

Teri Gardner 9-3-2021

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



REQUEST FOR REVISION OF STANDARDS

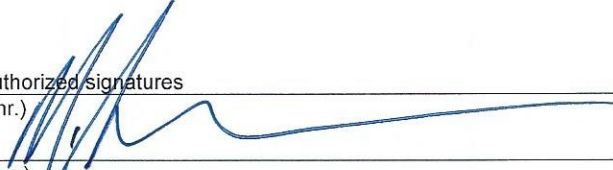

Rec'd 9.3.2021
Rec'd 9.7.2021 EML
Cvie Lawry
L&I apprenticeship coordinator

TO: Washington State Apprenticeship & Training Council

Teri Gardner 9-8-2021

From: JOHNSON CONTROLS FIRE PROTECTION APPRENTICESHIP COMMITTEE #1808
(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	Approved by:
(chr.) 	Washington State Apprenticeship & Training Council
(sec.) 	Secretary of WSATC:
date: 8.19.2021	date:

attach additional sheets if necessary

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JOHNSON CONTROLS FIRE PROTECTION APPRENTICESHIP COMMITTEE, #1808

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

A. Selection Procedures:

[Please renumber to correct Number/Letter/Number format]

11. After selection and prior to registration, applicants and direct entry applicants must:
 - a. Complete and pass a substance abuse test with negative results; as a condition of employment, and at no cost to the applicant.
12. Exceptions: Direct entry: ~~(All applicants admitted to the apprenticeship must, as a condition of employment, submit to a substance abuse test passing with negative results.~~

IX. RELATED/SUPPLEMENTAL INSTRUCTION:

(X) Other (specify):

Apprentices are required to attend hands on training and module testing for a minimum of ~~12 to~~ 15 hours per month.

X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

A. Administrative Procedures:

[Please renumber to correct Number/Letter/Number format]

3. Sponsor Procedures:

1. Responsibilities of Apprentices:

- g. Failure to maintain employment with ~~Simplex Grinnell~~ Johnson Controls Fire Protection will be cause to cancel the apprenticeship agreement.

2. Advancement of Apprentices:

- d. Upon successful completion of 8,000 OJT hours and required, validated RSI/American Fire Sprinkler Association testing, the apprentice will apply and take the state certification examination for sprinkler fitters.

~~3. Disciplinary Action~~

~~The Apprenticeship Committee shall have the authority to discipline an apprentice who fails to comply with the standards of apprenticeship.~~

~~Disciplinary action that may be implemented at the discretion of the Apprenticeship Committee includes:~~

~~(During the initial probationary period, postponement of wage progression and cancellation do not require implementation of the complaint and appeal procedures outlined in Section X. C. Apprentices in their initial probationary period cannot be subject to disciplinary probation.)~~

- ~~a. Postponement of advancement from one wage progression period to the next.~~
- ~~b. Imposing a period of disciplinary probation, which may include extra monitoring by the Apprenticeship Committee or require supplemental periodic evaluations by journey level workers or foreman which will be submitted to the Apprenticeship Committee.~~

JOHNSON CONTROLS FIRE PROTECTION APPRENTICESHIP COMMITTEE, #1808

- ~~c. Cancellation or termination of the apprenticeship agreement.~~
- ~~d. Notice will be sent concerning the determination of the Apprenticeship Committee and for apprentices who have completed the initial probationary period, notice that the apprentice has the right to file an appeal, of the committee's action, according to the complaint and appeal procedure outlined in Section X. C of these standards.~~

3. Local Apprenticeship Committee Policies;

[Please renumber to correct Number/Letter/Number format]

The Apprenticeship Committee will be responsible for the development, administration, and supervision of these registered standards.

Duties of the Apprenticeship Committee:

- ~~1. a.~~ To select apprentices as outlined in these standards.
- ~~2. b.~~ To ensure that apprenticeship agreements are submitted timely to the registration agency.
- ~~3. c.~~ To notify the registration agency of any change of status in the apprenticeship agreement for credit granted, suspensions with appropriate explanation, reinstatements with appropriate explanation, and cancellations of apprenticeship agreements. To certify that all requirements for on the job and related supplemental instruction have been demonstrated and then notify the registration agency for each apprentice who successfully completes the apprenticeship program.
- ~~4. d.~~ To arrange for the administration of tests for determining the apprentice's progress in craft manipulative skills and technical knowledge.
- ~~5. e.~~ To provide apprentices with occupational safety and health education and training as an integrated part of apprenticeship instruction.
- ~~6. f.~~ To maintain adequate records concerning the selection of apprentices and for each apprentice maintain adequate records of the education, experience and progress in on-the-job training and in related classroom instruction for 5 years from date of last action.

NOTE: When an apprentice is temporarily laid off because of business conditions, the apprentice shall be reemployed before any additional apprentices are registered.

- ~~7. g.~~ To monitor participation rates of minorities and women (minority and nonminority) in the apprenticeship program in accordance with the equal employment opportunity plan, to annually review the plan's success and update the plan when necessary. To keep adequate documentation of outreach and activities conducted according to the equal employment opportunity plan, for a minimum of 5 years.
- ~~8. h.~~ To supervise all of the provisions of these standards and be responsible in general for the successful operation of the standards by performing the duties here listed and cooperating with public and private agencies which can be assistance by obtaining publicity to develop public support of apprenticeship and by keeping in constant touch with all parties concerned including apprentices.

JOHNSON CONTROLS FIRE PROTECTION APPRENTICESHIP COMMITTEE, #1808

B. Disciplinary Procedures:
~~None~~

3. Sponsor Disciplinary Procedures:

The Apprenticeship Committee shall have the authority to discipline an apprentice who fails to comply with the standards of apprenticeship. Disciplinary action that may be implemented at the discretion of the Apprenticeship Committee includes:

- a. During the initial probationary period, postponement of wage progression and cancellation do not require implementation of the complaint and appeal procedures outlined in Section X. C. Apprentices in their initial probationary period cannot be subject to disciplinary probation.
- b. Postponement of advancement from one wage progression period to the next.
- c. Imposing a period of disciplinary probation, which may include extra monitoring by the Apprenticeship Committee or require supplemental periodic evaluations by journey level workers or foreman which will be submitted to the Apprenticeship Committee.
- d. Cancellation or termination of the apprenticeship agreement.
- e. Notice will be sent concerning the determination of the Apprenticeship Committee and for apprentices who have completed the initial probationary period, notice that the apprentice has the right to file an appeal, of the committee's action, according to the complaint and appeal procedure outlined in Section X. C of these standards.

XI. SPONSOR – RESPONSIBILITIES AND GOVERNING STRUCTURE:

[Please delete and replace committee/subcommittee in its entirety]

a. The employer representatives shall be:

Matthew Panadis, Chair
10010 East Knox Ave. Suite 100
Spokane Valley, WA 99206

Joshua Farrand
9520 10th Ave S. Suite 100
Seattle, WA 98108

Casey Beville
10010 East Knox Ave, Suite 100
Spokane Valley, WA 99206

b. The employee representatives shall be:

Scott Bancroft, Secretary
10010 East Knox Ave. Suite 100
Spokane Valley, WA 99206

Chris Usher
9520 10th Ave South Suite 100
Seattle, WA 98108

Chris Bancroft
10010 East Knox Ave. Suite 100
Spokane Valley, WA 99206