>	<u>100-hour course covering the safety procedures and hazards of working on Power-train systems of mobile equipment, Dry and oil clutches, Standard Transmissions, Bevel gear and steering clutches, Under-carriages and tracked equipment, Final drive reduction, gears, Bearings and seals as well as theory and Principles of Operation of Power-shift transmissions, Torque Converters, Hydraulic Controls, Planetary Gear Trains including labs covering diagnostics and each topic.</u>
<u>6. Air/Hydraulic Brake System* Module 6</u>	<u>100-hour course which covers the safety practices and procedures of working on Air and Hydraulic braking systems in accordance with Federal and State standards. Covers air and hydraulic braking systems, On and Off-Road vehicles with ABS systems, off road brake systems, Hydraulic brakes on automotive and mobile construction equipment, Booster Vacuum and Hydraulic assist Systems including labs covering diagnostics.</u>
<u>7. Labor History Education</u>	<u>10-hour requirement</u>

- (1) Courses with asterisk (*) are required to complete the apprenticeship program.
- (2) CDL - A CDL course is strongly recommended and available at the Training Center. Apprentices may call the training center for pre-enrollment requirements.
- (3) Welding Module** If a Heavy-Duty Repair Mechanic Apprentice has an up to date WABO or AWS welding certification in either SMAW 3G and 4G or FCAW 3G and 4G the apprentice can get credit for the Welding Module and will not be required to take the welding module.

(4) Time spent in Related Supplemental Instruction classes shall not be considered as hours of work and the apprentice shall not be paid for time so spent.

(5) Monthly hours reports should reflect the time spent in Related Supplemental Instruction but need not be broken down daily and cannot be included in with on-the-job training hours totals.

b. Objective Based Training – Apprentice Construction Equipment Operator Requirements

i. RELATED/SUPPLEMENTAL TRAINING:

(1) The Apprenticeship Committee recognizes that individual's progress through their apprenticeship program at different rates based upon their aptitude and attitude combined with practical learning experiences. In recognition of this, the Apprenticeship Committee has set in place policies and procedures, which acknowledge superior performance and reward it accordingly through apprenticeship advancement or early completion. The concept of Objective Based Training is designed to meet these requirements. Objective based training is where the focus is to train students to pass a written and timed performance test on each piece of equipment. Students receive the same focused and specific training as a group. Therefore, successful students arrive at a fundamentally higher skill level with a minimum journey level skill standard being achieved.

ii. POLICY FOR ADVANCEMENT OR EARLY COMPLETION:

**(1) Written and practical exams must be passed with a score of 80% or above. **

(2) To receive a wage increase at 2000 hours satisfactory progress must be maintained in related and on-the-job training. All required licenses and certifications must be obtained. To receive a wage increase at 4000 hours of on-the-job training, apprentices must have passed at least 1 skills module at journey level. All required licenses and certifications must be maintained.

(3) Upon completion of the 1200 hours initial probationary period and passing the first skills modules, an apprentice may apply for up to 1000 hours credit for previous experience. This credit must be requested in writing to the Apprenticeship Committee or its designated authority. Apprentice must show documented hours of experience and/or completed skills module for consideration.

(4) In order to graduate, apprentices must have completed a minimum of 4000 hours on-the-job training and passed at journey level, three (3) or more skills modules and obtained the required licenses, certifications, and safety courses as determined in the safety module.

- (5) Apprentices, with the approval of the training staff and subject to availability, may challenge the course tests and petition to complete the apprenticeship program early. For an apprentice to challenge the test, they must show documented hours of experience or have completed the skills module course,
- (6) Failure of a course/module will result in review of training progress to determine corrective action. Failure of two (2) courses/modules may result in suspension and/or termination from the Apprenticeship Program. Unsatisfactory attendance in either classroom or practical related training will result in failure of the course/module. If an apprentice fails to meet these requirements, they may be subject to review or disciplinary/corrective action.
- (7) Individuals who have reached 6000 hours of on-the-job training and not yet passed three skills modules will be required to report for testing by the training office. Individuals refusing to test or failing testing may have disciplinary action taken up to and including cancellation of their apprenticeship agreement. Individuals failing a skills module three times shall have their performance reported to the Apprenticeship Committee by the training director or coordinators.

