

Received: L&I Tukwila, 2A
June 18, 2024 *SGH*

For L&I Staff Use Only	
Received: L&I Tukwila, 2A June 3, 2024 <i>SGH</i>	<i>Teri Gardner 6-18-24</i>
	<i>Teri Gardner 6-3-24</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: Pacific Northwest Ironworkers and Employers Local #86 Apprenticeship Committee, #141

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	5-30-24		
Print Name: Eric Sanchez	Print Name:		
Signature: 	Signature:		

Approved By: Washington State Apprenticeship & Training Council
Signature of Secretary of the WSATC:
Date:

Attach additional sheets if necessary

Cover Page

<u>Occupational Objective(s):</u>	<u>SOC#</u>	<u>Term [WAC 296-05-015]</u>
IRONWORKER	47-2221.00	8000 <u>6000</u> HOURS

I. Geographic Area Covered:

The area covered by these Standards shall be as follows: ~~Chelan, Clallam, Grays Harbor, Island, Jefferson, King, Kitsap, Kittitas, Lewis, Mason, Pacific, Pierce, San Juan, Skagit, Snohomish, Thurston, and Whatcom, and Yakima Counties; and all projects which span the Columbia River from a point where the river leaves Okanogan County to a point where the river enters Benton County.~~

II. Minimum Qualifications:

Other: ~~a. — Must be able to read, write, and speak the English Language.~~

[Please change lettering of remaining elements: b. – d. will become a. – c.]

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

A. Selection Procedures:

1. **Apprenticeship applications will be accepted year round, one day per month. Additional application acceptance days may be added, as needed, to meet the demands of the trade. Applications are available at the apprenticeship office or other locations as deemed by the committee. Applications must be prepared and submitted by the individual applying, with or without assistance.**

IV. Term of Apprenticeship:

The term of apprenticeship shall be ~~8,000~~ 6000 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 four (4) years shall be divided into eight (8) periods of a minimum of 750 hours and six (6) months each.

V. Initial Probationary Period:

B.

The first ~~1500~~ 1200 hours of work as an apprentice shall be the initial probationary period.

VII. Apprentice Wages and Wage Progression:

[Please revert to regular boilerplate formatting in this subsection as follows]

C. Wage Progression Schedules ~~OR~~ Ironworker

Ironworker

Step	Hour Range or competency step	Percentage of journey-level wage rate*
1	6 months and 750 hours	60 <u>65</u> %
2	6 months and 750 hours	65 <u>70</u> %
3	6 months and 750 hours	70 <u>75</u> %
4	6 months and 750 hours	75 <u>80</u> %
5	6 months and 750 hours	80 <u>85</u> %
6	6 months and 750 hours	85 <u>90</u> %
7	6 months and 750 hours	90%
8	6 months and 750 hours	95%

A 1. Pension and annuity contributions are eliminated for all apprentices for the first through second period of apprenticeship. (However, apprentices will receive pension credits for all hours worked.)

B 2. Apprentices with current welding certification and who are assigned as welders will be paid the journey-level worker scale while so employed.

VIII. Work Processes:

A. Ironworker:

Approximate Hours

2. Ornamental and Miscellaneous:~~2000~~ 500

4. Welding/Burning:~~1000~~ 500

TOTAL HOURS: ~~8000~~ 6000

All of the foregoing work experience as herein noted is understood to mean as it pertains to the occupation of Ironworker, specifically the scope of work defined in WAC 296-127-01339.

Ironworkers perform all work in connection with field erection, installation, removal, wrecking and dismantling of structural, reinforcing, architectural and steel, including structural members taking the place of steel including other materials such a wood, when used in place thereof.

IX. Related/Supplemental Instruction:

C. Additional Information:

1. Each apprentice shall attend daytime, Saturday, or evening related/supplemental instruction (RSI) classes annually, Apprentices will be sent written notice will be sent indicating the date/time and location of such training.
2. ~~All apprentices must maintain a grade point average of 75% and be current with monthly work reports to be considered as having satisfactorily completed each course. The apprentice will be ineligible for an OJT (on-the-job) training assignment as determined by the Coordinator, as authorized by the Apprenticeship Committee, until extra assignments, tests, or lab work brings the grade point average up to the minimum of 75% and/or until all work reports are current. The apprentice must also be in compliance with the drug and alcohol testing program adopted by the Apprenticeship Committee. Safety training will be delivered during RSI classes so that each apprentice will be fully informed on safety practices.~~
3. ~~Leaving class early or being tardy, will be considered as an absence. An apprentice who is late for class, leaves early, or misses a class will be required to make up the class hours in a manner acceptable to the Coordinator, as authorized by the Apprenticeship Committee.~~
4. ~~An apprentice who has three (3) unexcused absences from class during a 20-day session will be removed from class. The apprentice will receive a failing grade and be required to repeat and complete the entire 20-day session. An apprentice removed from class due to absence or other reason as determined by the Coordinator, as authorized by the Apprenticeship Committee will be ineligible for an OJT work assignment until the next class concludes.~~
5. ~~Absences due to illness must be supported by a doctor's statement; if an illness results in three (3) absences the apprentice will receive an incomplete grade and must contact the Coordinator to determine rescheduling for the next available class.~~

