

4/5/16/25 For L&I Staff Use Only	
<b>RECEIVED</b> By EH at 9:02 am, May 22, 2025	Teri Gardner 5-22-25 Teri Gardner 5-16-25 L&I Admin
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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: WASHINGTON STATE UBC JATC # 128

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	5-16-25		
Print Name: Paula Resa		Print Name:	
Signature: 		Signature:	

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

Attach additional sheets if necessary

**II. MINIMUM QUALIFICATIONS:**

Minimum qualifications must be clearly stated and applied in a nondiscriminatory manner [WAC 296-05-015(17)].

Age: ~~Must be at least 18 years old.~~  
17 years with parents' consent.

Other: Attend a Trade Orientation program.

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

**6. Non Signatory:**

a. Employees of an employer who has not signed a collective bargaining agreement and wishes to participate in the apprenticeship program, not qualifying as a journey level worker shall be evaluated by the sponsor using consistent, standard, non - discriminatory means and registered at the appropriate period of apprenticeship based on previous work experience and related training provided:

- 1) The employer must sign a Contribution Agreement with the ~~Carpenters—Employers Apprenticeship & Training Trust Fund of Washington—Idaho Western States Carpenters Training Fund (WSCTF)~~, as a condition of becoming a training agent.

**B. Equal Employment Opportunity Plan:**

**EEO Pledge**

Diversity is an important part of the culture of the ~~Southwest Carpenters Training Fund (SWCTF)~~. Western States Carpenters Training Fund (WSCTF). Diversity encompasses race, gender, ethnic group, age, personality, religion, sexual orientation, education, background and more. Our organization embraces differences and welcomes all. We achieve this by partnering with regional pre-apprenticeship programs, as well as, organization that work with diverse communities. Networking, mentoring and socializing with a variety of group will increase engagement by demonstrating to individuals from all backgrounds that they can achieve success in our industry and that we are willing to help them succeed. Our programs are bias free, and to all applicants, apprentices, and members we make the following non-discrimination pledge. (See below)

The ~~SWCTF~~. WSCTF will not discriminate against apprenticeship applicants, apprentices or journey persons based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or individuals having a disability, or persons 40 years old or older. The ~~SWCTF~~ WSCTF will take affirmative action to provide equal opportunity in apprenticeship and training for all qualified members and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, part 30.

**X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:**

**A.3.e Youth Employment Language**

- i. All minors are prohibited from performing any and all work in active construction zones and construction sites as defined in WAC 296-155-012.**
- ii. Minors apprentices can qualify for an exemption to work in occupations prohibited by WAC 296-125-030. However, employers need to apply for the exemption as laid out in the Student Learner Exemption for Worksite Learning and Apprenticeships in Certain Hazardous Work (ES.C.11) Limited variances may be allowed for hazardous activities including:**
  - Power-driven woodworking machines/tools**
  - Power-driven metal-forming, punching and shearing machines**
  - Slaughtering, meat packing, processing, or rendering**
  - Power-driven paper-product machines**
  - Power-driven circular saws, band saws, and guillotine shears**
  - All roofing work**
  - Excavations**
  - Occupations involving firefighting and fire suppression duties**
- xi. See WAC 296-125-030 for complete rules.**
  - a. There are additional work activities restricted under separate Washington State law that also need to be included on the variance form, if applicable:**
  - b. Work that may require use of hearing protection under the DOSH Hearing Conservation Standard (i.e. at or above 85 dBA), WAC 296-125-030(22)**
  - c. Work that may involve exposure to bloodborne pathogens under the DOSH Bloodborne Pathogens standard, WAC 296-125-030(24)**
  - d. Work that may involve exposure to hazardous chemicals or substances under the DOSH Hazard Communication Standard, WAC 296-125-030(25)**
  - e. When minors are employed as apprentices, the following rules will apply:**
  - f. The requirement of direct and close supervision for hazardous and otherwise prohibited work is met when there is one journey-level worker working with the first apprentice/student learner on-site and at least three journeymen or experienced adults working alongside each additional apprentice/student learner.**
  - g. The sponsor and training agent will obtain and maintain all necessary documents, permits, variances and licenses required when employing minors.**
  - h. Safety Training applicable to the industry/occupation will be provided to minors prior to employment placement. It shall include industry/employer approved or required safety training, and shall meet or exceed WISHA standards.**
  - i. Personal Protective Equipment (PPE) required within the industry/occupation for tasks being performed shall be provided by the employer at no cost to the apprentice.**