

STANDARDS OF APPRENTICESHIP

DEVELOPED BY

*Five Rivers Carpenters District Council Educational
Trust AKA Five Rivers Carpenters JATC
United Brotherhood of Carpenters
Locals #308, #678, #1260*

FOR THE OCCUPATION(S) OF

Carpenter

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APPROVED BY

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FOREWORD

These Five Rivers Carpenters JATC Apprenticeship Standards have as their objective, the training of ***Carpenters*** skilled in all phases of the industry. The JATC recognizes that in order to accomplish this, there must be well-developed on-the-job learning combined with related instruction.

This recognition has resulted in the development of these Standards of Apprenticeship. They were developed in accordance with the basic standards recommended by the U.S. Department of Labor, Office of Apprenticeship, as a basis from which the Sponsor can work to establish an apprenticeship training program that meets the particular needs of the area.

DEFINITIONS

(The following definitions apply to terms and acronyms commonly used throughout this document.)

APPRENTICE: Any individual employed by the employer meeting the qualifications described in the Standards of Apprenticeship who has signed an Apprenticeship Agreement with the respective JATC providing for training and related instruction under these Standards, and who is registered with the Registration Agency.

APPRENTICE ELECTRONIC REGISTRATION (AER): Is an electronic tool that allows for instantaneous transmission of apprentice data for more efficient registration of apprentices and provides Program Sponsors with a faster turnaround on their submissions and access to their apprenticeship program data.

APPRENTICESHIP AGREEMENT: The written agreement between the apprentice and the Program Sponsor setting forth the responsibilities and obligations of all parties to the Apprenticeship Agreement with respect to the Apprentice's employment and training under these Standards. Each Apprenticeship Agreement must be registered with the Registration Agency.

APPRENTICE TRAINING COORDINATOR: Person or persons designated to administer the duties outlined in these Standards of apprenticeship.

APPRENTICE TRAINING DIRECTOR: In larger JATC areas, a Director may be appointed to oversee one or more Apprentice Coordinators.

APPRENTICESHIP COMMITTEE (JATC COMMITTEE): Apprenticeship Committee (Committee) means those persons designated by the Program Sponsor to act as an agent for the Program Sponsor in the administration of the program. A JATC committee is composed of an equal number of representatives of the employer(s) and of the employees represented by a bona fide collective bargaining agent(s).

CANCELLATION: Termination of the apprenticeship agreement.

CBA: Collective Bargaining Agreement

CERTIFICATE OF COMPLETION OF APPRENTICESHIP: The Certificate of Completion of Apprenticeship issued by the Registration Agency to those registered apprentices certified and documented as successfully completing the apprentice training requirements outlined in these Standards of Apprenticeship.

CEU: Continuing Education Units.

CITF: Carpenters International Training Fund.

COLLECTIVE BARGAINING AGREEMENT (CBA): The negotiated agreement between the Union and signatory employers that sets forth the terms and conditions of employment.

COMPETENCY-BASED OCCUPATION: Means the attainment of manual, mechanical or technical skills and knowledge, as specified by an occupation standard and demonstrated by an appropriate written and hands-on proficiency measurement.

CONSULTANT: Shall provide advice and assistance upon request of the JATC and shall only serve in an advisory capacity.

CONTRACTOR: Any employer of UBC members who is signatory to the Collective Bargaining Agreement(s) with the local union, Regional Council or a National Agreement stipulated herein who is participating in the registered apprenticeship program.

EEO: Equal Employment Opportunity.

ELECTRONIC MEDIA: Media that utilize electronics or electromechanical energy for the end user (audience) to access the content; and includes, but is not limited to, electronic storage media, transmission media, the Internet, extranet, lease lines, dial-up lines, private networks, and the physical movement of removable/transportable electronic media and/or interactive distance learning.

EMPLOYER: Means any person or organization employing an apprentice whether or not such person or organization is a party to an Apprenticeship Agreement with the apprentice.

HYBRID OCCUPATION: The hybrid approach measures the individual apprentice's skill acquisition through a combination of specified minimum number of hours of on-the-job-learning and the successful demonstration of competency as described in a work process schedule. *(if applicable)*

INTERIM CREDENTIAL: Interim Credential means a credential issued by the Registration Agency, upon request of the appropriate Program Sponsor, as certification of competency attainment by an apprentice. *(if applicable)*

JOB CORPS CENTERS: Any of the Federally-funded Job Corps Centers throughout the U.S. and Puerto Rico. Job Corps annually serves approximately 65,000 youth and young adults between 16-24 years of age. Program Sponsors who wish to hire Job Corps graduates trained in any occupation covered under these Standards, and who meets the minimum qualifications for apprenticeship, may do so via the *Direct Entry* provision described in *Appendix D Selection Procedures*. *(if applicable)*

JATC: Joint Apprenticeship and Training Committee.

