

**For L&I Staff Use Only***Christina Chance 9/8/2023**Re'd 9/5/2023 CC*

L&amp;I Apprenticeship Consultant

*Teri Gardner 9-8-23**Teri Gardner 9-5-23*

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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: **PACIFIC NORTHWEST IRONWORKER & EMPLOYERS APPRENTICESHIP AND TRAINING  
COMMITTEE LOCAL #14, #181**

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 checked="" type="checkbox"/> Chair	Date <i>8/31/2023</i>	<input checked="" type="checkbox"/> Secretary	Date <i>9/1/23</i>
<input type="checkbox"/> Authorized Signer			
Print Name: <i>James Ryckman</i>		Print Name: <i>Jeff Arnold</i>	
Signature: <i>James Ryckman</i>		Signature: <i>Jeff Arnold</i>	

Approved By:

**Washington State Apprenticeship & Training Council**

Signature of Secretary of the WSATC:

Date:

Attach additional sheets if necessary

**PACIFIC NORTHWEST IRONWORKER & EMPLOYERS APPRENTICESHIP AND TRAINING  
COMMITTEE LOCAL #14**

Occupational Objective(s):

SOC#

Term [WAC 296-05-015]

**IRONWORKER**

**47-2221.00**

**6000 - 8000 HOURS**

**II. MINIMUM QUALIFICATIONS:**

Physical: **Must be able to perform the rigorous manual labor required by the trade and have a natural ability to work safely at high elevations with a good sense of balance. Physical ability must be confirmed at an Ironworker Safety & Orientation session. (See Exceptions).**

- Other:
- a. Must be able to read, write, and speak the English Language, as evidenced by completing application process.**
  - a- b. Provide proof of valid state ID, occupational Driver License, or valid Driver License.**
  - b- c. Provide a valid Social Security card and/or proof of legal working status, a condition of legal employment per I-9 requirements.**

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

**A. Selection Procedures:**

- 1. Apprentice applications will be accepted year-round, ~~one day per week.~~ Applicants must fill out an application in person at the office of the Apprenticeship Coordinator. Monday through Friday 10am to 2pm in Spokane at the Training center and in the Tri-Cities by appointment.**

**Spokane Office: 16610 E. Euclid Ave, Spokane, WA 99216**

**~~Kennewick Office: 3021 W. Clearwater, Suite 201, Kennewick, WA 99336~~**

**Tri-Cities Richland Office: 2505 Duportail St. Suite C Richland WA 99352**

**~~Montana Office: 201 N. Russell, Missoula, MT 59801~~**

**B. Equal Employment Opportunity Plan:**

- ~~5. Selection from lists of qualified applicants for apprenticeship, in other than order of ranking, so as to reach women (minority and non-minority) or minorities.~~**

**IV. TERM OF APPRENTICESHIP:**

The term of apprenticeship shall be a minimum of 6,000-8,000 hours of reasonably continuous employment in an approved schedule of work experience, but in no case less than 4 years. For the purpose of advancement, the (4) years shall be divided into eight (8) periods of a minimum of 750-~~1000~~ hours and six (6) months each.

**V. INITIAL PROBATIONARY PERIOD:**

B.

The first ~~1,500~~ **1200** hours of work shall be the probationary period. Employers and journey-level workers shall carefully observe the actions of the apprentices during this trial period in order to determine the advisability of their continuing in the trade. If the apprentices fail to apply themselves, seem unable or unwilling to adapt themselves to trade conditions, or are otherwise found to be unsuited to the trade, they shall be dropped from apprenticeship before the expiration of the probationary period.

**VII. APPRENTICE WAGES AND WAGE PROGRESSION:**

C. Wage Progression Schedules

Apprentices shall be paid the follow wage rates as per current negotiated labor agreement, which may be subject to change.

Step	Number of hours/months	Percentage of journey-level rate
1	<del>0-6 months and 750 to 1000 hours</del>	60%
2	<del>6</del> <b>12</b> months and <del>751-1500</del> <b>751 to 1000</b> hours	65%
3	<del>6</del> <b>18</b> months and <del>1501- 2250</del> <b>751 to 1000</b> hours	70%
4	<del>6</del> <b>24</b> months and <del>2251-3000</del> <b>751 to 1000</b> hours	75%
5	<del>6</del> <b>30</b> months and <del>3001-3750</del> <b>751 to 1000</b> hours	80%
6	<del>6</del> <b>36</b> months and <del>3751- 4500</del> <b>751 to 1000</b> hours	85%
7	<del>6</del> <b>42</b> months and <del>4501-5250</del> <b>751 to 1000</b> hours	90%
8	<del>6</del> <b>48</b> months and <del>5251-6000</del> <b>751 to 1000</b> hours	95%

- c. ~~If an apprentice is thirty (30) or more days late turning in monthly reports, he or she will not receive credit for the hours submitted.~~ No advancement will be allowed without the apprentice being in good standing with the local union.
- d. ~~Apprentices with current welding certification and who are assigned as welders may be paid the journey level worker scale while so employed.~~  
No advancement will be allowed without the successful completion of the apprentices scheduled RSI.

