

Teri Gardner 8-20-2020

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



REQUEST FOR REVISION OF STANDARDS

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L&I apprenticeship coordinator

TO: Washington State Apprenticeship & Training Council

Teri Gardner 9-11-2020

From: Seattle Area Plumbers, Housing Plumbers, Pipefitters, HVAC Service Controls
Technician/Refrigeration Mechanics, and Marine Pipefitters Apprenticeship Committee #115
(NAME OF PROGRAM STANDARDS)

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

Additions shall be underlined.

Deletions shall be ~~struck through~~.

See attached.

Authorized signatures

(chr.)

(sec.)

date:

Approved by:

Washington State Apprenticeship & Training Council

Secretary of WSATC:

date:

Seattle Area Plumbers, Housing Plumbers, Pipefitters, HVAC Service Controls Technician/Refrigeration Mechanics, and Marine Pipefitters Apprenticeship Committee #115

Sponsor Introductory Statement (Required):

The following Apprenticeship Standards for the development of apprentices in the various branches of the plumbing and pipefitting trades have been prepared by representatives of the Mechanical Contractors Association of Washington, the Puget Sound Shipbuilders Association, and representatives of the United States and Canada, Local Union #32, National joint Plumbing Apprentice and Journeymen Training Committee, and the National Joint Steamfitter-Pipefitter Apprenticeship Committee, with the assistance of Office of Apprenticeship, Employment and Training Administration, U.S. Department of Labor, and approved by and registered with the Registration Agency

Throughout this document, the Apprenticeship Committee; Seattle Area Plumbers, Housing Plumbers, Pipefitters, HVAC Service Controls Technician/Refrigeration Mechanics, and Marine Pipefitters Apprenticeship Committee; shall be abbreviated as SAPT.

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

A. Selection Procedures:

1. Apprenticeship applicants must obtain all required documents, as listed below, and submit in person at the Training Center, 595 Monster Road SW, Suite 100, Renton WA 98057, or as instructed in order to be issued an application, ~~provided at the Training Center, 595 Monster Road SW, Suite 100, Renton WA 98057.~~ Applications will not be issued or recorded without the necessary requirements.
5. All applicants who have completed a state or nationally recognized pre-apprenticeship, and provide a certificate of completion and program transcripts, will receive a confirmed spot at the next SAPT Mock Interview Event. ~~be given an additional 5 points in hands-on testing.~~
7. EXCEPTIONS (Direct Entry) For all applicants:
 - d. Members of U.A. Local 32 may be granted direct entry into the apprenticeship program. Minimum qualifications ~~shall~~ may be waived.

V. INITIAL PROBATIONARY PERIOD:

C.

2. The probationary period for the Housing Plumber and Marine Pipefitter shall be the first ~~1000~~ 1200 hours of employment.
4. The probationary period for Residential Service Mechanic shall be the first ~~1000~~ 1600 hours of employment.

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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:

At no time shall the ratio exceed one (1) apprentice to one (1) journey-level worker, ~~apart from exception granted below in Section VI.B.~~ The ratio requirement shall apply whether at the job site or in the shop and will apply company-wide for all trades.

4. HVAC – Service Controls Technician/Refrigeration Mechanic Apprentices:

Employers with ~~four~~five (4)(5) journey-level workers continuously employed shall employ one (1) apprentice and for each additional ~~four~~five (4)(5) journey-level workers employed in the shop shall employ one (1) additional apprentice.