JATC SUB-COMMITTEE: A committee comprised of members of the JATC usually with fewer members than the entire JATC. Sub-committees are usually formed for special projects and report back to the JATC.

JATC ADVISORY COMMITTEE: A committee comprised of members that may be on the JATC but can also have members from other sources such as consultants or non JATC UBC members. Advisory Committees are usually formed for special projects and report back to the JATC.

JOURNEYWORKER: A worker who has attained a level of skill, abilities and competencies recognized within an industry as having mastered the skills and competencies required for the occupation. (Use of the term may also refer to a mentor, technician, specialist or other skilled worker who has documented sufficient skills and knowledge of an occupation, either through formal apprenticeship or through practical on-the-job experience and formal training.)

LETTER OF INTENT TO HIRE (LETTER OF SPONSORSHIP, LETTER OF SUBSCRIPTION): Letters written, signed, completed and dated by signatory employers and submitted to the JATC. Selection of an individual from the eligibility pool is made on the basis of opportunity for on-the-job training and qualifications of the applicant.

NJATC: National Joint Apprenticeship and Training Committee.

OA: Office of Apprenticeship, U.S. Department of Labor, formerly the Bureau of Apprenticeship and Training and formerly the Office of Apprenticeship and Training, Employer and Labor Services (OATELS).

O*NET-SOC CODE: The Occupational Information Network (O*NET) codes and titles are based on the new Standard Occupational Classification (SOC) system mandated by the federal Office of Management and Budget for use in collecting statistical information on occupations. The O*NET classification uses an 8-digit O*NET-SOC code. Use of the SOC classification as a basis for the O*NET codes ensures that O*NET information can be readily linked to labor market information such as occupational employment and wage data at the national, State, and local levels.

ON-THE-JOB LEARNING (OJL): Tasks learned on-the-job in which the apprentice must become proficient before a completion certificate is awarded. The learning must be through structured, supervised work experience.

OSHA: Occupational Safety and Health Administration.

PROBATIONARY PERIOD: Defined period of time during which the apprenticeship agreement may be terminated by either party of the agreement upon written notice to the Registration Agency.

PROGRAM COORDINATOR: Means the person designated by the respective JATC to perform the duties stated in the standards of apprenticeship.

PROGRAM SPONSOR: The Sponsor, or JATC in whose name the local Standards of Apprenticeship will be registered, and which will have the full responsibility for administration and operation of the apprenticeship program.

PROVISIONAL REGISTRATION: Means the 1-year initial provisional approval of newly registered programs that meet the required standards for program registration, after which program approval may be made permanent, continued as provisional, or rescinded following a review by the Registration Agency, as provided for in the criteria describe in §29.3 (g) and (h).

REGISTERED APPRENTICESHIP PARTNERS INFORMATION DATA SYSTEM (RAPIDS): The Federal system which provides for the automated collection, retention, updating, retrieval and summarization of information related to apprentices and apprenticeship programs.

REGISTRATION AGENCY: Means the U.S. Department of Labor, Office of Apprenticeship or a recognized State Apprenticeship Agency that has responsibility for registering apprenticeship programs and apprentices; providing technical assistance; conducting reviews for compliance with Title 29, CFR parts 29 and 30 and quality assurance assessments.

RELATED INSTRUCTION: An organized and systematic form of instruction designed to provide the apprentice with the knowledge of the theoretical and technical subjects related to the apprentice's occupation. Such instruction may be given in a classroom, through occupational or industrial courses, or by correspondence courses of equivalent value, electronic media, or other forms of self-study approved by the Registration Agency.

STANDARDS OF APPRENTICESHIP: This entire document including all appendices and attachments hereto, and any future modifications or additions approved by the Registration Agency.

SUPERVISOR OF APPRENTICE(S): An individual, and/or supervising journey worker designated by the Program Sponsor to supervise or be in charge and direction of an apprentice.

TIME-BASED OCCUPATION: The time-based approach measures skill acquisition through the individual apprentice's completion of at least 2,000 hours of on-the-job learning as described in a work process schedule. *(if applicable)*

Training Verification Card: A Training Verification Card may be issued by the Carpenters International Training Fund to those registered apprentices that the JATC has certified in writing to the Carpenters International Training Fund that the apprentice has successfully met the requirements to receive a training verification card.

TRANSFER: A shift of apprenticeship agreement from one program to another or from one employer within a program to another employer within that same program, where there is

agreement between the apprentice and the affected apprenticeship committee or Program Sponsor.

TRUST FUND TRUSTEE: Person sitting as a trustee on the board of trustees of the local apprenticeship trust fund.

UBC: United Brotherhood of Carpenters & Joiners of America.

UNION: Means the **Local Unions 308, 678, and 1260 of the United Brotherhood of Carpenters & Joiners of America** party to an appropriate labor agreement between the parties.

