

For L&I Staff Use Only

EH 6/5/2023

Teri Gardner 6-5-23

EH6/7/2023

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L&I Apprenticeship Consultant

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Department of Labor and Industries
Apprenticeship Section
PO Box 44530
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Request for Revision of Standards

TO: Washington State Apprenticeship & Training CouncilFROM: NORTHWEST LABORERS APPRENTICESHIP COMMITTEE #71

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

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

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

<input type="checkbox"/> Chair	Date	<input type="checkbox"/> Secretary	Date
<input checked="" type="checkbox"/> Authorized Signer	6/7/2023		
Print Name: Brandon Jordan	Print Name:		
Signature: <i>Brandon Jordan</i>	Signature:		

Approved By:

Washington State Apprenticeship & Training Council

Signature of Secretary of the WSATC:

Date:

Attach additional sheets if necessary

II. MINIMUM QUALIFICATIONS:

A. General

Education: ~~Tenth grade education or equivalent.~~ NONE

Other: All applicants must have a current valid driver's license. All applicants shall submit to the Apprenticeship Office and/or Committee a copy of their current valid driver's license, ~~documentation validating 10th grade education or the equivalent~~

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

A. Selection Procedures

All individuals will take and pass a 5-panel drug test with negative findings prior to registration as a registered apprentice (includes direct entry).

1. Laborers and Laborers (Shipyard Workers)

- b. All applications are obtained and filled out at the specified Orientation session or at other locations as authorized by the Apprenticeship Committee. Interested applicants must obtain applications in person.

Locations or Local Unions can be found on the programs' web site:

<http://www.nwlaborers.org/> www.NWLETT.edu

- c. All applicants shall submit to the Apprenticeship Committee, or the designated representative, a copy of the documents requested on the application. (minimum is copy of current valid drivers license, ~~and proof of completion of 10th grade education or equivalent~~)

1. EXCEPTIONS:

[please renumber accordingly]

- (1) ~~———— The order of scores may be superseded to meet JATC affirmative action goals in conformance with the Washington State Apprenticeship and Training Council rules.~~

2. Laborers (only)

EXCEPTIONS

- a. Native Americans referred from a local Tribal Employment Rights Office (TERO) located in Washington State and Northern Idaho may receive direct entry into the apprenticeship program as a construction craft laborer for work on Federally recognized Reservations provided that: the applicant meets all the minimum quals for Construction Craft Laborer.

a. ~~Applicants meet the "TERO Minimum Qualifications" for selection as an apprentice Construction Craft Laborer, which are:~~

~~Age: ——— At least 18 years of age.~~

~~Education: ——— Currently have or are working towards achieving a tenth grade education or equivalent.~~

~~Physical: ——— Must be able to meet the requirements of the trade. Testing:~~

~~————— Must take and pass a drug test with a negative finding.~~

~~Other: ——— Should have dependable transportation to all assigned job sites. Currently have or are working towards achieving a valid drivers license.~~

b. ~~Agree to meet all of the "Minimum Qualifications" (see Minimum Qualifications) of the apprenticeship standard prior to working off the reservation while working towards a positive career path as a Construction Craft Laborer.~~

e. b. Employer (Training Agent requirements)

(1) All employers working on federal/state recognized reservations requesting "approved training agent" status shall sign an agreement to comply with all federal or state apprenticeship rules and the appropriate apprenticeship standards. And

(2) Are within journey-level to apprentice ratio as determined by the JATC committee.

B. Equal Employment Opportunity Plan:

4. ~~Selection from lists of qualified applicants for apprenticeship in other than order of ranking so as to reach women (minority and non-minority) and minorities~~

VIII. WORK PROCESSES:

a. Site/Project Preparation and Maintenance

Clearing, bucking, and falling. utilizing chokers, chainsaws, and skid steer loaders.

Transportation, dismantling, and stockpiling of scaffolding and work platforms. and various racking systems including, but not limited to, frame and brace scaffold, systems scaffold (cuplock scaffolding, Kwikstage scaffolding, staircase scaffolding, Haki scaffold), tube and clamp scaffold, suspended/swing-stage scaffold, mast climbing (hydromobile) scaffold, shoring scaffold.

