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| <i>EB/29/24</i>                   | <i>Teri Gardner 9-9-24</i>  |
| <i>EB/29/24</i>                   | <i>Teri Gardner 8-29-24</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: 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 | 8/29/2024 |                                    |      |
| Print Name:<br>Brandon Jordan                         |           | Print Name:                        |      |
| Signature:  |           | Signature:                         |      |

|   |
|---|
| Approved By:<br><b>Washington State Apprenticeship &amp; Training Council</b> |
| Signature of Secretary of the WSATC:  |
| Date:   |

*Attach additional sheets if necessary*

| <u>Occupational Objective(s):</u>    | <u>SOC#</u>           | <u>Term [WAC 296-05-015]</u> |
|--------------------------------------|-----------------------|------------------------------|
| <del>LABORER (CITY OF SEATTLE)</del> | <del>47-2061.00</del> | <del>4000 HOURS</del>        |

*[please remove all mention of Laborer (city of seattle)]*

**I. GEOGRAPHIC AREA COVERED:**

~~B. Laborers (City of Seattle)~~

~~The area covered by these standards shall be all departments of the City of Seattle, Washington.~~

**II. MINIMUM QUALIFICATIONS:**

~~B. Specific~~

~~Laborers (City of Seattle)~~

~~Per rules and regulations Administered by City of Seattle Personnel Department.~~

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

A.1.

*[please renumber as needed]*

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 ~~driver license~~ Identification.)

**d. The Northwest Laborers Apprenticeship Committee applies the New Entrant Assessment Policy throughout the selection process. A copy of the Northwest Laborers New Entrant Assessment Policy is on file with the Department. A new policy will be submitted to the Department if any changes occur.**

g. Interviews will be conducted on an "As Needed" basis. Once an applicant is interview, they will be placed on the "Eligible for Pre- Construction Training (PCT) Course. Applicants will be placed on the list according to their total scores from the orientation assessment and interview. **Applicants may be credited to a higher starting percentage based on the "New Entrant Assessment Policy" as approved by the Apprenticeship Committee or their designee.**

~~A.3. Laborers (City of Seattle only)~~

~~All apprentices will be selected through the Civil Service practices of the City of Seattle.~~

**IV. TERM OF APPRENTICESHIP:**

A. Laborers (City of Seattle) and Laborer (Shipyard Worker)

The term of apprenticeship shall not be less than 2 years/4,000 hours of continuous employment

**V. INITIAL PROBATIONARY PERIOD:**

C. Laborer (City of Seattle)

~~—All apprentices employed in accordance with these standards shall be subject to the city charter's and Laborer agreement's probationary period of 12 months and during such probationary period to all the terms of the apprenticeship agreement.~~

**VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS:**

E. Laborer (City of Seattle)

- ~~1. An employer employing one or more journey level laborers may employ an apprentice for each four (4) laborers.~~
- ~~2. The above ratio is subject to the availability of apprentices.~~

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

C. Laborer (City of Seattle)

| Step | Hour Range or competency step | Percentage of journey-level wage rate* | Other  |
|------|-------------------------------|--|--|
| 1    | 0000 – 1000 hours             | 85%                                    | 80 total hours of required related training  |
| 2    | 1001 – 2000 hours             | 87%                                    | 160 total hours of required related training |
| 3    | 2001 – 3000 hours             | 91%                                    | 240 total hours of required related training |
| 4    | 3001 – 4000 hours             | 94%                                    | 320 total hours of required related training |

~~The records of the Northwest Laborers Training Trust and the City of Seattle payroll records shall determine the pay scale of all apprentices.~~

~~Related Training hours should be completed as near as possible to each pay raise (i.e. 90 hours of related for each 1000 hours of on the job training). Classes will be scheduled through the Northwest Laborers Training Program.~~

VIII. WORK PROCESSES:

A. Laborer (Shipyard Worker) Approximate Hours

1. General Laborer..... 1000  
Sort, salvage and dispose of scrap materials, Firewatch, ~~Carpenter Helpers~~, clean docks, and yards, shops, washrooms and toilets, miscellaneous labor in shipyards, jackhammer work, loading and unloading carloads of material and related tasks, removal of barnacles and moss by wire brush, abrasive blasting, spuds or surface preparation related tasks, power and hand tools including, but not limited to needle guns, grinders, and pneumatic, gas or electric pumps.