- 10. All Residential Service Mechanics performing service work shall be supervised with the following conditions:**

- ~~c. Any exception to the above must be pre-approved by the coordinator or the committee.~~**

- 11. Any exception to the above must be pre-approved by the coordinator or the committee.**

VII. APPRENTICE WAGES AND WAGE PROGRESSION:

C. Wage Progression Schedules

Housing Plumbers

Step	Hour Range or competency step	Percentage of journey-level wage rate*
1	0000—1000 hours	55%
<u>2</u>	<u>1001—2000 hours</u>	<u>65%</u>
<u>3</u>	<u>2001 – 4000 hours</u>	<u>75%</u>
<u>4</u>	<u>4001 – 6000 hours</u>	<u>85%</u>

Maintenance Plumber/Steamfitter

- ~~1. Pertains to those apprentices registered prior to June 1, 2011~~**

Step	Hour Range or competency step	Percentage of journey-level wage rate*
1	0000—2000 hours	50%
2	2001—4000 hours	62.5%

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3	4001 – 6000 hours	70%
4	6001 – 8000 hours	75%
5	8001 – 10000 hours	85%

2. ~~Pertains to those apprentices registered on or after June 1, 2011~~

Step	Hour Range or competency step	Percentage of journey-level wage rate*
1	0000 – 2000 hours	50%
2	2001 – 4000 hours	55%
3	4001 – 6000 hours	62.5%
4	6001 – 8000 hours	70%
5	8001 – 10000 hours	85%

Pipefitters/Plumbers

1. ~~Pertains to those apprentices registered prior to June 1, 2011~~

Step	Hour Range or competency step	Percentage of journey-level wage rate*
1	0000 – 2000 hours	50%
2	2001 – 4000 hours	62.5%
3	4001 – 6000 hours	70%
4	6001 – 8000 hours	75%
5	8001 – 10000 hours	85%

2. ~~to those apprentices registered on or after to June 1, 2011~~

Step	Hour Range or competency step	Percentage of journey-level wage rate*
1	0000 – 2000 hours	50%
2	2001 – 4000 hours	55%
3	4001 – 6000 hours	62.5%
4	6001 – 8000 hours	70%
5	8001 – 10000 hours	85%

HVAC – Service Controls Technician/Refrigeration Mechanics

1. ~~Pertains to those apprentices registered prior to October 1, 2011~~

Step	Hour Range or competency step	Percentage of journey-level wage rate*
1	0000 – 2000 hours	50%
2	2001 – 4000 hours	62.5%

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3	4001—6000 hours	70%
4	6001—8000 hours	75%
5	8001—10000 hours	85%

2. ~~Pertains to those apprentices registered on or after to October 1, 2011~~

Step	Hour Range or competency step	Percentage of journey-level wage rate*
1	0000—2000 hours	50%
2	2001—4000 hours	55%
3	4001—6000 hours	62.5%
4	6001—8000 hours	70%
5	8001—10000 hours	85%

VIII. WORK PROCESSES:

- A. Apprentices shall be taught the use, care, effective and safe handling of all tools and apparatus commonly used in connection with the trade. He/she shall be given instruction and experience in all common branches of their trade necessary to develop a skilled mechanic versed in the theory and practice of his/her branch of the Industry.

In the interest of safety and image of their trade, apprentices will maintain cleanliness and overall good appearance according to the best judgment of the Apprenticeship Committee.

B. ~~A.~~ Housing Plumber

C. ~~B.~~ HVAC – Service Controls Technician/Refrigeration Mechanic

D. ~~C.~~ Maintenance Plumber/Steamfitter

E. ~~D.~~ Marine Pipefitter

F. ~~E.~~ Pipefitter

G. ~~F.~~ Plumber

~~The apprentice shall be taught the use, care, and effective and safe handling of all tools and apparatus commonly used in connection with the trade. He/she shall be given instruction and experience in all common branches of the trade necessary to develop a skilled mechanic versed in the theory and practice of his/her branch of the Industry.~~

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~~In the interest of safety and image of trade, apprentices will maintain
cleanliness and overall good appearance according to the best judgment of the
Apprenticeship Committee.~~

H. G-Residential Service Mechanic

IX. RELATED/SUPPLEMENTAL INSTRUCTION:

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

- () Twelve-month period from date of registration.*
- (X) Defined twelve-month school year: September-January through August-December.
- () Two-thousand hours of on the job training.