Grading and compaction ~~(work traditionally performed by construction craft laborers).~~ utilizing skid steer loaders, skip loaders, lutes, plate compactors, jumping jacks, walk-behind rollers, walk-behind reversible plate compactors, remote control trench rollers, 1 to 2-ton rollers (peanut rollers). Grade checking utilizing eye levels, auto levels, laser levels, transits, grade rods, lenker rods, Sprinter systems, hand levels, GPS/GNSS

Base/Rover/Drone/Millimeter GPS systems

Install, maintain erosion control systems. Installation, maintenance, removal and store temporary erosion/sedimentation control systems including, but not limited to, brush barriers, buffer zones, check dams, compost socks, concrete cutting and surfacing pollution prevention, concrete handling, concrete washout facilities, construction road and parking area stabilization, construction storm water chemical treatment, construction storm water filtration, conveyance channel stabilization, dust control, erosion control blankets and nets, filter berms, gradient terraces, high pH water management, high-visibility fencing, hydraulically-applied erosion control products (HECPs), interceptor dikes and swales, level spreaders, mulching, outlet protection, pipe slope drains, pond skimmers, natural vegetation preservation, sediment traps, sedimentation bags, silt fence, sodding, stabilized construction entrances, storm drain inlet protection, straw wattles, subsurface drains, surface roughening, tackifiers and polyacrylamide, temporary and permanent seeding, temporary curbs, temporary or mobile containments, temporary sediment ponds, tire wash, top soiling, vegetated strips, vegetative dispersion and infiltration, water pumps

Layout and staking protocols: utilizing tape measures, transits, measuring wheels, GPS/GNSS systems.

Hoisting, rigging and signaling for work traditionally performed by construction craft laborers. Rigging includes hooks, shackles, eye bolts, wire rope slings, synthetic slings, alloy steel chain slings, picking pins for manhole/catch basin structures, clutches, pallet pickers, barrel pickers, hydrant pickers. Signaling includes ANSI-approved hand signals and voice commands for crawler cranes, tower cranes, overhead cranes, rough-terrain cranes, truck-mounted cranes, carry deck cranes, side-pick cranes.

Site preparation, clean-up, and security utilizing skid steer loaders with bucket and/or sweeper attachments, mechanical sweepers, brooms, snow blowers, ice-melt, sweeping compound (dust control), installation of temporary or permanent fencing, hand trenching and excavation, fall protection/fall arrest systems (guardrails, handrails, hole covers, nets, portable fall arrest systems), installation, removal and maintenance of caution tape, danger tape, temporary or permanent safety signage, placement, staging, setting and maintenance of glass panels.

b. Tools, Equipment and Materials

Tools equipment, and material recognition and preparation.

Identification, inventory, transport, maintenance and storage of the following: all types of lumber, nails, screws, fasteners, adhesives, glass panels, chemicals, erosion control materials, concrete supplies, mortars, mixes, hand tools, electrical tools, fuels, gas/diesel-powered tools and equipment, and pneumatic tools.

Hand, electric, gas, pneumatic, and power tool/equipment operation (i.e. mortar mixer, walk-behind saw, sand blast pot, power driven wheelbarrow, aerial lift, etc...) use and maintenance, including, but not limited to: hammers, hand saws, screwdrivers, picks,

shovels, wheelbarrows, pry bars, nail pullers, stake pullers, circular saws, portable all-purpose saws, portable generators, chainsaws, concrete cutting saws and core drills, pump sprayers, electric drills and screwguns, powder-actuated fasteners, air chippers, rivet busters, 60 and 90-pound pavement breakers, angle grinders, oxy/fuel cutting torches, weed-eaters, power mowers, ditch witches, forklifts, aerial lifts, skid steer loaders, skip loaders.

Tool, equipment, and material storage and security.

c. **Safety**

Confined space safety utilizing non-entry retrieval systems, air monitoring devices, SCBAs, intrinsically safe tools.

Fire Watch in all hot- work operations or where a fire hazard exists. Fire extinguisher identification.