Safety Courses, Licenses and Certifications

<u>Safety Module</u>	<u>Course hours</u>	<u>Completion date</u>
<u>Hazmat</u>	<u>40-hour course</u>	
<u>RSO</u>	<u>4-hour course</u>	
<u>1st Aid/CPR</u>	<u>8-hour course</u>	
<u>Qualified Rig and signal</u>	<u>4-hour course</u>	
<u>OSHA-10</u>	<u>10-hour course</u>	

- (8) CDL - This course is strongly recommended and available at the training center. Apprentices may call the training center for pre-enrollment requirements.
- (9) Time spent in related supplemental instruction classes shall not be considered as hours of work and the apprentice shall not be paid for time so spent.
- (10) Monthly hours reports should reflect that you are at related training but need not be broken down daily and cannot be included in your on-the-job training hours totals.

iii. PRACTICAL RELATED TRAINING:

<u>1. Backhoe</u>	<u>80 - Hour course</u>	<u>Teaches pre-operational checks and inspections, nomenclature. Develops familiarity with control functions, basic backhoe techniques, straight line digging,</u>
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		<u>sloping ditch, maneuvering around obstacles and backhoe safety. Students should leave with the ability to dig a ditch to grade, safely dig past existing utilities, knowledge of sloping and shoring requirements.</u>
<u>2. Loader/ crusher</u>	<u>80-Hour course</u>	<u>Teaches pre-operational checks and inspections, nomenclature. Develops familiarity with control functions, basic loader techniques, feeding plant, stockpiling, pit operations, loader and crusher safety. Students should leave with the ability to efficiently load trucks and operate loader safely in a variety of applications.</u>
<u>3. Basic Grade</u>	<u>80 - Hour course</u>	<u>Stake reading, hubs and lath, slope work, offsets, laser set up and use, ground safety. Students should leave with the ability to transfer grades, pull slopes, use swedes, figure percent of fall, and safely apply those skills for work on a variety of different job applications.</u>
<u>4. Forklift</u>	<u>80-Hour course</u>	<u>Teaches pre-operational checks and inspections. Develops familiarity with control functions, basic forklifting techniques, basic load charts and a variety of skills including safe load handling, load placement on ground, trucks, and overhead. Students should leave with the ability to safely move different types of materials through congested areas and in a variety of situations.</u>
<u>5. Dozer/ Scraper</u>	<u>80 - Hour course</u>	<u>Teaches pre-operational checks and inspections. Develops familiarity with control functions, basic dozer and scraper techniques, slot dozing, v-ditches, push cat applications, safety, proper traveling, cuts and fills, work patterns. Students should leave with a knowledge of the machine control and function of how to safely operate a dozer/scraper in a variety of job site situations.</u>
<u>6. Paving</u>	<u>80 - Hour course</u>	<u>Teaches pre-operational checks and inspections. Develops familiarity with control functions, basic techniques for rollers, screed and topside operation, work patterns, laydown and compaction, traffic safety, students should leave with the ability to safely operate the various pieces of equipment used in the asphalt industry.</u>

<p><u>7. Basic Equipment (not a graduation module)-Roller, Haul Truck, Forklift –(one-year basic safety card), Rig and Signal</u></p>	<p><u>80 - Hour course</u></p>	<p><u>Teaches pre-operational checks and inspections. Develops familiarity with control functions, basic operational techniques. Familiarity with crowns, inverts, patterns, sealing, and compaction safe techniques for compacting edges. Covers basics of haul truck operation, rigging, signaling, forklift principles and safe load handling and securing of load to transport. Students should leave with a basic knowledge of how to safely operate several pieces of equipment in a variety of situations.</u></p>
<p><u>8. Excavator</u></p>	<p><u>80 - Hour course</u></p>	<p><u>Teaches pre-operational checks and inspections. Develops familiarity with control functions, basic Excavator techniques, work patterns, slope work, truck loading, deep digging, shoring requirements, boxes, sheets, pipe applications and laser, working around utilities, overhead hazards, and excavator safety. Students should leave with the ability to safely operate an excavator in a variety of different applications.</u></p>
<p><u>9. Basic Grader</u></p>	<p><u>80 - Hour course</u></p>	<p><u>Teaches pre-operational checks and inspections. Develops familiarity with control functions, basic grader techniques, inverts, crowns, supers, slopes, ditching, maintaining roadway, job layout, use of automatics, students should leave with the ability to safely operate a grader in a variety of different applications.</u></p>
<p><u>10. Hoisting – note – for this course to count as a graduation module, student must achieve crane operator certification</u></p>	<p><u>160- Hour course</u></p>	<p><u>Teaches pre-operational checks and inspections. Develops familiarity with control functions, basic hoisting techniques, load charts, range diagrams, crane set-up, heavy lift applications, crane safety, federal and state laws, use and understanding of LMI systems, rigging and signaling, students should leave with a basic understanding of safe rigging and crane operations.</u></p>
<p><u>11. Labor History Education</u></p>	<p><u>10-hour Requirement</u></p>	
<p><u>12. Elective – (not a graduation module) -</u></p>	<p><u>20- Hour course</u></p>	<p><u>This course covers basics of blueprint reading, scaling from prints and plans, nomenclature and use of cut sheets.</u></p>

