

Received: L&I Tukwila
May 26, 2021

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



REQUEST FOR REVISION OF STANDARDS



Received: L&I Tukwila
June 3, 2021

TO: Washington State Apprenticeship & Training Council

From: Seattle Area Roofers Apprenticeship Committee, #113
(NAME OF PROGRAM STANDARDS)

Teri Gardner 5-27-2021

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

Additions shall be underlined.

Deletions shall be ~~struck through~~.

See attached.

Teri Gardner 6-3-2021

Authorized signatures
(chr.)

(sec.)

ate:

Approved by:

Washington State Apprenticeship & Training Council

Secretary of WSATC:

date:

attach additional sheets if necessary

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II. Minimum Qualifications:

- Age: ~~They~~ Applicants shall be at least 18 years of age at time of application and provide acceptable government issued ID with picture identification showing and birth date.
- Education: ~~N/A~~ No requirement
- Physical: ~~They~~ Applicants shall be physically capable of performing the work of the trade, with or without reasonable accommodation.
- Testing: ~~N/A~~ None

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

A. Selection Procedures:

1. Applications will be available to anyone who is interested subject to restrictions accepted by the Washington State Apprenticeship and Training Council. Applications will be available only through the Seattle Area Roofers Joint Apprenticeship Office located at ~~2800 First Avenue, Room 320~~ 5900 4th Ave. South, Suite 202, Seattle, Washington, 98108.
14. ~~Alternative Selection Method~~ Methods/Exceptions (EXEMPTIONS): (Direct Entry)
All applicants that qualify to be entered into the apprenticeship program by one of the following methods must meet all minimum qualifications unless otherwise stated, and will be required to complete a substance abuse test, if it is a condition of employment, and must pass with negative findings. Applicants must also provide proof of dependable transportation (such as vehicle registration) to jobsites within the geographic area of these standards.
 - a. ~~(Direct Entry)~~ An employee of a non-signatory employer not qualifying as a journeyperson when the employer becomes signatory shall be evaluated by the JATC using ~~constant~~ consistent, standard, non-discriminatory means, and registered at the appropriate period of apprenticeship based on previous work experience and related training. All minimum qualifications shall be waived except those listed under Other 1 & 2.
 - b. ~~(Direct Entry)~~ An individual who signs an authorization card during an organizing effort wherein 50 percent or more of the employees have signed the authorization cards, whether or not the employer becomes signatory, and is an employee of a non-signatory employer, and does not qualify as a journeyperson, shall be evaluated by the JATC, using consistent, standard, nondiscriminatory means, and registered at the appropriate period of apprenticeship based on previous work experience and related training. ~~Provided:~~ All minimum qualifications shall be waived except those listed under Other 1 & 2.
 - ~~(1) The applicant is at least 18 and provides acceptable picture ID as proof.~~
 - ~~(2) The applicant can present documentation to meet I-9 requirements.~~
 - ~~(3) The applicant has sufficient English comprehension to complete apprenticeship application without assistance and can comprehend and use roofing-related safety information.~~
 - ~~(4) The applicant must be employed by an Approved Training Agent of the Seattle Area Roofers Apprenticeship program at time of apprenticeship registration.~~

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~~(5) Applicant will submit to drug testing, if it is a condition of employment and must pass with negative findings. Positive findings will result in the denial of entry by this method.~~

~~c. 15. Alternative Selection Method: Transfers. Relocation within or from outside of WA State (Direct Entry) Individuals relocating from other state or ATELS approved apprenticeship programs may receive direct entry into the apprenticeship program registration provided they meet all other minimum qualifications. These individuals shall be evaluated by the JATC, using consistent, standard, nondiscriminatory means, and registered at the appropriate period of apprenticeship based on previous work experience and related training.~~

~~d. 16. Alternative Selection Method: New Approved Training Agents: (Direct Entry) When an employer is added becomes as an Approved Training Agent for the Seattle Area Roofers Apprenticeship program, their non-journey level employees may receive direct entry into the apprenticeship program. Such individuals shall be evaluated using consistent, standard, nondiscriminatory means, receive direct entry into an apprenticeship as soon as they meet the minimum qualifications and registered at the appropriate period of apprenticeship based on previous work experience and related training. These individuals shall be evaluated by the committee and placed at the proper step of apprenticeship in a non-discriminatory manner.~~

~~e. 17. Alternative Selection Method: Helmets to Hardhats (Direct Entry) US Military Veterans with documented proof of being Helmets to Hardhats participants and meet the minimum qualifications of these standards may receive direct entry into this the apprenticeship program providing that any individuals that have been on the eligible applicant list for a minimum of six months (or less if the applicant list is exhausted) will have had the opportunity to go to work first and for work with an approved Approved training agent Training Agent.~~

~~f. 18. Alternative Selection Method: TERO (Tribal Employment Rights Office) (Direct Entry) Registered Native Americans who have secured work under a TERO project or equivalent regulations and/or tribal contract requirement may receive direct entry into the apprenticeship program provided the employer is an a Approved training Training agent Agent. of these standards and the applicant meets all minimum qualifications~~

~~g. Apprenticeship Preparation Program Graduates Individuals who successfully complete an Apprenticeship Preparation Program recognized by the Washington State Apprenticeship and Training Council may receive direct entry into the apprenticeship program. Such individuals must provide a copy of the graduation certificate from the Apprenticeship Preparation Program.~~

B. Equal Employment Opportunity Plan:

~~2. The committee may select from the list of qualified applicants for apprenticeship, in other than order of ranking, so as to reach women (minority and non-minority).~~

~~3.2~~

~~4.3~~

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VII. Apprentice Wages and Wage Progression:

C. Wage Progression Schedules: Roofer

[Below the Chart]

1. Apprentices with previous experience may be granted work hours and/or class credit and will be placed in the appropriate wage bracket period of apprenticeship by the Apprenticeship Committee.
2. The Apprenticeship Committee reserves the right to freeze an Apprentice at his/her the last wage percentage rate attained, or reduce the wage percentage rate if the Apprentice's progress is not satisfactory. (See both statements titled "Wage Progression" in Section X. A. 3X, A, 3, both wage progression Statements.)