SECTION I – PROGRAM ADMINISTRATION

Program Sponsors, at their discretion, may establish an Apprenticeship Training Committee (JATC) to carry out the responsibilities and duties required of a Program Sponsor as described in these Standards of Apprenticeship. If a JATC is established by the Program Sponsor, a list of the membership and the areas of expertise they represent must be provided to the Registration Agency. While the Office of Apprenticeship recommends that Program Sponsors utilize the services of a JATC, a Program Sponsor may also elect to administer the program without the services of a JATC. If a Program Sponsor does not use a JATC, the use of the word “JATC” in these Standards will refer to “Program Sponsor” or any other entity that the Program Sponsor uses to serve the functions of a JATC.

Structure of the Joint Apprenticeship and Training Committee (JATC)

- A. Members of the JATC will be selected by the groups they represent.
- B. Membership will be composed of an equal number of representatives of labor and management represented by a bona fide collective bargaining agreement(s).
- C. Technical Assistance - such as that from the U.S. Department of Labor, Office of Apprenticeship, State Apprenticeship Agencies, and vocational schools - may be requested to advise the JATC.

Administrative Procedures:

- A. The JATC shall consist of equal numbers of labor and management representatives. The JATC members shall elect a Chairperson and a Secretary from the committee. When the Chairperson represents the Contractors, the Secretary shall represent the Union, and vice versa. The committee will establish quorum, the requirements, and voting procedures.
- B. The JATC representative shall serve until death, resignation or removal from office. Fund Trustees may serve as members of the JATC and members of the JATC may serve as Trustees.
- C. The Chairperson and Secretary will have the power to vote on all questions affecting apprenticeship.
- D. The Chairperson and Secretary should rotate among members of the JATC.

Responsibilities of the Joint Apprenticeship and Training Committee:

- A. Cooperate in the selection of apprentices as outlined in this program.
- B. Ensure that apprentices are under a written Apprenticeship Agreement and register the local apprenticeship standards and agreements with the appropriate Registration Agency.
- C. The local apprenticeship and training program shall be administered by the Joint Apprenticeship and Training Committee (JATC). The Regional Council, Local Union, Employers, JATC, and all apprentices shall conform to these Standards.
- D. All respective JATC standards will be approved by the National Joint Apprenticeship and Training Committee (NJATC) prior to being submitted to the appropriate Registration Agency. Before respective JATC standards are implemented they must be registered with the NJATC. The registration files will be maintained by the Carpenters International Training Fund.
 - 1. These Standards, after proper registration with the Registration Agency, shall supersede all previous JATC Standards. However, Apprenticeship Agreements in force under preceding Standards shall remain in force unless changed by written consent of the apprentice.
 - 2. The provisions of these Standards shall not be construed as permitting violation of any applicable Local, State, or Federal law or regulation having the effect of law, including the Fitzgerald Act, Title 29, Code of Federal Regulations parts 29 and 30.
 - 3. These Standards shall not be interpreted as being inconsistent with existing or subsequent CBA language that establishes higher standards – the higher standards shall always prevail.
 - 4. The geographical area covered by these Standards shall be the geographical area covered by the respective CBA(s).
- E. Review and recommend apprenticeship activities in accordance with this program.
- F. Establish the minimum standards of education and experience required of apprentices.
- G. Meet approximately every month to review records and progress of each apprentice in training and recommend improvement or modification in training schedules, schooling and other training activities. Written minutes of the meeting will be kept.

- H. Determine the quality and quantity of experience on the job which apprentices should have and to make every effort toward their obtaining it.
- I. Hear and resolve all complaints of violation of Apprenticeship Agreements.
- J. Arrange tests or evaluations for determining the apprentice's progress in manipulative skills and technical knowledge.
- K. Maintain a record of all apprentices, showing their education, experience, and progress in learning the occupation.
- L. Advise apprentices on the need for accident prevention and provide instruction with respect to safety in the workplace.
- M. Certify that apprentices have successfully completed their apprenticeship program.
- N. Notify the appropriate Registration Agency of all new apprentices to be registered, credit granted, suspensions for any reason, reinstatements, extensions, completions and cancellations with explanation of causes and notice of completions of Apprenticeship Agreements.
- O. Supervise all the provisions of the local standards and be responsible, in general, for the successful operation of the standards by performing the duties here listed by cooperating with public and private agencies which can be of assistance by obtaining publicity to develop public support of apprenticeship and by keeping in constant touch with all parties concerned including apprentices, employers and journey workers.
- P. Provide apprentices with a copy of the written rules and policies and the apprentice will sign an acknowledgment receipt of same. This procedure will be followed whenever revisions or modifications are made to the rules and policies
- Q. A JATC that covers more than one local union may establish advisory committees for each local union. Based on local union requirements, advisory committees will make recommendations to the JATC on the following topics:
- Apprentice Intake
 - Apprentice Advancement
 - Training Content
 - Apprentice Complaints
 - Apprentice Discipline
- R. The JATC will make all final decisions on recommendations of advisory committees.

