

For L&I Staff Use Only	
Received: L&I Tukwila, 2A November 28, 2022 <i>SKH</i>	<i>Teri Gardner 11-28-22</i>
L&I Apprenticeship Consultant	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: Seattle - Puget Sound Meatcutters Apprenticeship Committee, #89

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	11-28-2022		
Print Name: <i>Tim Phelan</i>	Print Name:		
Signature: <i>Tim Phelan</i>	Signature:		

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

Attach additional sheets if necessary

Sponsor Introductory Statement (Required):

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The following Standards for the development of meatcutter apprentices have been prepared by Local #~~213000~~ United Food & Commercial Workers and Allied Employers Inc. plus and the Independent Operators, assisted by the Apprenticeship and Training Division, Section of the Department of Labor and Industries. When approved by and registered with the Washington State Apprenticeship and Training Council, these Standards will govern the training of apprentices in this industry.

II. Minimum Qualifications:

- Age: Applicant must be 18 years of age or older.
- Physical: Must be able to perform the physical requirements of the occupation, with or without reasonable accommodation.

III. Conduct of Program Under Washington Equal Employment Opportunity Plan:

A. Selection Procedures:

1. ~~Information about~~ Individuals who are interested in becoming a Meatcutter apprentice can be obtained by calling or visiting call or visit the business office; the address and phone number are listed below. Individuals will be informed they must apply directly to a participating shop or store with a meat market and will be supplied with the names of shops and stores participating in the apprenticeship program.

United Food and Commercial Workers Union, Local #213000
5030 1st Ave. South
Seattle, WA 98134
800-732-1188

2. The employment practices to be followed for this program shall be established between the Apprenticeship Committee and individual e Employers who must be Approved Training Agents of the Committee. After an employer has selected an applicant, the e Employer shall immediately notify the United Food and Commercial Workers Union, Local #213000 business office, who shall report this information to the Secretary of the Seattle – Puget Sound Meatcutters Apprenticeship Committee. The applicant shall not begin work in this trade until this the next step, #3 below, is completed.
3. Once the Secretary has been informed, the applicant will be instructed to attend the next scheduled meeting of the Seattle – Puget Sound Meatcutter Apprenticeship Committee. The applicant will meet with an approved representative of the Apprenticeship Committee and will:
 - a. Provide verification of age as required by Section II, above, ~~(e~~ Examples of acceptable documentation include: government issued photo ID such as a valid driver's license, or state issued identification card, and passport, etc.)
 - b. Complete an application form.

- c. Read the standards of apprenticeship, and
- d. Complete the apprenticeship agreement.

Following, the applicant will be interviewed by the Apprenticeship Committee, provided instructions concerning attendance at related classroom training, obtaining appropriate license, if needed, and other information deemed necessary by the Committee. The Committee will vote upon Finalization of the acceptance into the apprenticeship program for each applicant will then be completed.

~~Failure to complete the above processing will be cause for the applicant to have to repeat the application process and will be cause for the employer to be contacted by the Apprenticeship Committee for possible cancellation of approved training agent status.~~

~~4. Any applicant that has been a registered apprentice in this program and had voluntarily given up his or her apprenticeship and now wants to return to the trade must be approved by the Apprenticeship Committee before being allowed to work in the industry as an apprentice. This shall not apply to former apprentices who were laid off work for economic reasons.~~

54. The employer is obligated to see that the selected applicant does not perform work in the trade of meatcutter until fully compliant with all the forgoing procedures.

VII. Apprentice Wages and Wage Progression:

[Please change C., as shown below, to conform to boilerplate]

C. Wage Progression Schedules: **Meatcutter, Retail**

Pertains to those whose hire date is December 3, 2010 or later (employer must be a Committee Approved Training Agent):

Step	Number of hours/months	Percentage of journey-level rate
1	0000 - 1000 hours/0 - 6 months	56%
2	1001 - 2000 hours/7 - 12 months	64% 57%
3	2001 - 3000 hours/13 - 18 months	71% 58%
4	3001 - 4000 hours/19 - 24 months	78% 62%

~~Upon qualifying the journey-level worker scale shall thereafter be received.~~

VIII. Work Processes:

[Please delete and replace the Work Processes for Meatcutter, Retail in their entirety.]

A. **Meatcutter, Retail**

Approximate Hours

1. Cutting Fresh Meat - Saw time:

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- a. Beef (bone-in and boneless, primal and sub-primal cuts: Round, Sirloin, Short Loin, Rib, Chuck, Flank, Brisket and Foreshank)350
- b. Pork (bone-in and boneless, primal and sub primal cuts: Loin, Blade Shoulder, Arm Shoulder, and Side).....250
- c. Lamb (bone-in and boneless: Leg, Rib, Shoulder, Loin, and Foreshank and Breast)50

- 2. Cutting Fresh Meat – Knife/block time: includes trimming steaks, chops, and roasts
 - a. Beef400
 - b. Pork.....250
 - c. Lamb.....50
 - d. Poultry.....50

- 3. Grinding Fresh Meat: Beef, Pork, Lamb, and Poultry.....200

- 4. Prepare for packaging, trimming, slicing: Offal meats (Liver, Kidney, Tripe and other variety meats), and Smoked Meats (Ham, Smoked Hocks and Neck Bones).....100