IX. Related/Supplemental Instruction:

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

(X) Sponsor approved online or distance learning courses (specify)

The "Roofing 1 Correspondence Course" authored by Seattle Area Roofers Apprenticeship Committee; Pertains to 1st year course of instruction Related/Supplemental Instruction. Once the Roofing 1 Correspondence Course is assigned, it must be completed in full. (Eligibility determination for such assignment is distance from the RSI Training Center and is for apprentices who live outside of King, Pierce and Snohomish counties.)

(X) Other (specify): Once the Roofing 1 Correspondence Course is assigned, it must be completed in full.

B. (144) Minimum RSI hours per year defined per the following [see WAC 296-05-015(6)]:

(X) Defined twelve-month school year: September through June. *As defined under "Additional Information B C. 2." below.

X. Administrative/Disciplinary Procedures:

A. Administrative Procedures:

3. Sponsor Procedures:

All parties participating under the Apprenticeship Standards agree to abide by any such determination of the Washington State Apprenticeship and Training Council.

Disciplinary action resulting from violation of conditions apprenticeship-apprentice's must adhere to listed below will be taken by the Apprenticeship Committee or designated representative (designee), excluding cancellation of the apprenticeship agreement, and excluding freezing or reducing an apprentice's wage percentage. All decisions of the designee are open to appeal by the apprentice to the Apprenticeship Committee (excluding those apprentices within their initial probationary period.)

b. Wage Progression

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(4) Pertinent information includes, but will not be limited to the following:

(a) Attendance at work and school.

d. Local Apprenticeship Committee Policies

SEATTLE AREA ROOFERS APPRENTICESHIP PROGRAM LIST OF RULES & POLICY STATEMENT

3. PROGRESS REPORTS:

We will require that you complete and turn in work progress reports as directed. You agree that if you do not submit work progress reports as directed the Apprenticeship Committee or designee may assess disciplinary action as described in the Standards of Apprenticeship or your apprenticeship agreement may be cancelled by the Apprenticeship Committee.

B. Disciplinary Procedures:

3. Sponsor Disciplinary Procedures:

a. Disciplinary Action:

(1) Disciplinary action shall be taken when an apprentice engages in conduct or demonstrates behavior, which is inconsistent with or contrary to the List of Rules and Policy Statement (see Section X.B.A. 3. d.) or ordinary, reasonable, common sense rules of conduct necessary to the welfare and continued successful operation of the Seattle Area Roofers Apprenticeship Program.

(2) Reasons for disciplinary action shall consist of but not be limited to any of the following as pertaining to work, related supplemental training, other training such as field trips, or while serving as an employee or otherwise representative representing of the Seattle Area Roofers Apprenticeship Program Committee or of a participating employer an Approved Training Agent;

(a) Dishonest or fraudulent acts

(b) Safety violations

(c) Not Failure to reporting-report accidents

(d) Consumption of or being under the influence of alcohol, narcotics, intoxicants or other controlled substances

(e) Insubordination

(f) Lateness or absence from work or class

(g) Misuse of, damaging or destroying property

(h) Smoking in restricted areas

(i) Unsatisfactory work performance

(j) Horseplay, fighting, and abusive language

(k) Discrimination

(l) Violation of Federal or State Law

d. Disciplinary Procedures:

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- (2) Disciplinary action shall consist of withholding of the periodic wage advancement, suspension or cancellation of the Apprenticeship Agreement, assessment of additional work hours prior to advancement to the next ~~wag~~ wage progression, freezing the current wage percentage rate, reduction in percentage of journey level wage of not more than 10%, disciplinary probation, or other action not in violation of the Washington State Apprenticeship Act (RCW 49.04) or the ~~Federal Labor Standards Act~~ Labor Standards for the Registration of Apprenticeship Programs (29 CFR Part 29).

XI. Sponsor – Responsibilities and Governing Structure:

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

1.

[Please delete and replace the committee in its entirety]

c. The employer representatives shall be:

**John Huber, Chairman
Meyer Brothers Roofing
18211 E Valley Hwy.
Kent, WA 98032**

**Gene Meyer
Meyer Brothers Roofing
18211 E Valley Hwy.
Kent, WA 98032**

**Herb Gette
SQI Inc.
3821 South Road
Mukilteo, WA 98275**

d. The employee representatives shall be:

**Gregg Gibeau, Secretary
5900 4th Ave. South, Suite 202
Seattle, WA 98108**

**David Benson
5900 4th Ave. South, Suite 202
Seattle, WA 98108**

**Steve Hurley
5900 4th Ave. South, Suite 202
Seattle, WA 98108**

XIII. TRAINING DIRECTOR/COORDINATOR:

**~~Gregg Gibeau, Coordinator
2800 First Avenue, Room 320
Seattle, WA 98121~~**

**Gregg Gibeau, Coordinator
5900 4th Ave. South, Suite 202
Seattle, WA 98108**