SECTION II - EQUAL OPPORTUNITY PLEDGE – Title 29 CFR 29.5(b)(21) and 30.3(b)

The recruitment, selection, employment, and training of apprentices during their apprenticeship, shall be without discrimination because of race, color, religion, national origin, or sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older or any other classification that is protected by Title 29 of the Code of Federal Regulations, part 30. The Program Sponsor will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations (CFR), part 30, as amended and other applicable state law.

SECTION III - AFFIRMATIVE ACTION PLAN – Title 29 CFR 29.5(b)(21) and 30.4

The JATC will adopt an Affirmative Action Plan and Selection Procedures as required under Title 29, CFR part 30. It will be attached as Appendix C.

SECTION IV- QUALIFICATIONS FOR APPRENTICESHIP – Title 29 CFR 29.5(b)(10)

Applicants will meet the following minimum qualifications:

A. Age

Applicant must be a minimum of 17 years of age. (Applicant must provide evidence of minimum age respecting any applicable State Laws or regulations.)

B. Application

Applicant must complete an application and provide required documentation as specified in the form.

C. Education

A high school diploma, GED, or equivalency is required. Applicant must provide an official transcript(s) for high school and post high school education and training. All GED records must be submitted if applicable.

In lieu of a high school diploma or GED, individuals can demonstrate that they have worked a minimum of one thousand five hundred hours(1,500 hours) specifically in the carpenter trade in classifications represented by the UBC. Supporting documentation will be accepted only if verified by paystubs, W2 forms or a signed letter on company letterhead by a previous employer. Formal educational hours shall be counted towards the 1,500-hour requirement if documented by transcripts or completion certificate of a pre-apprenticeship.

D. Military

Applicants must submit a DD-214, or any similar documentation, used to verify military training and/or experience if they are a veteran and wish to receive consideration for such training/experience.

E. Physical

Applicants will be physically capable of performing the essential functions of the apprenticeship program, with or without a reasonable accommodation, and without posing a direct threat to the health and safety of the individual or others.

F. Drug Screen

Applicant will pass a **screen for the current illegal use of drugs** on acceptance into the program and prior to being employed.

G. Other Minimum Qualifications as Appropriate.

SECTION V - SELECTION OF APPRENTICES – Title 29 CFR 30.5

Selection into the apprenticeship program will be in accordance with the selection procedures made a part of these Standards (Appendix D).

SECTION VI - APPRENTICESHIP AGREEMENT – Title 29 CFR 29.3(d) and (e) and 29.5(b)(11)

After an applicant for apprenticeship has been selected, but before employment as an apprentice or enrollment in related instruction, the apprentice will be covered by a written Apprenticeship Agreement in compliance with Title 29, Code of Federal Regulations 29.7 (Appendix B-Official Registration Agency Form) signed by the JATC and the apprentice and approved by and registered with the Registration Agency. Such agreement will contain a statement making the terms and conditions of these standards a part of the agreement as though expressly written therein. A copy of each Apprenticeship Agreement will be furnished to the apprentice, the JATC, the Registration Agency, and the employer and the Union. An additional copy will be provided to the Veteran's State Approving Agency for those veteran apprentices desiring access to any benefits to which they are entitled.

Prior to signing the Apprenticeship Agreement, each selected applicant will be given an opportunity to read and review these Standards, the respective JATC's written rules and policies, the Apprenticeship Agreement and the sections of the Collective Bargaining Agreement (CBA) that pertain to apprenticeship.

The Registration Agency will be advised within forty-five (45) days of the execution of each new Apprenticeship Agreement, modification or amendment to, and will be given all the information required for registering the apprentice.

SECTION VII - RATIO OF APPRENTICES TO JOURNEYWORKERS – Title 29 CFR 29.5(b)(7)

A numeric ratio of apprentices to journey workers consistent with proper supervision, training, safety, and continuity of employment and applicable provisions in collective bargaining agreements, except where such ratios are expressly prohibited by the collective bargaining agreements.

The ratio language must be specific and clearly described as to its application on the job site. The ratio of apprentices to journey workers will be in compliance with respective CBAs. As of May 1, 2019, the current ratio is two (2) journeyworkers to one (1) apprentice.

SECTION VIII - TERM OF APPRENTICESHIP – Title 29 CFR 29.5(b)(2)

The term of the occupation will be four years with an (OJL) attainment of 5,200 hours supplemented by the required hours of related instruction as stated on the Work Process Schedule and Related Instruction Outline (Appendix A). Full credit will be given for the probationary period.