X. Administrative/Disciplinary Procedures:

A. Administrative Procedures:

3. Sponsor Procedures:

- a. During the entire term of apprenticeship, the apprentice shall be under the direction of the Apprenticeship Committee, and the Committee shall have the authority to protect the apprentice's welfare and also to instruct, guide, and discipline apprentices concerning matters related to on-the-job training and RSI classes.
- b. Responsibilities of Apprentices: Apprentices shall read these Standards and familiarize themselves with the contents. Apprentices are cautioned that the failure to read these Standards will not excuse them from possible disciplinary

action up to and including suspension or cancellation of the apprenticeship agreement when the apprentice violates any section herein.

(1) To diligently and faithfully perform the work of the trade, and to perform such other pertinent duties as may be assigned by the Apprenticeship Committee in accordance with the provisions of these Standards.

(2) To develop safe working habits and conduct themselves in their work in such a manner as to assure their own safety and that of their fellow workers.

a c. Any apprentice leaving the jurisdiction of the Pacific Northwest Ironworkers and Employers, Local #86 Apprenticeship Committee (the geographic area defined in these standards) to work at the trade without first receiving approval of the Apprenticeship Committee, or by the Coordinator, as authorized by the Apprenticeship Committee, will be subject to cancellation.

b d. Each apprentice will purchase the recommended tools at the time indicated by the Coordinator, as authorized by the Apprenticeship Committee. The tool list will be provided at the safety-orientation Safety Orientation. (See Section X.B A. I. (3))

e. Apprentices must notify the Coordinator's office of any change to address and/or telephone number with three (3) business days (and provide update to union office if required).

e f. Monthly Work Reports/Wage Progression:

(1) Each apprentice will maintain contact with the apprenticeship office by submitting a monthly work report, regardless of employment status, to the training office by the 7th day of the following month. Failing to do so is a violation of this requirement and may result in disciplinary action, suspension or cancellation.

~~(1)~~ a) Advancement dates are calculated using monthly work reports; therefore untimely reports result in delay of wage increases as advancement to the next wage/step cannot be retroactive.

~~(2)~~ b) If an Each apprentice who submits a monthly work report is thirty (30) or more days late turning in monthly work reports, will be sent a citation to appear before the Apprenticeship Committee will be sent for assignment of disciplinary hours shown in (1) Section X. B. 3. c. below.

~~d g. Apprentices not attending related training and who are not employed shall be available for work and accept all job referrals offered by them. While employed, all apprentices must be on time and all absences must be excused. Apprentices must not quit or be fired. Any violation of these requirements may result in disciplinary action, suspension, or cancellation. RSI Requirements: It is the intent of this Apprenticeship Committee to ensure quality training for each apprentice. Full attendance at related training classes is therefore expected. In case of failure on the part of any apprentice to fulfill their obligations as to RSI~~

class attendance, the Apprenticeship Committee shall have the authority to impose discipline, suspend or cancel the apprenticeship agreement. The employer and the union agree to carry out the instructions of the Apprenticeship Committee in this respect.

- (1) Each apprentice must maintain a grade point average of 75% and be current with monthly work reports to be considered as having satisfactorily completed each course.
- (2) Each apprentice must be in compliance with the drug and alcohol testing program adopted by the Apprenticeship Committee prior to an OJT work assignment.
- (3) Leaving class early or being tardy will be considered as an absence.
- (4) Three (3) unexcused absences from class during a scheduled 20-day session will result in removal from class, a failing grade, and requirement to repeat and complete the entire 20-day session. The apprentice will be ineligible for an OJT work assignment until the current 20-day session concludes.
- (5) Absences due to illness must be supported by a statement from a doctor or medical professional. If an illness results in three (3) absences the apprentice will receive an incomplete grade and must contact the Coordinator to determine rescheduling for the next available class.

h. OJT Requirements:

- (1) Apprentices not attending related training and who are not employed shall be available for work and accept any job referral offered to them.
 - a) Apprentices who are laid off or otherwise separated from employment shall, by the following business day, contact the apprenticeship office and put their name on the apprentice out of work list at the dispatch hall. An in-person visit may be required.
 - b) Apprentices must demonstrate availability for work by showing up in person at the dispatch hall each business day at 7:00 am until an OJT work assignment is issued.
- (2) While employed all apprentices must be on time each day; any absence must be excused.
- (3) Apprentices must not quit or be fired (terminated for cause.)
 - a) Apprentices who quit or are terminated for cause will meet with the Coordinator to discuss the circumstances leading to the apprentice quitting or termination by the employer.