<u>Blueprint Reading</u>		<u>Students should leave with the ability to layout and track grade from existing given points of elevation and location using plans and specs.</u>
<u>13. Elective – (not a graduation module)- Introduction to GPS</u>	<u>20-Hour course</u>	<u>Basic GPS navigation, nomenclature, basics of topography, volume calculations, and ground safety. A student should leave with the ability to comfortably navigate through set up menu for GPS rover to mark defined points of known location and elevation.</u>

c. Objective Based Training - Apprentice Hoisting Engineer Requirements

i. RELATED/SUPPLEMENTAL TRAINING:

(1) The Apprenticeship Committee recognizes that individuals progress through their apprenticeship program at different rates based upon their aptitude and attitude combined with practical learning experiences. In recognition of this, the Apprenticeship Committee has set in place policies and procedures which acknowledge superior performance and reward it accordingly through apprenticeship advancement or early completion. The concept of Objective Based Training (OBT) is designed to meet these requirements. OBT is where the focus is to train students to pass written and timed performance tests. Students receive the same focused and specific training as a group. Therefore, successful students arrive at a fundamentally higher skill level with a minimum journey-level skill standard being achieved.

ii. POLICY FOR ADVANCEMENT OR EARLY COMPLETION:

- (1) To receive a wage increase at 2000 hours, satisfactory progress must be maintained in related and on-the-job training. All required licenses and certifications must be obtained including a rigging and signal person certification. To receive a wage increase at 4000 hours of on-the-job training, apprentices must have passed at least one (1) skills modules. All required licenses and certifications must be maintained.
- (2) Upon completion of the 1200 hours initial probationary period and passing the first skills module, an apprentice may apply for up to 1000 hours credit for previous experience. This credit must be requested in writing to the Apprenticeship Committee or its designated authority. The apprentice must show documented hours of experience and/or completed a skills module course for consideration.
- (3) In order to graduate, apprentices must have completed a minimum of 4000 hours on-the-job training and passed the NCCCO or OECP test, both written and practical in the

areas of core knowledge and at least one (1) specialty test, and obtained the required licenses, certifications, and safety courses as determined in the safety module.

- I. Hoisting Engineer Apprentices will be reviewed every 1000 hours to verify actual hours of crane operation, except for the first 1000 hours of the apprenticeship.

- II. Upon reaching 2,000 hours of on-the-job training (OJT), Hoisting Engineer (HE) Apprentices must have completed their Entry Level Hoisting classes with a passing evaluation. They must also have acquired rigging, signaling, and forklift certifications. On or before reaching 5000 hours of OJT, HE apprentices must schedule their written and practical crane operator certification. Upon reaching 6,000 hours of OJT or graduating from the apprenticeship, all HE apprentices must have passed the written and practical tests for crane operator certification. Failure to complete and/or pass the required courses and certification tests may result in disciplinary measures up to and including suspension, withholding of next step increase raise, or cancellation of the Apprenticeship Agreement. Any action taken must meet the prescribed appeal requirements.

- (4) Apprentices, with the approval of the training staff and subject to availability, may challenge the course tests and petition to complete the apprenticeship program early. For an apprentice to challenge the test, they must show documented hours of experience or have completed the skills module course.

- (5) Failure of a course/module will result in review of training progress to determine corrective action. Failure of two (2) courses/modules may result in suspension and/or termination from the Apprenticeship Program. Unsatisfactory attendance in either classroom or practical related training will result in failure of the course/module. If an apprentice fails to meet these requirements, they may be subject to review or disciplinary/corrective action.

- (6) Individuals who have reached 6000 hours of on-the-job training and not yet met the requirements of graduation and passed the NCCCO test, both written and practical in the areas of core knowledge and at least one (1) specialty test will be required to report for testing by the training office. Individuals refusing to test or failing testing may have disciplinary action taken up to and including cancellation of their apprenticeship agreement. Individuals failing a skills module three times shall have their performance reported to the Apprenticeship Committee by the training director or coordinators.