SECTION IX - PROBATIONARY PERIOD – Title 29 CFR 29.5(b)(8), (b)(20)

All applicants selected for apprenticeship will serve a probationary period. The probationary period cannot exceed twenty-five (25) percent of the length of the program, or one-year (1), whichever is shorter. Probationary Period: 160 hours of related training instruction and 1300 hours OJL.

During the probationary period either the apprentice or the JATC may terminate the Apprenticeship Agreement, without stated cause, by notifying the other party in writing. The records for each probationary apprentice will be reviewed prior to the end of the probationary period. Records may consist of periodic reports regarding progression made in both the OJL and related instruction, and any disciplinary action taken during the probationary period. Cancellations during the probationary period will not have an adverse impact on the Program Sponsor's completion rate.

Any probationary apprentice evaluated as satisfactory after a review of the probationary period will be given full credit for the probationary period and continue in the program.

After the probationary period the Apprenticeship Agreement may be canceled at the request of the apprentice, or may be suspended or canceled by the JATC for reasonable cause after documented due notice to the apprentice and a reasonable opportunity for corrective action. In such cases, the

JATC will provide written notice to the apprentice and to the Registration Agency within forty-five (45) days of the final action taken.

SECTION X - HOURS OF WORK

Apprentices will generally work the same hours as journey workers, except that no apprentice will be allowed to work if it interferes with attendance in related instruction classes.

Apprentices who do not complete the required hours of OJL during a given segment will have the term of that segment extended until the required number of hours of training are accrued.

SECTION XI - APPRENTICE WAGE PROGRESSION – Title 29 CFR 29.5(b)(5)

Apprentices will be paid a progressively increasing schedule of wages during their apprenticeship based on the acquisition of increased skill and competence on-the-job and in related instruction. Before an apprentice is advanced to the next segment of training or to journey worker status, the JATC will evaluate all progress to determine whether advancement has been earned by satisfactory performance in their OJL and in related instruction courses. In determining whether satisfactory progress has been made, the JATC will be guided by the work experience and related instruction records and reports.

The progressive wage schedule will be an increasing percentage of the journey worker wage rate as established in the respective CBA. Some registration agencies require a percentage of the journey worker rate while others require an actual wage rate. In no case will the starting wages of apprentices be less than that required by any minimum wage law which may be applicable.

SECTION XII - CREDIT FOR PREVIOUS EXPERIENCE – Title 29 CFR 29.5(b)(12) and 30.4(c)(8)

Candidates with previous knowledge and skill acquisition in the construction trade can ask for and have such knowledge and skill evaluated by the JATC prior to signing an Apprenticeship Agreement. Where such experience warrants, the JATC will place the apprentice in the appropriate period with commensurate wages as determined by the JATC. Such advanced credit and standing shall be subject to review prior to advancement beyond the probationary period.

1. The JATC will use consistent and equal ways and means for measuring and evaluating individuals to determine how much credit to award, for both OJL and related training.
2. The JATC will award as much credit as possible based on an equitable, nondiscriminatory evaluation of both OJL and related instruction. Those awarded credit will be assigned to the appropriate pay period classification. The granting of advanced standing or credit for previously acquired

experience, training, or skills shall be applied equally to all applicants and measured against the work processes and related instruction, with commensurate wages for any progression step so granted.

Advanced standing is subject to review throughout the probationary period. During this time, OJL and classroom performance will be evaluated to determine if any readjustment concerning OJL or related training status is warranted, including reevaluation and reassignment of apprenticeship period and level of related instruction, as the JATC determines.

Apprentice applicants seeking credit for previous experience gained outside the supervision of the JATC must submit the request at the time of application and furnish such records, affidavits, and other documentation to substantiate the claim. Applicants requesting such credit who are selected into the apprenticeship program will start at the beginning wage rate. The request for credit will be evaluated and a determination made by the JATC.

An apprentice granted credit will be advanced to the wage rate designated for the period to which such credit accrues. The Registration Agency will be advised of any credit granted and the wage rate to which the apprentice is advanced.

The granting of advanced standing will be uniformly applied to all apprentices.

SECTION XIII - WORK EXPERIENCE – Title 29 CFR 29.5(b)(3) and 30.8

During the apprenticeship, the apprentice will receive such OJL and related instruction in all phases of the occupation necessary to develop the skill and proficiency of a skilled journey worker. The OJL will be under the direction and guidance of the supervisor of the apprentice(s).

SECTION XIV - RELATED INSTRUCTION – Title 29 CFR 29.5(b)(4)

During each segment of training each apprentice is required to participate in coursework related to the job as outlined in Appendix A. For each occupation, the recommended term of apprenticeship will include no less than 160 hours of related instruction for the commercial carpentry, general carpentry, residential carpentry, heavy highway/pile driver, interior systems, floor covering mechanic, and cabinet maker occupations for each year of the apprenticeship. Apprentices agree to take such courses as the JATC deems advisable. The JATC will secure the instructional aids and equipment it deems necessary to provide quality instruction. In cities, towns or areas having no vocational school or other schools that can furnish related instruction; the apprentice may be required to take an alternate form of instruction that meets the approval of the Program Sponsor and the Registration Agency.

