

Teri Gardner 11-27-19

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



REQUEST FOR REVISION OF STANDARDS

Rec'd 11.26.19
Rec'd 12.11.19
L&I apprenticeship coordinator

TO: Washington State Apprenticeship & Training Council

From: Spokane Heat and Frost Insulator and Allied Workers AC #272
(NAME OF PROGRAM STANDARDS)

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

Authorized signatures (chr.) <i>Coordinator - [Signature]</i>	Approved by: Washington State Apprenticeship & Training Council
(sec.)	Secretary of WSATC:
date: 11.26.19	date:

attach additional sheets if necessary

SPOKANE HEAT AND FROST INSULATORS AND ALLIED WORKERS APPRENTICESHIP
COMMITTEE #272

COVER: ASBESTOS WORKER

5600 6000 HOURS

II. MINIMUM QUALIFICATIONS:

Other: ~~e. Applicant must have reliable transportation.~~

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

A. Selection Procedures:

~~11. Ranked qualified applicants must actively seek employment in the Heat and Frost trade to remain on the Eligibility List. This can be accomplished by maintaining the ranked qualified applicant's name on Local 82 Out of Work List when not employed in a trade related job. The ranked qualified applicant shall call the Local 82 Business Agent on a monthly basis to maintain their name on the Eligibility List. The Out of Work List for Local #82 is located at 3919 East Main, Spokane, Washington, 99202.~~

~~13. Selected applicants not having a high school diploma or High School Equivalency will be required to attain a High School Equivalency prior to completion of apprenticeship. Selected applicants must show evidence of enrolling in a High School Equivalency class within their initial probationary period.~~

~~12. 11.~~

~~14. 12.~~

~~15. Once a qualified applicant registers as an apprentice and is employed by an approved training agent, the individual is subject to E-Verify procedures. E-Verify is a web-based system that allows enrolled employers to confirm the eligibility of their employees to work in the United States, see <https://www.e-verify.gov/>.~~

13. Employer/Training Agents shall incorporate their policies of employment with apprentices. Upon employment, apprentices may be required to provide proof of dependable transportation, and/or valid proof of vehicle insurance to the employer.

14. Applicants who have a felony record may witness hindered job placement. Washington State Background History may be confirmed by the sponsoring employer and/or sponsor.

~~16. 15.~~

IV. TERM OF APPRENTICESHIP:

~~5,600~~ 6,000 hours, within four twelve (12) month periods of reasonably continuous employment.

V. INITIAL PROBATIONARY PERIOD:

~~4,120~~ 1,200 hours of employment shall constitute the probationary period.

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VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS:

a. A job site is considered to be the physical location where employees report for their work assignments. The employer's shop (service center) is considered to be a separate, single job site. All other physical locations where workers report for work are each considered to be a single, separate job site.

b. In his/her fourth year of apprenticeship, provided proper permission has been granted by the Committee, he/she will be allowed to work alone on any part of any job or project which employs one (1) or more journey-level worker(s), and as far as possible, be allowed to assume responsibilities of a journey-level worker in order to gain this necessary needed experience.

VII. APPRENTICE WAGES AND WAGE PROGRESSION:

C. Asbestos Worker:

Step	Hour Range or competency step	Percentage of journey-level wage rate*
1	0000 - 1400 hours	60%
2	1401 - 2800 <u>2900</u> hours	70%
3	2801 <u>2901</u> - 4200 <u>4400</u> hours	80%
4	4201 <u>4401</u> - 5600 <u>6000</u> hours	90%

VIII. WORK PROCESSES:

APPLICATION OF INSULATING MATERIALS AND THEIR FINISHES:

1. Commercial.....2200 2400
 Plumbing, heating, air conditioning, (ducts covering and linings including plenums). Metal lagging pertaining to insulation. Pre-tab fittings, headcovers, Firestopping and fire penetration and related work.

2. Industrial and Process
 Plant.....2200 2400
 Piping, vessels, equipment, etc. Metal lagging pertaining to insulation. Pre-tab fittings, headcovers, and related work.

TOTAL HOURS: 5600 6000

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X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

A. Administrative Procedures:

3. Sponsor Procedures:

~~2. Any apprentice failing to accept work as provided by the Collective Bargaining Agreement Article VIII, Union Security and Resident Employee and Hiring Arrangement Section 4(k) 6, (the employee rejects ANY dispatches) will be called before the committee for disciplinary action.~~

~~3. Unexcused absences from the job site in excess of 10% of the work hours available for work in a calendar month will be adequate reason for the Apprenticeship Committee to request the apprentice to appear before the Apprenticeship Committee for the following action:~~

~~a. First count; deduction of two calendar months from eligibility for advancement.~~

~~b. Second count; deduction of two calendar months from eligibility for advancement.~~

~~c. Suspension from program.~~

~~4. 2. The apprenticeship committee shall review every six (6) months the progress of each apprentice. All parties participating under the Standards shall be asked for a report on each apprentice.~~

~~5. New registered apprentices will be subject to a drug screen urine analysis during the week of Orientation. The cost of the drug screen urine analysis will be paid by the sponsor. Any apprentice(s) that test positive will be required to appear in front of the committee to show cause why they should not be disciplined, suspended, and/or canceled by the committee.~~