2. Shipyard Laborer..... 1000  
Cleaning bilges and sumps, boilers, uptakes, stacks, chain and storage lockers, steam cleaning, removal of preservatives on ships, ventilation systems (including fan-rooms and ducts) and related tasks.

3. Dock Labor ..... 1000  
~~Lower docks, set keel and bilge blocks, center and tie up ships, erection of portable staging, removal of barnacles and moss by wire brush, spuds or sand blast, wash down docks or haul in railways, hydroblasting, shot blasting and related tasks.~~

Blueprint Reading, set keel and bilge blocks, use of necessary equipment to accomplish block setting, lower docks, or haul in railways, center and tie up ships, wash down docks.

4. Specialty Environmental Labor ..... 1000  
~~Jackhammer work, facility maintenance including paving, concrete placement, form stripping, cement and cleaning of fresh water tanks, blueprint reading, spill containment booms, lead paint abatement, asbestos abatement, forklift and bobcat operation, power and hand tools (including needle guns, grinders, pneumatic gas and electric pumps) and related tasks.~~

Hazardous waste operations, spill containment booms, lead paint abatement renovator, cleaning of freshwater tanks.

Total Hours: 4000

~~C. Laborer (City of Seattle)~~ ~~Approximate Hours~~

~~1. General Skills, Site/Project Preparation & Maintenance..... 1200  
Clearing, bucking, and filling. Transportation, dismantling & stockpiling of scaffolding and work platforms. Grading and Compaction. Layout and staking protocols. Rigging and signaling for work traditionally performed by construction craft laborers. Site preparation, clean up and security.~~

- ~~2. Tools, Equipment and Materials.....800  
Tools, equipment, and material recognition & preparation. Hand electric, gas, pneumatic, and power tools/equipment, & material storage & security.~~
- ~~3. Safety.....500  
Confined space safety. Flagging, signing, & traffic safety awareness. Hazard material recognition. Trenching and site excavation.~~
- ~~4. Environmental Remediation.....300  
Hazardous Waste Abatement (such as Lead Abatement, Asbestos Removal and other hazardous waste).~~
- ~~5. Building Construction.....1200  
Concrete (tending, placement, removal), Landscaping, Asphalt, Pipe Laying (work traditionally performed by construction craft laborers)~~

Total Hours: —4000

**IX. RELATED/SUPPLEMENTAL INSTRUCTION:**

B.

Laborers (City of Seattle)

180 Minimum RSI hours per year, [see WAC 296-05-015(6)]:

**XII. SUBCOMMITTEE:**

Laborers Local 335

The employer representatives shall be:

**Tim Warren**  
**Brand Safway**  
**2409 Talley Way**  
**Kelso, WA 98626**

**Bill Wilson**  
**Granite Construction Co.**  
**16821 SE McGillivray Blvd.**  
**Suite 210**  
**Vancouver WA 98683**

**Laborers Local 242**

The employer representatives shall be:

~~Ed Monroe, Chair~~  
~~GLY Construction~~  
~~14432 S.E. Eastgate Way, Ste. 300~~  
~~Bellevue, WA 98007~~

~~Chris Ellis~~  
~~Bayley Construction~~  
~~8005 S.E. 28th St.~~  
~~Mercer Island, WA 98040~~

~~Casey Cocker, Chair~~  
~~Sellen Construction~~  
~~227 Westlake Avenue North~~  
~~Seattle, WA 98109~~

~~Clyde Potter~~  
~~Bayley Construction~~  
~~8005 SE 28<sup>th</sup> Street~~  
~~Mercer Island, WA 98040~~