Apprentices **will not** be paid for hours spent attending related instruction classes.

If applicable, the JATC will inform each apprentice of the availability of college credit through Kirkwood Community College.

Any apprentice who is absent from related instruction classes will satisfactorily complete all course work missed before being advanced to the next period of training. In cases of failure of an apprentice to fulfill the obligations regarding related instruction (or OJL) without due cause, the JATC will take appropriate disciplinary action and may terminate the Apprenticeship Agreement after due notice to the apprentice and opportunity for corrective action.

To the extent possible, related instruction will be closely correlated with the practical experience and training received on-the-job. The JATC will monitor and document the apprentice's progress in related instruction classes.

The JATC will secure competent instructors whose knowledge, experience, and ability to teach will be carefully examined and monitored. An instructor shall:

- i. Meet the State Departments of Education's requirement for a vocational-technical instructor in the State of registration, or be a subject matter expert, which is an individual such as a journey worker who is recognized within an industry as having expertise in a specific occupation; and
- ii. Have training in teaching techniques and adult learning styles, which may occur before or after the apprenticeship instructor has started to provide the related technical instruction.

If applicable, when possible, the JATC may require the instructors to attend the training offered at the Carpenters International Training Center, other outside training entities, and earn related college credit/degrees as deemed appropriate.

SECTION XV - SAFETY AND HEALTH TRAINING – Title 29 CFR 29.5(b)(9)

All apprentices will receive instruction in safe and healthful work practices both on-the-job and in related instruction that are in compliance with the Occupational Safety and Health Standards promulgated by the Secretary of Labor under 29 U.S.C. 651 et seq., as amended, dated December 29, 1970, and subsequent amendments to that law, or State Standards that have been found to be at least as effective as the Federal Standards.

Apprentices will be taught that accident prevention is very largely a matter of education, vigilance, and cooperation and that they should strive at all times to conduct themselves in their work to ensure their own safety and that of their fellow workers.

SECTION XVI - SUPERVISION OF APPRENTICES – Title 29 CFR 29.5(b)(14)

Apprentices will be under the direct supervision of the supervising journey worker to whom they are assigned. The supervisor of apprentice(s) designated by the employer will be responsible for the apprentice's work assignments and will ensure the apprentice is working under the supervision of a skilled journey worker, evaluation of work performance, and completion and submittal of

progress reports to the JATC. While on the job-site, it shall be the responsibility of the employer to provide the apprentice a safe and healthful workplace and conditions of employment, and work assignments that the apprentice can safely perform.

No apprentice will be allowed to work without direct journey worker supervision.

SECTION XVII - RECORDS AND EXAMINATIONS – Title 29 CFR 29.5(b)(6)

Each apprentice may be responsible for maintaining a record of his/her work experience/training on-the-job and in related instruction and for having this record verified by his/her supervisor. Each apprentice must submit a record of his/her work experience/training on-the-job to the JATC every time the apprentice attends training. The apprentice will authorize an effective release of their completed related instruction records from the local school authorities to the JATC. The record cards and all data, written records of progress evaluations, corrective and final actions pertaining to the apprenticeship, will be maintained by and will be the property of the JATC. This record will be included in each apprentice's record file maintained by the JATC.

Before each period of advancement, or at any other time when conditions warrant, the JATC will evaluate the apprentice's record to determine whether he/she has made satisfactory progress. If an apprentice's related instruction or on-the-job progress is found to be unsatisfactory, the JATC may determine whether the apprentice will continue in a probationary status, or require the apprentice to repeat a process or series of processes before advancing to the next wage classification. In such cases, the JATC will initiate a performance improvement plan with the apprentice.

Should it be found that the apprentice does not have the ability or desire to continue the training to become a journey worker, the JATC will, after the apprentice has been given adequate assistance and opportunity for corrective action, terminate the Apprenticeship Agreement.

SECTION XVIII - MAINTENANCE OF RECORDS – Title 29 CFR 29.5(b)(23)

The JATC will maintain for a period of five (5) years from the date of last action, all records relating to apprentice applications (whether selected or not), the employment and training of apprentices, and any other information relevant to the operation of the program. This includes, but is not limited to, records on the recruitment, application and selection of apprentices, and records on the apprentice's job assignments, promotions, demotions, layoffs, terminations, rate of pay, or other forms of compensation, hours of work and training, evaluations, and other relevant data. The records will permit identification of minority and female (minority and non-minority) participants. These records will be made available on request to the Registration Agency.