C. Additional Information:

~~Only r~~**Registered apprentices who are working at the trade in accordance with these
Standards will be permitted are required to attend related training classes. Failure to attend
classes will result in disciplinary action. (See Section X)**

**Apprentices who begin their apprenticeship after the start of the current school year, and are
deemed unfeasible to be enrolled in the current year's classes by the Committee, shall be given
trade related RSI and will be enrolled in classes the following September-January.**

X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

A. Administrative Procedures:

3. Sponsor Procedures:

c. Related Supplemental Instruction

- (2) If an apprentice misses class, then he/she must submit in writing to contact the
Training Coordinator within 2 weeks of the missed class the reason why the
absence should be excused as soon as possible and explain the reason(s) for the
absence. The apprentice must supply the Training Coordinator with any
documentation supporting the reason for the absence. The Training Coordinator
will inform the apprentice whether the absence will be counted as excused or
unexcused.

d. On-The-Job Training

- (1) All apprentices must show proof of a current and valid state-issued ~~WA State~~
driver's license and valid trainee card to receive a dispatch to work. Apprentices
without current and a valid state-issued ~~WA State~~ driver's license and valid trainee

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card will not be dispatched to work. Apprentices must carry their trainee card and driver's license with them on the job at all times.

e. Required Exams

(2) An apprentice must obtain the following licenses and/or certifications before he/she will be turned out as a journey-level worker:

- a) Plumber - (1) Washington State Journeyman Plumber Certification; (2) Seattle Gas Piping Mechanic License; and (3) Plumber UA ~~University Master~~ NITC STAR Exam.**
- c) Pipe Fitter - (1) Seattle Gas Piping Mechanic License and (2) Pipe Fitter UA ~~University Master~~ NITC STAR Exam.**
- d) HVAC – Service Controls Technician/Refrigeration Mechanic - (1) Seattle Gas Piping Mechanic License; (2) Seattle Refrigeration License; (3) EPA 608 CFC Certificate with Universal Qualification; (4) Washington State Labor and Industries 06A HVAC/Refrigeration Specialty Electrical License; and (5) UA ~~University Master~~ NITC STAR Exam.**
- e) Maintenance Plumber/Steamfitter - (1) Washington Journeyman Plumber Certification; (2) Med-Gas Endorsement; (3) Seattle Gas Piping Mechanic License; (4) Backflow Exam; (5) ~~Star~~ NITC STAR Exam.**

f. Additional Apprentice Responsibilities - Failure to satisfy any of these responsibilities may result in disciplinary action:

- (1) Apprentices must have a current and valid state-issued ~~valid Washington State~~ driver's license.**

B. Disciplinary Procedures

3. Sponsor Disciplinary Procedures:

b. Related Supplemental Instruction –

- ~~(1) An apprentice who has more than thirty (30) hours of excused absences may be called before the Committee to discuss the reasons for the multiple absences and whether the absences have affected his/her progress in the class. The apprentice is required to make up all missed curriculum.~~**

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- (2)(1) Any absence not excused will be counted as unexcused. ~~An apprentice may make-up two (2) unexcused absences per year. The apprentice will be assigned to, and must attend, available make-up classes, study hall, or activity identified by coordinator. Failure to do so will result in the forfeiture of the privilege to participate in the make-up program for the remainder of the apprenticeship and their next wage advancement will be extended by one month.~~
- (3)(2) Unexcused absences will be subject to the JATC Attendance Policy ~~For any two unexcused absences from class, the apprentice will be called before the committee for disciplinary action.~~
- (4)(3) Apprentices are responsible for completing all classwork and homework, and submitting it on time, as instructed. Apprentices with missing, late or incomplete classwork or homework may be called before the committee for disciplinary action.