**VIII. WORK PROCESSES:**

<b>A. <u>Ironworker:</u></b>	<b><u>Approximate Hours</u></b>
1. Reinforcing/Post Tensioning .....	2000 –2500
2. Ornamental and Miscellaneous .....	1500 –2000
3. Structural/Rigging .....	2000 –2500
4. Welding/Burning.....	500 –1000

**TOTAL HOURS: 6000 ~~to 8000~~ maximum**

**IX. RELATED/SUPPLEMENTAL INSTRUCTION:**

**C. Additional Information:**

- A. 1. Prior to being dispatched to their first job, all apprentices shall attend a minimum 20-hour safety and trade orientation course.**
- B. 2. Each apprentice shall attend daytime, Saturday or evening supplemental classes annually. All Apprentices must maintain a grade point average of 75% (C) to qualify for advancement.**
- ~~C. An apprentice who is late for class will be required to make up the class hours in a manner acceptable to the. Excessive absenteeism will be cause for disciplinary action, suspension, or cancellation from the program.~~**

**X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:**

**A. Administrative Procedures:**

**3. Sponsor Procedures:**

- a. Any apprentice leaving the jurisdiction of the Eastern Washington, Northern Idaho, and Western Montana Area Ironworkers Apprenticeship Committee to work at the trade ~~without must first receiving receive~~ approval of the Committee, ~~will be subject to disciplinary action, suspension, or cancellation.~~**

**B. Disciplinary Procedures**

**3. Sponsor Disciplinary Procedures:**

- a. An apprentice who is late for class will be required to make up the class hours in a manner acceptable to the Coordinator, as authorized by the Apprenticeship Committee. Excessive absenteeism will be cause for disciplinary action, suspension, or cancellation from the program.**
- b. Failure to attend scheduled classes, excessive absenteeism (including being habitually late or leaving classes early classes early), failure to maintain a grade point average of 75% and failure to be current with all work reports by the conclusion of each class will be cause for disciplinary action, suspension, or cancelation of the apprentice agreement.**
- c. Apprentices in violation of these Standards of Apprenticeship will face disciplinary action, suspension, or cancellation.**

**XI. SPONSOR – RESPONSIBILITIES AND GOVERNING STRUCTURE**

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

[Please delete in its entirety and replace with the following]

c. The employer representatives shall be:

**Jeff Arnold, Secretary  
Tri-States Rebar Inc.  
7208 E. Indiana  
Spokane, WA 99212**

**Sean LaRue  
Garco Construction  
E. 4114 Broadway Ave.  
Spokane, WA 99202**

**Jim Andrews  
American Ironworks & Erectors  
PO Box 370  
Colbert, WA 99005**

**Cory Dawson, Alternate  
Precision Precast Erectors  
14033 West Sunmeadow Road  
Worley, ID 83876**

d. The employee representatives shall be:

**James Ryckman, Chair  
16610 E. Euclid  
Spokane, WA 99216**

**Ron Ohlenkamp,  
16610 E. Euclid  
Spokane, WA 99216**

**Greg Gales  
PO Box 912  
Waitsburg, WA 99361**

**Kurt Johnson, Alternate  
3922 S. Cook  
Spokane, WA 99223**

**XIII. TRAINING DIRECTOR/COORDINATOR:**

**~~James Ryckman~~ Matt Chapman, Coordinator  
16610 E. Euclid Ave  
Spokane, WA 99216**

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## Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program

PACIFIC NORTHWEST IRONWORKER & EMPLOYERS APPRENTICESHIP AND  
TRAINING COMMITTEE LOCAL #14

Committee Representative Name  
James Ryckman

Committee Representative Signature

☐ Employer Representative ☒ Employee Representative (Does not have the authority to hire or fire)

### Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
BM/FST	Ironworkers Local #14	07/2022	09/2023
APP. COORD.	PNW Ironworker & Empl.s and Appr. Training Comm. Local #14	04/2017	07/2022
FIELD IW	Various Signatory Contractors	01/1999	04/2017
APPRENTICE	Various Signatory Contractors	04/1995	01/1999

### Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Ironworker Instructor Training	07/2021	Ironworker	Teach Cert.
AWS CWI Prep	01/2014	Cert. Welding Inspector	CWI Cert.
Ironworker Apprenticeship	12/1998	Journeyman Ironworker	JIW

### Other Technical Certifications or Licenses Held

AWS Certified Welding Inspector  
IICB Rigging and Signalperson Certification  
BCSP Safety Trained Supervisor - Construction