- 5. Wrapping and Pricing Meats and preparing signage.....400

- 6. Stocking: Meat Counter, Working the Hanging Deli load (Lunch meats, Bacon), Miscellaneous Meat Department items and posting signage.....500

- 7. Customer Service: includes promotion, responding to customer questions, assisting with selection or preparation of various cuts of meat, and making recommendations.....150

- 8. Work in the Service Seafood Department: filleting, cutting, packaging, and stocking Seafood items, signage, and customer service.....300

- 9. Cooler Work: Rotation of stock and throwing the incoming meat load.....350

- 10. Meat and Seafood Department clean-up, and Tool Maintenance (sharpening knives and replacing blades)300

- 11. Use of computer for ordering fresh meat, frozen items, seafood, deli (lunch meat) and other, checking orders received, and the daily cutting list.....200

- 12. Performing Book Work (Changing Prices, reports, inventory, logging invoices..... 100

TOTAL HOURS: 4000

IX. Related/Supplemental Instruction:

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

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Other (specify): Sno-Isle TECH Skills Center

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C. Additional Information:

Only registered apprentices who are working in the trade in accordance with these Standards will be permitted to attend related training classes. Failure to attend classes will result in disciplinary action (See Section X. A. & B.)

X. Administrative/Disciplinary Procedures:

A. Administrative Procedures:

3. Sponsor Procedures:

- a. **In compliance with RCW ~~66.44-100~~ 66.44.100 and RCW ~~66.04.091~~ (24) 66.04.011, no person shall open a package containing liquor or consume liquor in a public place. Therefore opening or the consumption, consuming possession, or use of alcoholic beverages (liquor) and/or use of illegal substances is not permitted on school premises. An individual violating this policy will be immediately terminated from the Meatcutters Apprenticeship Program. Furthermore, use of illegal substances and marijuana is not permitted while on school premises.**
 - b. **Related training & class attendance is mandatory; students apprentices must be on time for class and remain for the duration of the class.**
 - ~~1) The apprentice must notify the Instructor of all absences in writing.~~
 - 2) Unexcused absences are not acceptable. When the apprentice is sick or knows they will miss class, they must call the Instructor before class begins for consideration of an excused absence.**

NO SHOW & NO CALL = Unexcused Absence.
 - 3) Three late arrivals equal an unexcused absence.**

[“4” below has been struck through, but is not easily noticeable.]

 - 4) All Missed classes or and late arrivals must be made up, the Instructor will provide the Apprentice with assignments to make up for absences and late arrivals.**
 - 5) The Apprenticeship Committee will make a final determination on whether an absence or late arrival is considered excused or not.**
- c. ~~An apprentice who does not correct attendance issues will cause the Apprenticeship Committee to issue a twenty-day letter to appear before the Committee to determine disciplinary action. A copy of this letter will be sent to the Employer.~~

[The order of the next two elements have been reversed from the order in the existing standards.]

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dc. The Apprenticeship Committee recognizes the need to take a vacation. However, the ~~A~~ apprentice must agree with the Instructor that all assignments will be completed within two weeks of the return to class from vacation. Failure to do so, may lead to an incomplete grade in the class. This will result in the apprentice being required to appear before the Apprenticeship Committee to give an Oral Report covering the missed lessons. Failure to appear, or to be prepared to present an Oral Report, may result in disciplinary action, or suspension or cancellation of the apprenticeship agreement.

ed. Employer (Training Agent) management:

1) The Employer is also obligated to see that the apprentice attends school related training classes regularly. The apprentice must be released from work obligations corresponding to scheduled classroom training related training classes.

2) The Employer must rotate apprentices in the various work processes to assure a well-rounded, competent journey level meatcutter.

3) ~~In the event of any problems the apprentice may have, school or job related, a company representative will be invited to attend the next scheduled Apprenticeship Committee meeting.~~ In the event an apprentice is having problems or issues related to RSI classes or OJT training, the Committee will contact the Employer to discuss the issue with the Meat Market or Store Manager. If the problems or issues continue, the Employer will be contacted and an Employer representative will be invited to attend the next scheduled Apprenticeship Committee meeting.

e. Any apprentice that voluntarily resigns their apprenticeship and wants to return to the trade must notify the committee of their intention, appear before the committee, and be approved for registration before being allowed to work in the trade as an apprentice.

B. Disciplinary Procedures:

3. Sponsor Disciplinary Procedures:

a. Any apprentice found in possession of, or found with an open container of, or found consuming alcoholic beverages, or in possession of, or using illegal substances or marijuana, will be removed from class and required to appear at the next Apprenticeship Committee meeting, at which time the Committee may impose disciplinary action up to and including cancellation of the apprenticeship agreement.

b. An apprentice who does not correct related training attendance issues will cause the Apprenticeship Committee to:

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- 1) Contact the apprentice by phone call to their residence and/or work location to discuss the issue of related training absences. The goal is to resolve the issue and for the apprentice to agree to resume attending related training classes.

- 2) If the attendance issue does not improve, a twenty-day advance notice to appear before the Committee for possible disciplinary action will be sent to the apprentice. A copy of this notice will be sent to the Employer. The Committee may require the apprentice to attend additional related training classes, suspend or cancel the apprenticeship agreement, or take any other action the Committee deems appropriate.