~~6. The JATC is committed to providing a training and learning experience free from the influence of drugs and alcohol. Apprentices are prohibited from reporting to school, work, JATC Committee meetings, orientation, or any school sponsored community service project under the influence of drug or alcohol. If an apprentice is observed or suspected by 2 Supervisors of the following behaviors; slurred speech; irregular or unusual speech patterns; impaired judgement; alcohol odor on breath; uncoordinated walking or movement; unusual irregular behavior such as inattentiveness, listlessness; hyperactivity; hostility; or aggressiveness; possession of drugs or alcohol; observation of drug or alcohol use prior to reporting to work or during work hours, a drug and/or alcohol test will be administered. The Supervisors will require the observed apprentice to submit to a drug and/or alcohol test. The test is administered to identify drug and alcohol effected apprentices who pose danger to themselves or others. Apprentices who violated this policy are subject to discipline, up to and including, possible cancellation of their apprenticeship.~~

~~7. The apprentice must promptly notify the Coordinator of any absence from school classes, stating the reason for absence. The Apprenticeship Committee at its discretion will examine the absence excuse and determine if the excuse is satisfactory. Unexcused absences will be adequate reason for the Apprenticeship Committee to request the apprentice to appear before the Apprenticeship committee for the following action:~~

~~a. Failure to attend one (1) class will result in the deduction of one (1) calendar month.~~

~~b. Failure to attend two (2) classes will result in the deduction of two (2) calendar months.~~

~~c. Failure to attend three (3) classes will result in suspension from the program.~~

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8. 3. An examination of the apprentice shall be given each year 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 given to school attendance, progress, and daily employment record of the apprentice. The Apprenticeship Committee shall be empowered to give all tests for qualifying of mechanics and of apprentices or improvers referred to them.
9. ~~If any apprentice fails any examination given by the instructor or the Apprenticeship Committee, he/she shall be given the opportunity to retake the test at two (2) intervals not greater than sixty (60) days each. If he/she does not pass any of these three (3) examinations, his/her apprenticeship agreement will be canceled, subject to review by the apprenticeship committee.~~
10. ~~An apprentice must immediately notify the JATC Coordinator if he/she wishes to travel for OJT outside Local Union 82 Jurisdiction. The apprentice must state and estimate time he/she will be employed in the other jurisdiction and the amount of related supplemental class hours that will be missed. Before the apprentice is given a temporary OJT assignment both JATC Coordinators and the Local 82 Business Manager must grant approval. If the apprentice fails to follow this procedure, he/she will be required to appear in front of the committee to show cause why they should not be disciplined, suspended, and/or cancelled by the committee.~~
11. ~~An apprentice cannot quit a job. If he/she feels the need to quit a job he/she must first contact the training coordinator for approval of such action. Likewise, any Contractor, before terminating an apprentice for any reason other than Reduction of Force, shall contact the training coordinator and advise him of the reason. If the apprentice quits without the training coordinator's approval this action will be reported to the committee for disciplinary action. Disciplinary action may result in a six-month delay in the apprentice's advancement towards the next upgrade and may include suspension, and or cancellation of the apprenticeship agreement.~~
12. 4. All apprentices must contact the Local 82 Union Hall within 24 hours after being discharged from an employer for any reason and shall put his/her name on the Out Of Work List.
13. ~~An apprentice that is let go by a contractor for any reason other than Reduction of Force (ROF) shall be considered "Fired". A fired apprentice shall be notified to appear in front of the Joint Apprenticeship Training Committee for disciplinary action. Disciplinary action may include disciplinary suspension, and/or cancellation from the apprenticeship program.~~
14. ~~Any apprentice called before the Apprenticeship Committee three (3) times for cause and found in violation of the Standards may face cancellation of his/her apprenticeship.~~
15. 5. All registered apprentices, in person or in writing, must keep the Training Coordinator and Apprenticeship Committee informed of their current phone number and address.
6. Registered apprentices that do not have a high school diploma or High School Equivalency will be required to attain a High School Equivalency prior to completion of apprenticeship. The apprentice must provide evidence to the Training Coordinator, and the Apprenticeship Committee of enrollment in a High School Equivalency class within their initial probationary period.
7. Apprentices who have a felony record may witness hindered job placement. Washington State Background History may be confirmed by the sponsoring employer and/or sponsor.

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8. Upon a qualified applicant's registration as an Apprentice and employment with an Approved Training Agent, the individual is subject to E-Verify procedures. E-Verify is a web-based system that allows enrolled employers to confirm the eligibility of their employees to work in the United States, see <https://www.e-verify.gov/>.

9. Newly registered apprentices must actively seek employment in the Heat and Frost trade to remain on the eligible list. This can be accomplished by maintaining the apprentice's name on Local 82 Out of Work List when not employed in a trade related job. The apprentice shall call the Local 82 Business Agent on a monthly basis to maintain their name on the eligible list. The Out of Work List for Local #82 is located at 3919 East Main, Spokane, Washington, 99202.

B. Disciplinary Procedures

3. Sponsor Disciplinary Procedures:

1. Any apprentice failing to accept work as provided by the Collective Bargaining Agreement Article VIII, Union Security and Resident Employee and Hiring Arrangement Section 4(k) 6, (the employee rejects ANY dispatches) will be called before the committee for disciplinary action.

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6. If any apprentice fails any examination given by the Instructor or the Apprenticeship Committee, he/she shall be given the opportunity to retake the test at two (2) intervals not greater than sixty (60) days each. If he/she does not pass any of these three (3) examinations, his/her apprenticeship agreement may be canceled, subject to review by the apprenticeship committee.
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