

For L&I Staff Use Only

Received 2.13.2023 by SP/Vanc

L&I Apprenticeship Consultant

Teri Gardner 2-13-24

L&I Admin

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



Request for Revision of Standards

TO: Washington State Apprenticeship & Training Council

FROM: Georgia Pacific and the AWPPW Local #5 Apprenticeship Committee #596

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

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

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

<input checked="" type="checkbox"/> Chair	Date	<input checked="" type="checkbox"/> Secretary	Date
<input type="checkbox"/> Authorized Signer	<i>2/12/2024</i>		<i>2/12/2024</i>
Print Name: Kirk Bristol	Print Name: David Williams		
Signature: <i>Kirk Bristol</i>	Signature: <i>David Williams</i>		

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

Attach additional sheets if necessary

- [Please remove all references to removed occupations throughout the standards]

<u>Occupational Objective(s):</u>	<u>SOC#</u>	<u>Term [WAC 296-05-015]</u>
INDUSTRIAL INSTRUMENT MECHANIC	17-3023.02	7400 HOURS
INDUSTRIAL MACHINIST (MAINTENANCE)	51-4041.00	7400 HOURS
INDUSTRIAL MAINTENANCE ELECTRICIAN	47-2111.00	8000 HOURS
INDUSTRIAL MAINTENANCE MILLWRIGHT	49-9044.00	7400 HOURS
INDUSTRIAL MAINTENANCE REPAIRER (LEVEL OF PRESERVATION)	49-9042.00	7400 HOURS
INDUSTRIAL MOBILE MAINTENANCE MECHANIC	49-3031.00	7400 HOURS
INDUSTRIAL PIPEFITTER/WELDER	47-2152.00	7400 HOURS
INDUSTRIAL PREDICTIVE/PREVENTIVE	49-9041.00	7400 HOURS
INDUSTRIAL SHEET METAL WORKER/WELDER (MAINTENANCE)	47-2211.00	7400 HOURS

Sponsor Introductory Statement (Required):

Georgia Pacific and the AWPPW Local #5 Apprenticeship Committee, also referred to as JATC throughout these standards, have adopted the apprenticeship system as a means of providing a continuing supply of skilled journey level workers for all branches of the Pulp and Paper industry.

II. MINIMUM QUALIFICATIONS:

Physical: All applicants must be physically capable of completing the tasks of the trade, with or without reasonable accommodations.

Other: All applicants must be ~~C~~current Mill employees in good standing who have completed the Mill's new hire ~~70~~ 120 day probationary period.

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

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

A. Selection Procedures:

1. Apprentices shall be selected from a pool of current employees.
2. Georgia Pacific shall announce apprenticeship openings mill-wide, as they occur. Applicants who respond to the mill-wide posting will be invited to attend an

information session where details of the apprenticeship program and selection process will be shared.

- 3. Applicants are required to take the ACT WorkKeys National Career Readiness Certificate (NCRC) placement test. The cost of the test will be reimbursed to the applicant upon successful completion of the test at Level 4 (Silver) or higher. Test scores and receipt for the cost of the test must be submitted to the JATC Chair for reimbursement.**

 - a. Applicants must contact a qualified proctor to schedule to take the ACT WorkKeys NCRC placement test. The closest proctor to the mill is:**

Lower Columbia College
<https://www2.registerblast.com/lowercolumbia/Exam/List>
(360) 442-2360 Call to Register
 - b. All applicants must complete the Applied Math, Workplace Documents, and Graphic Literacy sections of the test.**
 - c. Applicants may take the test as many times as needed, but the JATC will only reimburse the applicant for taking the test one time.**
 - d. Applicants are expected to take the placement tests on their own time and will not be reimbursed for time or mileage.**
- 4. Applicants will be scheduled for an interview by members of the JATC after successful completion of the ACT WorkKeys NCRC test. All applicants will be asked the same interview questions. Applicants must earn a minimum score of seven (7) out of ten (10) to advance to the next step in this selection process.**
- 5. Applicants are required to complete a Pre-Qualification Learning Demonstration within 3 months of attending the information session with a passing grade of 70% or higher.**

 - a. Applicants wishing to become qualified for both the Mechanical and Electrical trades must complete both sets of courses.**
 - b. Costs for the course material and testing will be reimbursed to applicants upon completion of the class with a passing score. Class completions with a receipt must be submitted to the JATC Chair.**
 - c. Applicants are expected to take the courses on their own time. Only the costs of course material and testing will be reimbursed.**
 - d. Instructions and links for registering for Training Performance Compliance (TPC) classes will be provided to applicants via e-mail.**