SAFETY COURSES, LICENSES AND CERTIFICATIONS:

<u>Safety Module</u>	<u>Course Hours</u>	<u>Completion Date</u>
<u>Hazmat</u>	<u>40- Hour course</u>	
<u>RSO</u>	<u>4- Hour course</u>	
<u>1st Aid/CPR</u>	<u>8-Hour course</u>	

<u>Rigging and Signaling with certification</u>	<u>40 - Hour course</u>	
<u>Forklift OSHA Certification</u>	<u>80-Hour course with practical exam</u>	
<u>OSHA-10</u>	<u>10-Hour course</u>	

- (7) A CDL course is strongly recommended for Hoisting Engineers and available at the training center. Apprentices may call the training center for pre-enrollment requirements.
- (8) Forklift Safety Certification - Contact Training Office for class schedule.
- (9) Time spent in related supplemental instruction classes shall not be considered as hours of work and the apprentice shall not be paid for time so spent.
- (10) Monthly hours reports should reflect that you are at related training but need not be broken down daily and cannot be included in your on-the-job training hours totals.

iii. PRACTICAL RELATED TRAINING:

<u>1. Basic Hoisting 1</u>	<u>160 - Hour course</u>	<u>Teaches pre and post-operational checks and inspections and oiler/operator responsibilities. Develops familiarity with control functions, basic hoisting techniques, load charts, range diagrams, crane set-up, heavy lift applications, crane safety, federal and state laws, use and understanding of LMI systems, rigging and signaling, students should leave with a basic understanding of safe rigging and crane operations.</u>
<u>2. Basic Hoisting 2</u>	<u>160 – Hour course</u>	<u>Teaches assembly and disassembly of cranes and attachments, all aspects of crane maintenance and crane placement for lift leveling and set up. Introduction of load charts: tipping vs structural, Gross/net capacity, Boom length/boom angle, notes to lifting, range diagram, boom configurations and tip height, ANSI/ASME Standards. Craning principles, Two-crane lifts, Personnel hoisting, Power line safety, crane communications (signaling), Operator responsibilities and safe load control.</u>

<p><u>3. Hydraulic crane</u></p>	<p><u>160-hour course</u></p>	<p><u>This course teaches pre and post-operational inspections, Operator responsibilities, crane theory, load charts, tipping vs structural, assembly and disassembly, implements and attachments crane maintenance, ground conditions, power line and other safety aspects, Intermediate to advanced hoisting skills on fixed and swing cab cranes: Control functions, crane placement for lift, leveling and set-up. Load control, multiple crane lifts and heavy hoisting. Simulated job site situations including under the hook and in the seat experience. Upon successful completion, a student should leave this course with the ability to take and pass a variety of different crane certifications.</u></p>
<p><u>4. Lattice boom Crane</u></p>	<p><u>160-Hour course</u></p>	<p><u>This course teaches pre and post-operational inspections, Operator responsibilities, ground conditions, power line and other safety aspects, crane theory, load charts, tipping vs structural, assembly and disassembly, implements and attachments, includes hydraulic as well as friction lattice boom cranes, crane set up for lifts, leveling, load control and operation of truck mounted and crawler type cranes. Upon successful completion, a student should leave this course with the ability to take and pass a variety of different crane certifications.</u></p>
<p><u>5. Tower Crane</u></p>	<p><u>80-Hour course</u></p>	<p><u>This course teaches pre and post-operational inspections, Operator responsibilities, load charts and safety aspects, proper climbing and PPE requirements, communication, rigging and signaling, Tower crane maintenance and operation. Upon successful completion, a student should leave this course with the ability to take and pass a tower crane certification.</u></p>
<p><u>6. Rigging and Signal Person Certification</u></p>	<p><u>40-Hour course</u></p>	<p><u>This course covers inspections, identification and rigging with basic knowledge of hitch configurations, hardware, SWL (Safe working load) center of gravity, capacities, types,</u></p>