SECTION XIX. - CERTIFICATE OF COMPLETION OF APPRENTICESHIP – Title 29 CFR 29.5(b)(15)

Upon satisfactory completion of the requirements of the apprenticeship program as established in these Standards, the JATC will so certify in writing to the Registration Agency and request that a Certificate of Completion of Apprenticeship be awarded to the completing apprentice(s). Such requests will be accompanied by the appropriate documentation for both the OJL and the related instruction as may be required by the Registration Agency.

A Training Verification Card may be issued by the Carpenters International Fund to those registered apprentices that the JATC has certified in writing to the Registration Agency that the apprentice has successfully met the requirements to receive a training verification card.

Certificate of Training - A Certificate of Training may be issued by the U.S. Department of Labor's Office of Apprenticeship Administrator to those registered apprentices that the JATC has certified in writing to the Registration Agency that the apprentice has successfully met the requirements to receive an interim credential.

SECTION XX - NOTICE TO REGISTRATION AGENCY – Title 29 CFR 29.3(2)(d) and (e) and 29.5(b)(19)

The Registration Agency will be notified within forty-five (45) days of the following events:

- A. all new apprentices to be registered under an apprenticeship program registered by a Registration Agency.
- B. credit granted to, suspensions for any reason, and reinstatements of an apprentice.
- C. persons who have successfully completed apprenticeship program.
- D. modifications, cancellations, and terminations of Apprenticeship Agreements and a statement of the reason therefore.

SECTION XXI - CANCELLATION AND DEREGISTRATION – Title 29 CFR 29.5(b)(18) and 29.8(a)(2)

These Standards will, upon adoption by the JATC be submitted to the Registration Agency for approval. Such approval will be acquired before implementation of the program.

Five Rivers Carpenters JATC reserves the right to discontinue at any time the apprenticeship program set forth herein. The Registration Agency will be notified promptly in writing of any decision to cancel the program.

Deregistration of these Standards may be initiated by the Registration Agency for failure of the JATC to abide by the provisions herein. Such deregistration will be in accordance with the Registration Agency's regulations and procedures.

Within fifteen (15) days of cancellation of the apprenticeship program (whether voluntary or involuntary), the JATC will notify each apprentice of the cancellation and the effect of same. This notification will conform to the requirements of Title 29, CFR part 29.8.

SECTION XXII - AMENDMENTS OR MODIFICATIONS – Title 29 CFR 29.5(b)(18)

These Standards may be amended or modified at any time by joint agreement of the board of trustees of the **Five Rivers Carpenters JATC** provided that no amendment or modification adopted will alter any Apprenticeship Agreement in force at the time without the consent of all parties. Such amendment or modification will be submitted promptly to the JATC for approval and will then be submitted promptly to the Registration Agency for approval and registration prior to being placed in effect. A copy of each amendment or modification adopted will be furnished to each apprentice to whom the amendment or modification applies.

SECTION XXIII - ADJUSTING DIFFERENCES/COMPLAINT PROCEDURE – Title 29 CFR 29.5(b)(22), 29.7(k) and 30.11

The JATC will have full authority to supervise the enforcement of these Standards. Its decision will be final and binding on the employer, the sponsor, and the apprentice, unless otherwise noted below.

If an applicant or an apprentice believes an issue exists that adversely affects his/her participation in the apprenticeship program or violates the provisions of the Apprenticeship Agreement or Standards, relief may be sought through one or more of the following avenues, based on the nature of the issue:

Title 29 CFR 29.7(k)

For issues regarding wages, hours, working conditions, and other issues covered by the CBA, apprentices may seek resolution through the applicable Grievance and Arbitration procedures contained in the Articles of the CBA.

The JATC will hear and resolve all complaints of violations concerning the Apprenticeship Agreement and the registered Apprenticeship Standards, for which written notification is received within fifteen (15) days of violations. The JATC will make such rulings as it deems necessary in each individual case and within thirty (30) days of receiving the written notification. Either party to the Apprenticeship Agreement may consult with the Registration Agency for an interpretation of any provision of these Standards over which differences occur. The name and address of the appropriate authority to receive, process and make disposition of complaints is: The Board of Trustees of the Five Rivers Carpenters JATC, 350 Waconia Ct. SW, Cedar Rapids, IA 52404.

Complaints which cannot be resolved locally may be submitted by an apprentice or his/her representative to the Registration Agency. The complaint must be in writing and signed by the complainant or representative and submitted within sixty (60) days of the final decision. The Registration Agency shall render its opinion within ninety (90) days after receipt of the complaint.

Title 29 CFR 30.11

The apprenticeship program has in place a Discrimination/Harassment Policy to be followed to report any incidents to the program if an apprentice feels he/she has been harassed or discriminated against. The apprenticeship program will investigate any allegation of discrimination/harassment immediately and thoroughly and take action, as needed.

