

Teri Gardner 1-8-2021

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




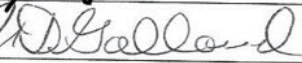
REQUEST FOR REVISION OF STANDARDS



TO: Washington State Apprenticeship & Training Council

From: Pierce County Meatcutters Apprenticeship Committee - 92
(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 (chr.) 	Approved by: Washington State Apprenticeship & Training Council
(sec.) 	Secretary of WSATC:
date: 01/05/2021	date:

attach additional sheets if necessary

APPRENTICESHIP PROGRAM STANDARDS

adopted by

Teri Gardner 3-4-2021

**PIERCE COUNTY MEATCUTTERS APPRENTICESHIP COMMITTEE
UFCW367 AND EMPLOYER MEATCUTTERS JOINT APPRENTICESHIP
COMMITTEE**

(please replace program name through-out standards)

II. MINIMUM QUALIFICATIONS:

Physical: **Must be able to meet the physical needs of the industry with or without reasonable accommodation.**

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

A. Selection Procedures:

1. (Update Committee name and remove underlining)
2. ~~Also at this time, the applicant will be instructed to attend the next scheduled meeting of the Pierce County Meatcutters Joint Apprenticeship Committee. At the meeting the finalization of his or her acceptance into the program will be completed. Failure to complete the above processing may cause cancellation of the Employer or the Applicant in the program.~~

VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS

E.

1. ~~Meateutter: In Pierce County, one (1) apprentice shall be allowed to a market having two (2) journey-level workers and one (1) for each additional journey-level worker employed. In Grays Harbor and Pacific Counties, one (1) to a market having a journey-level worker employed and one (1) to each five (5) journey-level workers employed in one market. In Lewis County, one (1) to a market having one (1) journey-level meateutter regularly employed and one (1) for each additional three (3) journey-level meateutters regularly employed.~~
2. ~~Shops whose owners work with the tools of the trade and work the major part of the day and are employing one journey-level worker shall be entitled to one apprentice.~~
 1. The ratio of apprentice to journey-level workers shall not exceed 1 to 1 per jobsite.

Pierce County Meatcutters Apprenticeship Committee - 92

X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

A.3. Sponsor Procedures:

(Please remove underlining from standards; please renumber accordingly with correct citation)

1. ~~The employer is obligated to see that the apprentice meatcutter has fully complied with all registration procedures within 60 days.~~
~~The employer is also obligated to see that the apprentice attends school regularly. In the event of any problems that apprentice may have, school or job related, a company representative will be required to attend the next scheduled committee meeting that will investigate those problems.~~
2. ~~The apprentice must maintain all their prior skill levels at each advancement in their apprenticeship training.~~
3. ~~In compliance with RCW 66.100 and RCW 66.04-91 (24), the consumption, possession or use of alcoholic beverage 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. Apprentices who have passed their probationary period shall have appeal rights as described in these Standards.~~
4. ~~Class attendance is mandatory; students must be on time for class and remain for the duration of the class. One unexcused absence will cause the Apprenticeship Committee to issue a warning letter detailing further action. A second unexcused absence will cause the Apprenticeship Committee to issue a twenty day letter to appear before the Committee to determine disciplinary action.~~
5. ~~The Apprenticeship Committee recognizes the need to take a vacation. However, the 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 in the class and/or a meeting with the Apprenticeship Committee.~~
 - a. Employer is obligated to ensure that the apprentices are attending school on a regular basis.
 - b. The employer is obligated to see that the apprentice meatcutter has fully complied with all registration procedures within 60 days
 - c. The Committee will review the apprentice progress twice during the probationary period. First at the halfway mark (360 hours) and the second just before the probation is completed. The Committee will make note of any progress or deficiencies in the apprentice during the probationary period. Upon completion of probationary period, the apprentice has the option to attend the next scheduled Committee meeting to provide voluntary feedback in regards to the initial probationary period.

Pierce County Meatcutters Apprenticeship Committee - 92

EH 1/8/21

B.3 Sponsor Disciplinary Procedures:

Teri Gardner 3-4-2021

- a. In compliance with RCW 66.100 and RCW 66.04-91 (24), the consumption, possession or use of alcoholic beverage and/or use of illegal substances is not permitted on school premises. An individual violating this policy will be immediately cancelled from the Meatcutters Apprenticeship program. Apprentices who have passed their probationary period shall have appeal rights as described in these Standards.
- b. One unexcused absence will cause the Apprenticeship Committee to issue a warning letter detailing further action. A second unexcused absence will cause the Apprenticeship Committee to issue a twenty day letter to appear before the Committee to determine disciplinary action.
- c. Failure to complete assignments within 2 two weeks of returning from an approved vacation may lead to an incomplete in the class and/or a meeting with the Apprenticeship Committee.

XI. SPONSOR – RESPONSIBILITIES AND GOVERNING STRUCTURE

E.1. c. The employer representatives shall be:

~~Wendy Banks, Secretary
1510 South 57th Street
Tacoma, WA 98408~~

~~Benjamin Raleigh
PO Box 4340
Spanaway, WA 98387~~

~~Clay Christensen
8102 24th Avenue East
Tacoma, WA 98418~~

~~Lisa Ferguson
1426 South 43rd St
Tacoma, WA 98418~~

Matt Thornton
22017 65th Ave Ct E
Spanaway, Wa 98387

Jerry D’ambrosio
11019 SE 60th Street
Bellevue, Wa 98006

Marc Galland (Secretary)
211 East Pioneer
Montesano, WA 98563

d. The employee representatives shall be:

~~Lindsay Garner, Chairperson
6403 Lakewood drive West
Tacoma, WA 98467-3331~~

~~Ray Bennett
7056 Fawcett Avenue
Tacoma, WA 98408~~

~~Holly Christensen
8102 24th Avenue East
Tacoma, WA 98408~~

~~Daniel Morse
3315 48th St. E
Tacoma, WA 98443~~

Kristopher Bauer (Chair)
6403 Lakood Drive west
Tacoma, WA 98467 3331

Caroline Perez
6426 40th ST CT NW
Gig Harbor, WA 98335

Pierce County Meatcutters Apprenticeship Committee - 92

Mario Small
4303 162nd St E
Tacoma, Wa 98446

XIII. TRAINING DIRECTOR/COORDINATOR:

Lindsay Garner
Kristopher Bauer
6403 Lakewood Drive West
Tacoma, WA 98467-3331