		<u>compatibilities, and basic knots and their applications, Recognize associated hazards, signaling operations, Situational awareness, proper hand and voice communication signals, basic knowledge of crane operations safety standards and regulations.</u>
<u>7. Forklift</u>	<u>80-hr course</u>	<u>Teaches pre-operational checks and inspections. Develops familiarity with control functions, basic forklifting techniques, basic load charts and a variety of skills including safe load handling, load placement on ground, trucks, and overhead. Students should leave with the ability to safely move different types of materials through congested areas and in a variety of situations.</u>
<u>8. CDL Driving</u>	<u>To meet Department of Licensing requirement</u>	<u>This course meets state and federal requirements to obtain a CDL driver's license. Course content includes Driver safety and responsibilities. Control functions, gear selection, maneuvering and backing, securing the load, as well as all rules and laws regarding the safe and legal operation of a commercial vehicle.</u>
<u>9. NCCCO Certification</u>		<u>NCCCO Written and Practical exams core and one (1) specialty exam must be passed to achieve certification which is necessary to complete the Objective Based Training portion of the Hoisting Engineer Apprenticeship</u>
<u>10. Labor History Education</u>	<u>10-hour requirement</u>	

X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

A. Administrative Procedures:

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

...

3. Sponsor Procedures:

1a. Hiring of Apprentices:

- a.—Employers desiring an apprentice shall ~~make~~place a job request for said apprentice to the Apprenticeship Committee or their designated authority with the Training Office.
- b.—Any apprentice may be rotated from employer to employer or job site to job site by the Apprenticeship Committee or designated authority.
- c.—All apprentices shall be release from "on the job" commitments to attend scheduled related supplemental instruction
- d.—The employer shall be included in the evaluation process through job site evaluations. Evaluations will be forwarded to the Committee for review and appropriate action.

2b. Periodic Evaluation and Record Books:

- a.i. Each apprentice, ~~upon registration, shall~~ will be furnished with a "Record Book"; ~~the apprentice must faithfully keep this record~~, to track OJT hours, which ~~shall~~must be ~~verified~~signed or initialed at the end of each month by the timekeeper or foreman or the journey-level worker supervising the apprentice. ~~An evaluation of the apprentice shall be made each 1000 hours by the Apprenticeship Committee to determine his/her eligibility to receive the scheduled increase in his/her rate of pay. In these examinations consideration shall be made of school attendance, progress and daily employment record of the apprentice.~~
- b.ii. ~~This~~ The record must be submitted to the ~~training director's office~~Training Office no later than the tenth (10th) day of the following month, regardless if apprentice is working or not. ~~The Apprenticeship Committee shall have the authority to withhold advancement, suspend or cancel his/her Agreement for failure to comply. The apprentice, the employer and the union agree to abide by any such determination of the Committee. There is no grace period. OJT hours may be submitted in person, by mail, fax, or electronically. OJT hour reports must be up to date. The apprentice will not be allowed to check in on the out of work list until the hours are brought up to date.~~
- e.iii. ~~If an apprentice is thirty (30) or more days late turning in the monthly reports~~OJT hour report (any day after the tenth (10th) day of the following month), he/ or she may not receive credit for the hours submitted. The apprentice will not be allowed to get on the out of work list as they are out of compliance with the standards of their apprenticeship. Any apprentice who is three (3) or more months delinquent on the OJT hour reports must~~may~~ be suspended and required to appear before the Apprenticeship Committee~~JATC, for possible~~

iv. The Apprenticeship Committee or their designated authority shall have authority to withhold advancement, suspend or cancel the Agreement for failure to comply within the probationary period.

v. The falsification of records by the apprentice will result in disciplinary proceduresaction by the Apprenticeship Committee.

d.vi. If anythe apprentice later submits late reports and the hours submitted would raise the apprentice to a higher wage classification, notification by the JATCTraining Office will require the employer to pay the higher wage rate only from the date the reports werereport was received by the JATCTraining Office.

vii. Every 1000 hours of progress will be reviewed for each apprentice. All parties participating under the Standards may be asked for a report on each apprentice.

3. ~~Transfer of Apprenticeship. In order to transfer an apprenticeship agreement between two local registered apprenticeship programs within Washington State, the following requirements must be met.~~

a. ~~The apprentice must submit a written request to transfer, describing in detail the needs and reasons upon which the request is based.~~

b. ~~The apprentice's sponsoring JATC must agree to the transfer.~~

c. ~~The receiving JATC must agree to accept the transfer.~~

d. ~~The parent organizations of both JATC's (two local Unions) must agree to the transfer.~~

e. ~~The receiving JATC shall have complete access to all apprenticeship records pertaining to the transferring.~~

f. ~~The transferring apprentice must:~~

(1) ~~Complete an application form.~~

(2) ~~Provide to the JATC documentation pertaining to their participation in the apprenticeship program that they are transferring from. An official copy of all records established with the sponsoring JATC (including a copy of the application form and the apprenticeship agreement properly registered with the Registration Agency) and other information submitted shall be provided to the receiving JATC. The receiving JATC will examine all documentation submitted before granting permission to transfer. All such records shall become part of the receiving JATC's permanent files and shall be maintained in the same manner as other records are.~~