If the above investigation and action of the Fund did not remedy the situation, any apprentice or applicant for apprenticeship who believes that he/she has been discriminated against on the basis of race, color, religion, national origin, sex (including pregnancy or gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older or other classification protected under State and Federal law with regard to apprenticeship or that the equal opportunity standards with respect to his/her selection have not been followed in the operation of an apprenticeship program, may personally or through an authorized representative, file a complaint with the Registration Agency.

The complaint will be in writing and will be signed by the complainant. It must include the name, address, and telephone number of the person allegedly discriminated against, the Program Sponsor involved, and a brief description of the circumstances of the failure to apply equal opportunity standards.

The complaint must be filed not later than three hundred (300) days from the date of the alleged discrimination or specified failure to follow the equal opportunity standards. The time may be extended by the Registration Agency for good cause shown.

Complaints of discrimination in the apprenticeship program may be filed and processed under Title 29, CFR part 30, and the procedures as set forth above.

The JATC will provide written notice of its complaint procedure to all applicants for apprenticeship and all apprentices.

SECTION XXIV. - COLLECTIVE BARGAINING AGREEMENTS - Title 29 CFR 29.11

Nothing in this part or in any apprenticeship agreement will operate to invalidate:

- Any apprenticeship provision in any collective bargaining agreement between employers and employees establishing higher apprenticeship standards;
- Or any special provision for veterans, minority persons, or women in the standards, apprentice qualifications or operation of the program, or in the apprenticeship agreement, which is not otherwise prohibited by law, Executive Order, or authorized regulation.

SECTION XXV - TRANSFER OF AN APPRENTICE AND TRAINING OBLIGATION –
Title 29 CFR 29.5(13)

The transfer of an apprentice between apprenticeship programs and within an apprenticeship program must be based on agreement between the apprentice and the affected apprenticeship committee or Program Sponsors, and must comply with the following requirements:

- A. The transferring apprentice must be provided a transcript of related instruction and on-the-job learning by the committee or program sponsor;
- B. Transfer must be to the same occupation;
- C. A new apprenticeship agreement must be executed when the transfer occurs between the program sponsors.

If the Program Sponsor is unable to fulfill his/her training obligation due to lack of work or failure to conform to these Standards, the Program Sponsor will make every effort to refer the apprentice with his/her consent to another employer, Registration Agency or One Stop for placement into another registered apprenticeship program. This will provide the apprentice an opportunity for continuous employment and completion of their apprenticeship program. The apprentice must receive credit from the new employer for the training already satisfactorily completed.

SECTION XXVI - RESPONSIBILITIES OF THE APPRENTICE

Apprentices, having read these Standards formulated by the JATC and signed an Apprenticeship Agreement with the JATC agree to all the terms and conditions contained therein and agree to abide by the JATC's rules and policies, including any amendments, serve such time, perform such manual training, and study such subjects as the JATC may deem necessary to become a skilled commercial carpenter, general carpenter, residential carpenter, heavy highway/piledriver, interior systems, floor covering mechanic or cabinetmaker.

In signing the Apprenticeship Agreement, apprentices assume the following responsibilities and obligations under the apprenticeship program:

- A. Perform diligently and faithfully the work of the occupation and other pertinent duties assigned by the JATC and the employer in accordance with the provisions of these Standards.
- B. Respect the property of the employer and abide by the working rules and regulations of the employer, union and the JATC.
- C. Attend and satisfactorily complete the required hours in the OJL and in related instruction in subjects related to the occupation as provided under these Standards.
- D. Maintain and make available such records of work experience and training received on-the-job and in related instruction as may be required by the Sponsor.

- E. Develop and practice safe working habits and work in such a manner as to assure his/her personal safety and that of fellow workers.
- F. Work for the employer to whom the apprentice is assigned for the completion of apprenticeship, unless reassigned to another employer or the Apprenticeship Agreement is terminated by the JATC.

SECTION XXVII - TECHNICAL ASSISTANCE

Technical Assistance such as that from the U.S. Department of Labor, Office of Apprenticeship, State Apprenticeship Agencies, and vocational schools—may be requested to advise the JATC.

The JATC is encouraged to invite representatives from industry, education, business, private and/or public agencies to provide consultation and advice for the successful operation of their training program.

SECTION XXVIII - OFFICIAL ADOPTION OF APPRENTICESHIP STANDARDS:

The FIVE RIVERS CARPENTERS DISTRICT COUNCIL EDUCATIONAL TRUST aka FIVE RIVERS CARPENTERS JATC hereby adopts these Standards of Apprenticeship on this 20th Day of February 2020.


Signature of Management

DAVID UNZEITIG
Printed Name


Signature of Labor

Royce S. Peterson
Printed Name


Signature of Management

Douglas White
Printed Name


Signature of Labor

Derek Duehr
Printed Name

Signature of Registration Agency

Printed Name

Signature of NJATC

Printed Name

Sponsor(s) may designate the appropriate person(s) to sign the Standards on their behalf.