~~Traffic control/flagging, signing, and traffic safety awareness.~~ Temporary traffic control and flagging operations, including the installation, removal and maintenance of PCMS boards, arrow boards, temporary traffic control signs, signals, barricades, channelization devices, and intrusion alarms and automated speed enforcement. Flagging with approved devices (stop/slow paddles, red flags [emergency only], AFAD). Directing and driving of traffic control vehicles (including but not limited to TMA-truck, cone truck, shadow vehicle, pilot car). Installation and maintenance of permanent barriers, guardrails and signs. Installation and maintenance of underground conduits for street lights, traffic signals, signage, stationary and mobile electric vehicle charging stations.

~~Hazard material recognition.~~ Hazardous material recognition and containment.

Trenching and site excavation utilizing picks, shovels, clay spades, pneumatic breakers, mini-excavators, ditch witches, directional drilling equipment.

2. Areas of Concentration..... 2000

b. **Building Construction**

Concrete (~~mixing, placement, vibration of concrete, removal~~) placement utilizing mixer truck chutes, boom pump, placing boom, slick line installation, line pump, line dragon system, wheelbarrow, powered wheelbarrow (Georgia buggy), crane and bucket, hand-carried buckets.

Concrete consolidation utilizing vibratory screeds, pencil vibrator, electric concrete vibrators, backpack vibrators, external vibrators.
Concrete form building and stripping.

Curing applications: Concrete blankets, Application of spray-on curing compounds.
Shotcrete applications: line pump operation, maintenance, and cleaning, placement nozzle application, cleanup/rebounding, layout and set-up (running wire for grade, tying rebar, form stripping, cleaning, stacking, banding), finishing (wood/rubber/magnesium float, hard trowel, broom). Mixing and application of grout. Mixing of mortar. Application of epoxy

adhesives. Application of Carbon Fiber Reinforced Polymer.

Erect scaffolding, shoring and braces for access to elevated work on all construction sites (Buildings, Bridges, Refineries, etc.).

Installation, removal and maintenance of various racking systems. Placement and setting of glass attachments to various racking systems.

Concrete sawing, cutting (to exclude concrete finishing processes), and coring operations utilizing GPR/X-ray detection prior to cutting/coring operations, walk-behind/self-propelled concrete saws, wall saws, concrete chainsaws, portable all-purpose saws, wire saws, core drills, vacuum systems, anchoring system installations and layout.

Material handling, stocking, cleaning, and storage.

Final Clean-up.

Dewatering systems installation by hand, hand carried pump installation, operation and maintenance.

c. **Heavy/Highway, Renewable Energy Project and Utility Construction**

Asphalt (work traditionally performed by construction craft laborers). Operations: application of bituminous tack oil utilizing oil pot or brooms, paver screed operation, depth check, asphalt raking, auger tending, cleaning of paver, application of sand seal, fog seal, slurry seal, operation of plate compactor.

Concrete (mixing, placement, vibration of concrete, removal) placement utilizing mixer truck chutes, boom pump, placing boom, slick line installation, line pump, line dragon system, wheelbarrow, powered wheelbarrow (Georgia buggy), crane and bucket, hand-carried buckets.

Concrete consolidation utilizing vibratory screeds, pencil vibrator, electric concrete vibrators, backpack vibrators, external vibrators.
Concrete form building and stripping.

Curing applications: Concrete blankets, Application of spray-on curing compounds.
Shotcrete applications: line pump operation, maintenance, and cleaning, placement nozzle application, cleanup/rebounding, layout and set-up (running wire for grade, tying rebar, form stripping, cleaning, stacking, banding), finishing (wood/rubber/magnesium float, hard trowel, broom). Mixing and application of grout. Mixing of mortar. Application of epoxy adhesives, backer rod and other expansion joint sealants . Application of Carbon Fiber Reinforced Polymer.

Concrete sawing, cutting (to exclude concrete finishing processes), and coring operations utilizing GPR/X-ray detection prior to cutting/coring operations, walk-behind/self-propelled concrete saws, wall saws, concrete chainsaws, portable all-purpose saws, wire saws, core drills, vacuum systems, anchoring installations and layout.

Drilling including directional drilling equipment, air track drills and other similar drilling equipment, Chuck-tending, High scaling, and Blasting.

Grade Checking utilizing eye levels, auto levels, laser levels, transits, grade rods, lenker rods, Sprinter systems, hand levels, GPS/GNSS Base/Rover/Drone/Millimeter GPS systems.