(3) ~~Upon being accepted by the receiving JATC, the Department shall be informed of the transfer.~~

- ~~(4) Registration proceedings shall be initiated with the receiving JATC and the appropriate Registration Agency. The Registration Agency will be provided with all documentation necessary and/or required to verify that the transfer is justifiable.~~

~~Those accepted for transfer will be given full credit for on-the-job training experience and related instruction successfully completed while registered in an apprenticeship program.~~

c. Employment Policies:

- i. No registered apprentice may quit their job without first notifying the ~~training office.~~Training Coordinator or the Training Office. Apprentices who violate this clause may be subject to disciplinary action or ~~termination~~cancellation from the program.
- ii. Apprentices who have been terminated from employment for cause twice (2) ~~shall~~may be subject to disciplinary action. ~~A third (3) termination may result in immediate suspension until the Apprenticeship Committee determines what action to take.~~
- iii. ~~All registered apprentices~~ Apprentices must follow the dispatch policy as outlined below. ~~Apprentices who violate this clause may be subject to disciplinary action or termination from the program.~~cancellation from the program. Apprentice OJT hour reports must be submitted on time or the apprentice will not be allowed to be on the out of work list until the hours are brought up to date.
 - (1) Apprentices may turn down the first ~~or second~~ dispatch and will be placed at the bottom of the out of work list. Upon the apprentice's third, if they so choose. The second turn down or refusal to work, will place the apprentice will at the bottom of the out-of-work list. Upon the third turn down or refusal to work, the apprentice may be suspended until the Committee Apprenticeship Committee takes appropriate action. At this time, at the next meeting. If an apprentice has completed the initial probationary period, he or she will be required to appear before the JATC to show cause why he or she should not be terminated from the program. NOTE: The chain of attempted contacts can only be broken by the apprentice accepting a dispatch or requesting a suspension of their apprenticeship agreement, cancelled from the program.
 - (2) If an apprentice accepts a dispatch and then cannot fulfill the job, he or she must ~~make contact with the Apprentice~~Training Office or Training Coordinator in a timely manner (enough time to dispatch someone else). If the apprentice accepts a dispatch and does not show up for work and does not provide a documented cause or reason for the no-show, he or she will be suspended and required to appear before the Apprenticeship Committee~~JATC~~. If deemed unavailable for work, appropriate disciplinary action will be taken by the Apprenticeship Committee ~~JATC~~ or its designated authority.

5. Disciplinary Procedures:

- a(3) Apprentices will be deemed unavailable for work after ten (10) contact attempts.
- (4) The ~~basic work day~~ chain of attempted contacts/turn downs can only be broken by accepting a dispatch or requesting a leave of absence - military, medical, or personal leaves must be requested in writing from the training office.
- iv. Labor and Management agree that there will be no discrimination in hiring or referral of apprentice Operating Engineers based on race, color, religion, national origin, or gender, including pregnancy and gender identity, sexual orientation, genetic information or because they are an individual with a disability or a person 40 years old or older, providing further, that notwithstanding these hiring provisions, the Apprenticeship Committee, when requested by an employer, shall dispatch to allow an employer to comply with local, state or federal affirmative action requirements; any other local, state, or federal law; or any reasonable contractual obligation imposed by an owner.
- v. Any apprentice that has completed 1,200 hours of on-the-job training and is on the out of work list, may be called out by name by any signatory employer. The employer must contact the apprenticeship office to request an apprentice. As an exception, organizers utilizing a letter of understanding may permit new signatory employers to hire any apprentice off the list.

d. Rotation:

- i. Any apprentice who has completed the required number of hours in any one classification of work may be rotated from job to job by the Apprenticeship Committee or their designated authority and be replaced by an apprentice who has not completed the number of hours required for their particular classification.
- ii. Apprentices who have completed maximum hours in a training classification shall notify the employer and the Apprenticeship Committee representative.
- iii. In the event a rotation is necessary to achieve adequate on-the-job training, the apprentice will be rotated and a dispatch will indicate "Apprentice Rotation."

e. Dress Requirements:

- i. Each apprentice shall wear appropriate clothing to meet State safety requirements to include: work boots (preferably with steel toes; no tennis shoes), shirts that cover the shoulders (no tank tops or sleeveless shirts).
- ii. All apprentices shall ~~be the same~~ wear appropriate PPE as ~~that~~ required by the signatory contractor or owner of the project.