c. On-The-Job Training

- (3) It shall be the apprentice's responsibility to return an accurate and complete monthly progress ~~record~~ report to the JATC office by the 10th of each month. If it is received after the 10th of the month, it shall be considered late. For each month an apprentice fails to return an accurate and complete monthly progress report, the apprentice will be called before the Committee and the date of their next wage advancement will be extended by not less than 160 hours. Apprentices that fail to return progress reports in will be called before the Committee for disciplinary action. The Committee may cancel an apprentice that fails to return three (3) or more progress reports on time during their apprenticeship.
- (5) ~~Apprentices must report to the Training Coordinator's office~~ notify a Training Coordinator within 24 hours after termination. ~~If the apprentice is terminated on Friday, he/she must report by 9:00 a.m. on Monday.~~ Any apprentice terminated for cause or quits without consent of the Training Coordinator, must appear before the Committee before he/she will be dispatched to another training agent.

XI. SPONSOR - RESPONSIBILITIES AND GOVERNING STRUCTURE

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

1.

c. The employer representatives shall be:

Ryan McMahan, Secretary
2623 West Valley Highway N.
Auburn, WA 98001

Jeff White
Holmberg Mechanical
595 Monsther Road SW Suite 100
Renton, WA 98057

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Donnie Gilmore, Secretary
Shinn Mechanical
18802 80th Ave S
Kent, WA 98032

Stacy Johnson
Auburn Mechanical
PO Box 249
Auburn, WA 98071

Jennifer Koch, Alternate
McKinstry Company
PO Box 24567
Seattle, WA 98124

Robin Cowper, Alternate
MCA of Western Washington
100 Olive Way Suite 1250
Seattle, WA 98101

d. The employee representatives shall be:

Corey Wilker
595 Monster Road SW
Renton, WA 98057-2946

Robert Shaw
595 Monster Road SW #100
Renton, WA 98057-2946

Steve Sayres
595 Monster Road SW
Renton, WA 98057-2946

Jason Hewitt
595 Monster Road SW #213
Renton, WA 98057

Mike Kunkel, Alternate
7717 Detroit Ave SW
Seattle, WA 98106

Anthony Frazier, Alternate
3701 S. Norfolk St.
Seattle, WA 98118

Marisa Spencer, Alternate
595 Monster Road SW
Renton, WA 98057-2946

Ian McKnight, Alternate
595 Monster Road SW
Renton, WA 98057-2946

XII. SUBCOMMITTEE:

The following subcommittees may be appointed on an as needed basis. All subcommittee appointments will be reviewed and approved by the Apprenticeship Committee. All subcommittees will have a minimum of four (4) and a maximum of twelve (12) members equally represented by employers and employees. All subcommittees must have a minimum of one (1) employer member and one (1) employee member from the Apprenticeship Committee. All actions of appointed subcommittees will be reported to the Apprenticeship Committee for approval.

Commercial Plumber Subcommittee
Housing Plumber Subcommittee
Maintenance Plumber/Steamfitter Subcommittee
HVAC Service Controls Technician / Refrigeration Mechanic Subcommittee
Pipefitter Subcommittee
Marine Pipefitter Subcommittee
Residential Service Mechanic Subcommittee

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Additional Subcommittees may be appointed at the discretion of the Apprenticeship Committee

~~Subcommittees, as appointed, will act on interviewing applicants, absenteeism, and other specific duties as assigned. All action of subcommittees will be reported back to the Apprenticeship Committee for approval.~~

Housing Plumber Subcommittee

~~The employer representatives shall be:~~

Kim Johnson, Secretary
Auburn Mechanical Inc.
 2623 West Valley Hwy. N.
 Auburn, WA 98001

Bill McLeod
Ocean Park Mechanical
 102-2428 King George Hwy
 Surrey, BC, Canada V4P 1H5

Steve Johnson
SJS Mechanical Services, LLC
 21727 76h Avenue West, Suite C
 Edmonds, WA 98026