Pipe Laying (work traditionally performed by construction craft laborers) operations: Installation of all cave-in protection systems, signaling/spotting for the excavator operator, signaling/spotting dump trucks, signaling/spotting backfill equipment, rigging pipe and structures for hoisting by the excavator, location of buried utilities utilizing hand shovel or hydro-excavation/vacuum truck or trailer operation, fastening all pipe joint and components together (bell and spigot, mechanical joint, mega-lug, heat-butt fusion, electro-fusion, adhesive glue, threaded, compression fittings), grout mixing and application, concrete placement/consolidation, pipe laser set-up, slope accuracy/proper bury depth check, hydrostatic test, low-pressure air test, chlorination of potable water pipes.

Installation, and maintenance and removal erosion control systems including brush barriers, buffer zones, check dams, compost socks, concrete cutting and surfacing pollution prevention, concrete handling, concrete washout facilities, construction road and parking area stabilization, construction stormwater chemical treatment, construction stormwater filtration, conveyance channel stabilization, dust control, erosion control blankets and nets, filter berms, gradient terraces, high pH water management, high-visibility fencing, hydraulically-applied erosion control products (HECPs), interceptor dikes and swales, level spreaders, mulching, outlet protection, pipe slope drains, pond skimmers, natural vegetation preservation, sediment traps, sedimentation bags, silt fence, sodding, stabilized construction entrances, storm drain inlet protection, straw wattles, subsurface drains, surface roughening, tackifiers and polyacrylamide, temporary and permanent seeding, temporary curbs, temporary or mobile containments, temporary sediment ponds, tire wash, topsoiling, vegetated strips, vegetative dispersion and infiltration, water pumps.

Dewatering systems installation by hand, hand-carried pump installation, operation and maintenance, utilizing trash pumps, sump pumps, puddle pumps, diesel pumps, flocculent systems, and Baker tanks.

d. Tunneling

Concrete placement, slick line installation, small portable pump operation and maintenance. Drilling, including but not limited, to cross tunneling, HDE, directional drilling equipment, air track drills and other similar drilling equipment.

Shotcrete/gunite application and cleanup.
Compressed air work

e. Pipeline

Trenching and excavation by hand utilizing picks, shovels, wheelbarrows, Georgia buggies. Spotting heavy equipment.
Grade setting/checking (Excluding the pipe, hanger systems, and ditch grade).

f. Masonry

Mason tending.
Plaster tending.
Refractory tending.
Tarping and cleanup.
Mortar and grout mixing (hand mix, gas-powered grout/mortar mixer, Drill motor with mixing paddle.
Set-up/tear-down of mixing station (mortar silo, mortar tubs, bulk bags, water barrels, water hose) and containment.
Pump operation, maintenance and cleanup. Erect scaffolding, shoring and braces.
Forklift operation and safety.
Wet-saw operation.
Stock rebar, block, and/or brick for installation.

g. Landscaping

Layout, planting and staking.
Spreading, grading and compaction with hand tools or walk behind equipment.
Falling, trimming, and pruning hedges, trees and shrubs.
Mowing, weed control, spreading fertilizer, wood mulch.
Installing pavers/stepping stones.

h. Demolition/Deconstruction

Cutting and burning (work traditionally performed by construction craft laborers) utilizing oxy/fuel demo torches.
Fire watch.
Aerial lift operation.
Concrete sawing, cutting, breaching and breaking utilizing concrete breakers (60 or 90-pound pavement breakers, rivet busters, skid steer loader with hydraulic breaker attachment, air chipper, electric breaker), 5walk-behind concrete saws, concrete chainsaws, portable all-purpose saws.
Demolition debris handling and management (recycling, reused, disposal).

X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

[please delete X.A.3 and replace with the following]

A. Local Apprenticeship Committee Policies (Sub-Committees):

- 1. All Sub-Committees shall review all currently suspended apprentices and provide an update for each apprentice in meeting minutes to the JATC.**
- 2. The Northwest Laborers Apprenticeship Committee may delegate day to day operations that may include administration/disciplinary responsibilities to its local subcommittee with assurance that the Northwest Laborers Apprenticeship Committee will review all actions that are required by the Washington State Apprenticeship and Training Council to be reported to the Department of Labor and Industries. Sub-Committees and their members**

herein defined will hold meetings under the quorum of approved sub-committee members. Northwest Laborers Apprenticeship Committee interpretation of quorum for sub-committee members is one employer and one employee member present during sub-committee meetings.