iii. Apprentices violating dress requirements shall be subject to disciplinary action including temporary job suspension, or such action the Apprenticeship Committee may deem necessary. Any action taken must meet the prescribed appeal requirements.

f. Substance Abuse Testing:

i. The Apprenticeship Committee shall have the authority to adopt a journey-level worker drug and alcohol testing program in order to ensure that each apprentice can work and train safely in a drug and alcohol free environment. Each apprentice agrees to be subject to testing as a condition for maintaining his or her apprenticeship agreement.

g. Required Training:

i. All apprentices shall be subject to the same conditions released from "on-the-job" commitments to attend scheduled related supplemental instruction. Apprentices must maintain satisfactory progress in related training classes. Failure to complete and/or pass the required courses may result in suspension and/or cancellation of the apprenticeship agreement.

h. Policies for Advancement, Completion or Early Completion:

i. The JATC recognizes that individuals progress through their apprenticeship program at different rates based upon their aptitude combined with practical learning experiences. In recognition of this, the Apprenticeship Committee has set in place policies and procedures which acknowledge superior performance and prior experience and reward it accordingly through apprenticeship advancement or early completion.

ii. Any apprentice entering the apprenticeship with previous industry experience may, after completion of their initial probationary period of 1200 hours and having passed a skills module, may apply to receive up to 1000 hours of credit for this experience. This credit must be applied for in writing and be submitted to the Apprenticeship Committee for consideration not less than 20 days prior to the next scheduled Apprenticeship Committee meeting. The Apprenticeship Committee will evaluate the apprentice's on the job and related training performance to date and award the credit it deems appropriate.

iii. After the completion of at least 4000 hours of actual on the job training, any apprentice who has met the graduation requirements of their apprenticeship other than completion of all RSI and on-the-job hours and achieved journey-level competence - as verified through written and practical examination where applicable - may request early completion. The apprentice must have

demonstrated journey-level competency in the required number of skill areas and have successfully completed all required related safety courses as outlined in each individual occupation's related supplemental instruction and the apprenticeship handbook provided by the sponsor. To be granted journey-level status between 4000 and 5,999 hours of on-the-job training, an apprentice must submit a request in writing to the Apprenticeship Committee to complete his/her apprenticeship early.

iv. Normal completion of the apprenticeship is anticipated at 6000 hours of on-the-job training. At approximately 5000 hours of on-the-job training the apprentice is expected to have scheduled any remaining RSI courses and/or testing necessary to complete their apprenticeship graduation requirements in a timely way.

v. Any apprentice reaching 6000 hours of on-the-job training who has not met the requirements to graduate may be required to report for training and/or testing at the convenience of the sponsor to assess journey-level competency in their occupation and/or create an action plan to meet the graduation requirements. Failure to report for training/testing as required or failure of required test/s may result in disciplinary measures up to and including cancellation from the apprenticeship program.

i. General Work and Training Policies:

i. To advance through and complete the apprenticeship program, satisfactory progress must be maintained in related and on-the-job training. The apprentices are subject to standard industry expectations including, but not limited to, accepted work/training rules pertaining to all safety codes, ~~refusing employment as offered,~~ dependability and reliability, extensive tardiness or absenteeism. Upon proper and legal review by the Apprenticeship Committee, the apprentice may be canceled from the Apprenticeship Program for failure to abide by these work rules. ~~At no time will an apprentice be permitted to work without being under the supervision of a journey-level worker of their trade, nor shall he/she act as a foreman~~ and training policies.

b. NOTE: Any infractions of any of the aforementioned rules of Washington State Standards may result in suspension/expulsion from work and/or training. The apprentice may be required to appear before the Apprenticeship Committee for disciplinary action at which time their agreement may be cancelled in accordance with the Rules and Regulations of the Washington State Apprenticeship and Training Council.