Any violation of the above requirements may result in disciplinary action, suspension, or cancellation of the apprenticeship agreement.

- i. Apprentices whose demonstrated lack of ability to communicate in English interferes with their ability to progress in RSI or OJT will be instructed to register for and complete an "English as a Second Language" class.**
- e j. Apprentices who have been canceled within the initial probationary period must wait a minimum of one (1) year to reapply to the Pacific Northwest Ironworkers and Employers Local #86 Apprenticeship Committee and must attend and pass a minimum qualification screening day, attend a safety orientation and submit to drug testing and pass with a negative finding.**
- f k. Apprentices who have been canceled outside the initial probationary period for non-compliance must wait a minimum of one (1) year to reapply to the Pacific Northwest Ironworkers and Employers Local #86 Apprenticeship Committee and must attend and pass a minimum qualification screening day, attend a safety orientation and submit to drug testing and pass with a negative finding.**
- ~~**g. Apprentices must notify the Coordinator's office and union office of any change to address and/or telephone number with 48 hours (update to union office if required).**~~
- ~~**h. RSI: Failure to attend scheduled classes, excessive absenteeism (including being habitually late or leaving 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 cancellation of the apprenticeship agreement.**~~
- i. Disciplinary Hours:**

~~(1). Disciplinary hours related to conduct include:~~

Failure to call Coordinator and Dispatch after layoff (call to dispatch made if required) (by the following business day after termination)	200 hours
Failure to be available for work (Unless prior arrangements for time off or vacation have been made)	200 hours
Late work reports (30 or more days late)	200 hours
Unexcused absence from work	200 hours
Unauthorized quitting of a job	300 hours
Fired from a job (termination "for cause")	300 hours

~~(2). Disciplinary hours related to RSI (cited to appear before the Apprenticeship Committee) include:~~

Tardy	100 hours
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Leaving early unexcused	100 hours
Unexcused absence	200 hours

~~(3). Disciplinary hours will be completed before the next wage progression advancement.~~

[Please retain the underline seen in '1.' below. This is not new language; the sponsor would like this heading to remain underlined.]

j l. Local Apprenticeship Committee Policies

[Please change '1.', '2.' and '3.' below to (1), (2) and (3) to match the formatting of subheadings above.]

B. Disciplinary Procedures:

3. Sponsor Disciplinary Procedures:

~~(insert text)~~

a. Monthly Work Progress Reports/Wage Progression: If an apprentice is thirty (30) or more days late turning in monthly work reports, a citation to appear before the Apprenticeship Committee will be sent for assignment of disciplinary hours shown in the Disciplinary Hour chart below.

b. RSI: Failure to attend scheduled classes, excessive absenteeism (including being habitually late or leaving 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 cancellation of the apprenticeship agreement. See Disciplinary Hours chart below.

(1) Each apprentice who fail to maintain a grade point average of 75% and be current with monthly work progress reports will be ineligible for an OJT (on-the-job) training assignment as determined by the Coordinator, as authorized by the Apprenticeship Committee, until extra assignments, tests, or lab work brings the grade point average up to the minimum of 75% and/or until all work reports are current.

(2) Each apprentice not in compliance with the drug and alcohol testing program adopted by the Apprenticeship Committee prior will not be eligible for an OJT work assignment until the requirement is satisfactorily met.

(3) When an apprentice is tardy to class or leaves class early it will be considered an absence. An apprentice who is late for class, leaves early, or misses a class will be required to make up the class hours in a manner acceptable to the Coordinator, as authorized by the Apprenticeship Committee.

(4) Each apprentice who has three (3) unexcused absences from class during a 20-day session will be removed from class. The apprentice will receive a failing grade and be required to repeat and complete the entire 20-day

session. Any apprentice removed from class due to absences or other reasons, as determined by the Coordinator, as authorized by the Apprenticeship Committee, will be ineligible for an OJT work assignment until the current 20-day session concludes.

c. Disciplinary Hours – cited to appear before the Apprenticeship Committee:

(1) Disciplinary hours related to conduct:

<u>Failure to call Coordinator and Dispatch after layoff (call to dispatch made if required) (by the following business day after termination)</u>	<u>200 hours</u>
<u>Failure to be available for work (Unless prior arrangements for time off or vacation have been made)</u>	<u>200 hours</u>
<u>Late work reports (30 or more days late)</u>	<u>200 hours</u>
<u>Unexcused absence from work</u>	<u>200 hours</u>
<u>Unauthorized quitting of a job</u>	<u>300 hours</u>
<u>Fired from a job (termination "for cause")</u>	<u>300 hours</u>

(2) Disciplinary hours related to RSI:

<u>Tardy</u>	<u>100 hours</u>
<u>Leaving early unexcused</u>	<u>100 hours</u>
<u>Unexcused absence</u>	<u>200 hours</u>

(3) Disciplinary hours will be completed before the next wage progression advancement.