Bud Dunning
Auburn Mechanical, Inc.
 2623 West Valley Hwy N
 Auburn, WA 98001

~~The employee representatives shall be:~~

Grant E. Holmes, Chair
UA Local 32
 595 Monster Road SW, Suite 100
 Renton, WA 98057

Jeremy McCoy
Ocean Park Mechanical
 102-2428 King George Hwy
 Surrey, BC, Canada V4P 1H5

William Bryant
 23517 NE Woodinville Duvall Road
 Woodinville, WA 98077

Tim Hood, Alternate
 PO Box 319
 Vaughn, WA 98394

HVAC—Service Controls Technician/Refrigeration Mechanic Subcommittee

~~The employer representatives shall be:~~

Steve Dewey, Secretary
True Temp Northwest
 1627 45th Street E, Suite 101
 Sumner, WA 98390

David Parks
Puget Sound refrigeration
 3132 NE 133rd Street
 Seattle, WA 98125

Jennifer Koch
McKinstry Company
 PO Box 24567
 Seattle, WA 98124

Steve Savory
Trane
 2021 152nd Avenue NE
 Redmond, WA 98052

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~~Darryl West~~
~~MacDonald Miller~~
~~7717 Detroit Avenue SW~~
~~Seattle, WA 98106~~

The employee representatives shall be:

~~Joel Crabtree, Chairman~~
~~UA Local 32~~
~~595 Monster Road SW Suite 213~~
~~Renton, WA 98055~~

~~Jim Prigger~~
~~15002 197th Street East~~
~~Orting, WA 98360~~

~~Dwight Ayotte~~
~~3824 219th Avenue SE~~
~~Sammamish, WA 98075-8075~~

~~Zachary Smith~~
~~Key Mechanical~~
~~19430 68th Avenue South~~
~~Kent, WA 98032~~

~~Patrick Daly~~
~~McKinstry Company~~
~~5005 3rd South~~
~~Seattle, WA 98134~~

~~Maintenance Plumber/Steamfitter Subcommittee~~

The employer representatives shall be:

~~Gene Timmons, Secretary~~
~~Enviromech~~
~~PO Box 80326~~
~~Seattle, WA 98108~~

~~Kelly King~~
~~American Mechanical~~
~~PO Box 1136~~
~~Monroe, WA 98272~~

~~John Payne~~
~~Auburn Mechanical~~
~~2623 West Valley Hwy N~~
~~Auburn, WA 98002~~

The employee representatives shall be:

~~Grant E. Holmes, Chairman~~
~~UA Local 32~~
~~595 Monster Road SW Suite 213~~
~~Renton, WA 98055~~

~~Karl Koch~~
~~McKinstry Company~~
~~PO Box 24567~~
~~Seattle, WA 98124~~

~~William Whitfield~~
~~20975 41st Place South, F302~~
~~Seattle, WA 98198~~

~~Nathan Isbell, Alternate~~
~~3141 Porter Street~~
~~Enumelaw, WA 98022~~

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Antonio Cruz, Alternate
9439 NE 129th Place
Kirkland, WA 98034

Marine Pipefitter Subcommittee

The employer representatives shall be:

Ed Lynch, Secretary
Vigor Shipyards
1801 16th SW
Seattle, WA 98118

Gene Henley
Foss Maritime Company
660 West Ewing St.
Seattle, WA 98119

Jim Walker
Vigor Shipyards
1801 16th SW
Seattle, WA 98118

Randy Kelly
Washington State Ferries
2901 3rd Ave, Suite 500
Seattle, WA 98121

The employee representatives shall be:

Erik Miltun, Chairman
UA Local 32
595 Monster Rd SW Suite 213
Renton, WA 98057-2974

Leon Littlejohn
1022 10th Avenue SE, Unit B4
Puyallup, WA 98372

Gerald Allen
31113 5th Avenue South
Federal Way, WA 98003

Matt Merwine
9607 NE 132nd Street
Kirkland, WA 98034