~~Substance Abuse Testing: The Apprenticeship Committee shall have the authority to adopt a drug and alcohol testing program in order to ensure that each apprentice can work safely in a drug and alcohol free environment. Each apprentice agrees to~~

~~be subject to such testing as a condition for maintaining his or her apprenticeship agreement.~~

- ~~e. — **Related Supplemental Training:** In case of failure on the part of any apprentice to fulfill the related supplemental instruction obligation, the sponsor shall have authority to withhold their periodic wage advancement, suspend, or cancel the Apprenticeship Agreement.~~
- ~~d. — **CDL License:** All registered apprentices must acquire a CDL Class B License within one (1) year of entering the Apprenticeship Program in or to advance to the next stage of their apprenticeship.~~
 - ~~(1) — An apprentice may petition the JATC for an exemption to this requirement, which the JATC may grant upon good cause shown. Good cause shall mean 1) physical limitation, 2) inability to obtain CDL for reason such as legal restriction due to conviction of a crime, 3) not qualified to obtain CDL as determined by the Training Coordinator and JATC, or 4) the specialty occupation sought by the apprentice does not require a CDL as supported by written documentation of apprentice's employer.~~
 - ~~(2) — If an apprentice is granted an exception to the CDL requirement, the JATC shall issue a qualified journey worker status to apprentice upon completion of the program. An apprentice who is granted an exemption will continue progression, provided other eligibility requirements are met.~~

~~6. — **Rotation:**~~

- ~~a. — Any apprentice who has completed the required number of hours in any classification of work may be rotated from job to job by the Apprenticeship or their designated authority and be replaced by an apprentice who has not completed the number of hours required for their particular classification.~~
- ~~b. — In the event a rotation is necessary to achieve adequate on the job training, the apprentice will be rotated and a dispatch will indicate "Apprentice Rotation."~~

~~7. — **Dress Requirements:**~~

- ~~a. — Each apprentice shall wear appropriate clothing to meet State safety requirements including: work boots (no tennis shoes), shirts that cover the shoulders (no tank tops or sleeveless shirts).~~
- ~~b. — All apprentices shall wear the hardhat issued by the JATC or their authorized agent at all times while on the job site unless the employer required company issued hardhats.~~

B. Disciplinary Procedures

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3. Sponsor Disciplinary Procedures:

a. Suspension/Termination:

- i. **Any apprentices suspended for just cause may be cancelled from the program by the J.A.T.C at their next meeting. Any action taken must meet the prescribed appeal requirements.**
- ii. **If an apprentice fails or refuses an alcohol or drug test, he or she will be ineligible for dispatch and will be suspended from the program and required to report to an approved and accredited rehabilitation program which conducts in person evaluations within fourteen (14) days. The apprentice must release the results of the evaluation to the Training Office and show documented proof of being in compliance with any recommended treatment plan before being placed on the out-of-work list at the bottom. If an advanced apprentice does not remain in full compliance with his or her rehabilitation program until it is completed, he or she will be suspended and brought before the Apprenticeship Committee and their apprenticeship agreement may be cancelled. If an apprentice is in his or her probationary period and does not remain in full compliance until the rehabilitation program is completed, he or she will be cancelled from the apprenticeship program.**

XI. SPONSOR – RESPONSIBILITIES AND GOVERNING STRUCTURE

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

1.

b. Program type administered by the committee: **GROUP JOINT**

The Apprenticeship Committee shall be composed of equal numbers of members representing both the International Union of Operating Engineers, Local #370302, and the Inland Empire Chapter Associated General Contractors of America.

Meetings of the Apprenticeship Committee shall be held three (3) times a year or more frequently, if necessary. The Chairman or Secretary of the Apprenticeship Committee or their designated authority shall have the authority to call and establish the date of the meetings. Any member of the Apprenticeship Committee shall have the authority to request the Chairman to call a meeting of the Apprenticeship Committee.

c. The employer representatives shall be:

Jamie Tibbits, Chair
Inland Asphalt Co.
5111 E. Broadway
Spokane, WA 99212

Ken Gibson, Chairman
Inland Asphalt
PO Box 3366
Spokane Valley, WA 99220

Ryan West
N.A. Degerstrom
3303 N. Sullivan Rd.
Spokane Valley, WA 99216

d. The employee representatives shall be:

Curt Koegen, Secretary
~~PO Box 3386 T.A.~~
~~Spokane, WA 99220~~**1916 S. Seehorn**
Spokane Valley, WA 99212

James Garrett
Operating Engineers Local ~~302~~70
~~PO Box 3386 T.A.~~
~~Spokane, WA 99220~~
510 S. Elm
Spokane, WA 99201

Mike Bosse
Operating Engineers Local 302
2011 W. Yakima
~~Pasco, WA 99301~~**2637 W. Albany**
Kennewick, WA 99336

F. Plant programs

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

~~N/A~~**NONE**

XIII. TRAINING DIRECTOR/COORDINATOR:

Ole K. Fjellstad, Administrator
16921 Vantage Highway
Ellensburg, WA 98926