B. Apprentices:

1. Apprentices shall accept all job referrals within the 70 mile radius of their normal dispatch.
2. Apprentices shall place themselves on the out-of-work list (OOWL) within 7 calendar days when not working for an authorized training agent.
3. Apprentices shall be on time, not late, to job sites.
4. Apprentices shall attend all required Related Supplemental Instruction.
5. All WORKING apprentices shall send in work process hours weekly. All hours for the month are due by the 7th of the following month. If the 7th falls on a weekend, the hours are due on the previous Friday.
6. All NON-WORKING apprentices shall report work process hours monthly, due by the 7th of the following month. If the 7th falls on a weekend, the hours are due on the previous Friday.
7. Apprentices may turn down work in the classification of "Traffic Control" after 400 hours of on-the-job training have been completed prior to dispatch. Apprentices may not quit in the middle of a job or if already dispatched.

X.B.3.

None

A. Laborer and Laborer (Shipyard Worker):

- a. Failure of a 5-panel drug test may result in disciplinary action as follows:
 - i. First failed drug test: 30 days of non-eligibility for out-of-work list registration.
 - ii. Second failed drug test: Cancellation of the Apprenticeship Agreement.

B. Apprentices:

- a. Refusal of a job referral within the 70 mile may result in cancelation of the Apprenticeship Agreement.
- b. Failure to place oneself on the out-of-work list (OOWL) within 7 calendar days when not working for an authorized training agent may result in cancelation of the Apprenticeship Agreement.
- c. Failure to arrive timely to worksite may result in disciplinary action, up to and including

cancellation of the Apprenticeship Agreement.

- d. **Failure to attend required RSI may result in disciplinary action as follows:**
- i. **First unexcused absence: Apprentice will receive communication explaining the outcome of any further unexcused absences. The Training Coordinator will inform the apprentice and Training Agent (contractor) of the assigned replacement class within 30 days of the unexcused absence.**
 - ii. **Second unexcused absence: The Business Manager (or designee) will notify the apprentice via mail, email, phone call or in person of the apprentices' requirement to attend the next scheduled Sub-Committee meeting to explain the circumstances of the apprentices' actions. The Sub -Committee will communicate the outcome of any further unexcused absences. The Apprentice shall be required to sign a memorandum stating they are aware that another unexcused absence from RSI may result in cancelation of the Apprenticeship Agreement.**
 - iii. **Third unexcused absence: The apprentice may be suspended from work and school until meeting with Sub -Committee. The apprentices will be sent a 20-day notification letter notifying them of the requirement to attend and next Sub -Committee meeting and why. Failure to attend the Sub -Committee meeting may result in immediate termination of apprenticeship agreement.**
- e. **All WORKING apprentices that fail to report hours weekly and have all hours for the month reported by the 7th of the following will not have those hours counted towards the term of apprenticeship.**
- f. **All NON-WORKING apprentices that fail to report hours the month reported by the 7th of the following month may be suspended with non-eligibility for out-of-work list registration.**
- g. **Failure of a 5-panel drug test may result in disciplinary action as follows:**
- i. **First failed drug test: 30 days of non-eligibility for out-of-work list registration.**
 - ii. **Second failed drug test: Cancellation of the Apprenticeship Agreement.**
- h. **Violation of WAC 296-05-407 and/or 29 CFR 29, 30 Anti-harassment regulations:**
- i. **If a harassment complaint is filed against an apprentice, the accused apprentice may be suspended pending an investigation.**
 - ii. **If the results of the investigation show a valid complaint, disciplinary action may be taken, up to and including cancellation of the Apprenticeship Agreement.**
- i. **Appeals Process**
- i. **If the apprentice disagrees with the decision of the local sub-committee, the apprentice may submit a written appeal to the JATC within 30 days of the local sub-committee decision.**

XIII. TRAINING DIRECTOR/COORDINATOR:

**Brandon Jordan, ~~Executive Director~~
Training Director
27055 Ohio Ave.
Kingston, WA 98346**