Mechanical Maintenance Course Work

<u>Course #</u>	<u>Title</u>	<u>On-Line Cost</u>	<u>Est Hours</u>
<u>TPC 103</u>	<u>Mathematics in the Plant</u>	<u>\$85.00</u>	<u>10 hrs</u>
<u>TPC 107</u>	<u>Hand Tools</u>	<u>\$85.00</u>	<u>10 hrs</u>
<u>TPC 109.1</u>	<u>Industrial Safety and Health</u>	<u>\$85.00</u>	<u>10 hrs</u>
<u>TPC 301</u>	<u>Basic Mechanics</u>	<u>\$85.00</u>	<u>10 hrs</u>

Electrical Maintenance Course Work

<u>Course #</u>	<u>Title</u>	<u>On-Line Cost</u>	<u>Est Hours</u>
<u>TPC 103</u>	<u>Mathematics in the Plant</u>	<u>\$85.00</u>	<u>10 hrs</u>
<u>TPC 201</u>	<u>Basic Electricity and Electronics</u>	<u>\$85.00</u>	<u>10 hrs</u>
<u>TPC 204.1</u>	<u>Electrical Measuring Instruments</u>	<u>\$85.00</u>	<u>10 hrs</u>
<u>TPC 205.1</u>	<u>Electrical Safety and Protection</u>	<u>\$85.00</u>	<u>10 hrs</u>
<u>TPC 271</u>	<u>Intro to Process Measure & Control</u>	<u>\$85.00</u>	<u>10 hrs</u>

6. Apprenticeship positions will be filled, as needed, by the senior most qualified applicant within each trade.

B. Equal Employment Opportunity Plan:

4. Engage in any other such action to ensure that recruitment, selection employment and training of apprenticeship shall be without discrimination because on the basis of race, sex, color, religion, national origin, age, disability or as otherwise specified by law or sex.

IV. **TERM OF APPRENTICESHIP:**

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

The term of apprenticeship for the Industrial Maintenance Electrician occupation shall be 8000 hours of employment as an apprentice.

The term of apprenticeship for the Industrial Maintenance Millwright occupation shall be 7400 hours of employment as an apprentice.

VII. APPRENTICE WAGES AND WAGE PROGRESSION:

C. Wage Progression Schedules

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

1. Industrial Maintenance Electrician

<u>Step</u>	<u>Hour Range or competency step</u>	<u>Percentage of journey-level wage rate*</u>
<u>1</u>	<u>0000 - 1850 hours</u>	<u>74%</u>
<u>2</u>	<u>1851 - 3700 hours</u>	<u>77%</u>
<u>3</u>	<u>3701 - 5550 hours</u>	<u>79%</u>
<u>4</u>	<u>5551 - 7400 hours</u>	<u>81%</u>
<u>5</u>	<u>7400 - 8000 hours</u>	<u>100%</u>

2. Industrial Maintenance Millwright

<u>Step</u>	<u>Hour Range or competency step</u>	<u>Percentage of journey-level wage rate*</u>
<u>1</u>	<u>0000 - 1850 hours</u>	<u>74%</u>
<u>2</u>	<u>1851 - 3700 hours</u>	<u>77%</u>
<u>3</u>	<u>3701 - 5550 hours</u>	<u>79%</u>
<u>4</u>	<u>5551 - 7400 hours</u>	<u>81%</u>

Percentage progressions are based on set amounts established in the labor agreement calculated to the closest full percentage point.

THE WAGE FOR EACH TRADE OBJECTIVE SHALL BE SUBMITTED FOR APPROVAL AND SHALL REMAIN IN EFFECT UNTIL AMENDED.

IX. RELATED/SUPPLEMENTAL INSTRUCTION:

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

Sponsor approved training seminars: **Committee Approved (Industrial Training International (ITI) Master Rigging)**

Sponsor approved online or distance learning courses: **Committee Approved Training Performance Compliance (TPC) online training**

State Community/Technical college: **Clark College, Portland Community College**

X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

A. Administrative Procedures:

3. Sponsor Procedures:

- [Please update letter, number, letter sequence in this section]

B.b. Work process hours form will be submitted 10 calendar days after the end of the month to the **Training Maintenance and Engineering** Manager's office, for placement in Apprentice's records

B. Disciplinary Procedures

3. Sponsor Disciplinary Procedures:

~~(insert text)~~

None

XIII. TRAINING DIRECTOR/COORDINATOR

**Lisa Bunnell,
Training Coordinator
401 N.E. Adams St.
Camas, WA 98607**

None