STANDARDS OF APPRENTICESHIP
Adopted by

BLUE MOUNTAIN TATC
(sponsor)

Skilled Occupational Objective(s):	SIC #	SOC #	SYMBOL	SUFFIX	TERM
Plumber	1711	47-2152	0432	000	7,700 hours

MA#	6011	SOC Title	Plumber, Pipefitter and Steamfitters	License	Journeyman Plumber Certificate of Competency

APPROVED BY THE
Oregon State Apprenticeship and Training Council
REGISTERED WITH THE
Apprenticeship and Training Division
Oregon State Bureau Labor and Industries
800 NE Oregon Street
Portland, Oregon 97232

APPROVAL:

June 21, 1994
Initial Approval

By: **BRAD AVAKIAN**
Chairman of Council

December 17, 2015
Revised

By: **STEPHEN SIMMS**
Secretary of Council

December 19, 2013
Committee Amended

APPRENTICESHIP STANDARDS

The Oregon State Apprenticeship and Training Council (OSATC) has the authority to develop, administer, and enforce apprenticeship program standards (Standards) for the operation and success of an apprenticeship or on-the-job-training program in the State of Oregon. Apprenticeship programs and committees function to administer, exercise or relinquish authority only with the consent of the OSATC and only apprentices registered with or recognized by the Oregon State Bureau of Labor and Industries (BOLI), Apprenticeship and Training Division (ATD) will be recognized by the OSATC. Parties signatory to these apprenticeship standards declare that their purpose and policy is to establish and sponsor an organized system of registered apprenticeship and training education.

These Standards are in conformity with and are to be used in conjunction with the Apprenticeship Rules, Chapter 839-011 OAR (Oregon Administrative Rules); Apprenticeship and Training Statutes, Chapter 660 ORS (Oregon Revised Statute); The National Apprenticeship Act, 29 U.S.C. (United States Code) 50; Apprenticeship Programs, Title 29 Part 29 CFR (Code of Federal Regulations); and Equal Employment Opportunity in Apprenticeship and Training, Title 29 Part 30 CFR which collectively govern the employment and training in apprenticeable occupations. They are part of the apprenticeship agreement and bind all signers to compliance with all provisions of registered apprenticeship.

If approved by the council, such amendment(s) and such changes as adopted by the council shall be binding to all parties on the first day of the month following such approval. Sponsors shall notify apprentices and training agents of changes as they are adopted by the council. If and when any part of these Standards becomes illegal, as it pertains to federal and/or state law, that part and that part alone will become inoperative and null and void, and the Bureau of Labor and Industries (BOLI) may recommend language that will conform to applicable law for adoption by the OSATC. The remainder of the Standards will remain in full force and effect.

See ORS Chapter 660 & OAR 839-011 for the definitions necessary for use with these Standards.

Sections of the standard inside of a border are specific to the individual standard and may be modified by the sponsor by submitting a revised standard for approval by the Oregon State Apprenticeship and Training Council. All other sections of the standard are boilerplate and may only be modified by the Council.

I. <u>GEOGRAPHIC AREA COVERED:</u>

The sponsor only has authority to recognize training agents (employers) that maintain their principal place of business inside of the geographical area covered by these standards. Training agents that maintain their principal place of business outside of the geographical area covered by this standard may only be recognized as traveling training agents when working in geographic area covered by this standard. The Sponsor will ensure compliance with the provisions for traveling training agents and of any Reciprocity Agreement recognized by the OSATC. (See ORS 660.137 / OAR 839-011-0260 / OSATC Policy # 16)

The geographic area covered by these standards shall be Baker, Grant, Morrow, Umatilla, Union, Wallowa and Wheeler counties in the State of Oregon.

II. <u>MINIMUM QUALIFICATIONS:</u>

Minimum qualifications must be clearly stated and applied in a nondiscriminatory manner (See ORS 660.126 (1b). Documentation must be provided for all minimum qualifications:

Age:	Applicant must be at least eighteen (18) years of age.
Education:	Applicant shall be a high school graduate or have a GED certificate of Equivalency.
Physical:	None
Testing:	None
Other:	None

Note:	See Section X, #6

III. CONDUCT OF PROGRAM UNDER OREGON EQUAL EMPLOYMENT OPPORTUNITY IN APPRENTICESHIP PLAN (OAR 839-011-0200):

Standards must include the Oregon Equal Employment Opportunity in Apprenticeship and Training Pledge (See OEEOA Section 4)

THE SPONSOR HEREBY ADOPTS:

"The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, sex, color, religion, national origin, age, disability or as otherwise specified by law. The sponsor shall take positive action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by the rules of the Oregon State Apprenticeship and Training Council and Title 29, Part 30 of the Code of Federal Regulations."

Sponsors with five (5) or more apprentices in an apprenticeable occupation must adopt an Equal Employment Opportunity Plan and Selection Procedures and submit the plans for Council approval. (See OAR 839-011-0200 / Sections 5 & 6 of the Oregon Equal Employment Opportunity in Apprenticeship (OEEOA) / Council policy # 23).

A. SELECTION PROCEDURES:
The committee shall select apprentices from a pool of eligible applicants according to the following procedure: (ORS 660.137 (3) / OEEOA section 6)

1. All out of work apprentices in good standing will be offered the opportunity for re-employment prior to new applicants being registered in conformance with the committee's approved initial employment policy.

2. Application Notice and Schedule
   a. The committee will establish a reasonable period of at least 2 weeks for accepting applications for admission to the apprenticeship program.
   b. Public notice of at least 30 days will be given in advance of the earliest date for application. The notice will establish the date, time, and place applications will be accepted, list the minimum qualifications for the program and provide a general description and duties of the occupation.
   c. Application information will be disseminated according to the committee's affirmative action plan.
3. Application Process
   a. Applications will be provided to all interested individuals at a specified central location

within the sponsor's geographical jurisdiction as noted in opening announcement.

b. Prior to receiving an application, each applicant will sign the "Applicant Log" which will identify all applications by a log number that corresponds to the application number.
c. All applications must be returned to the location noted in "2.a." above, on or before the specified deadline; completed applications will be date stamped when received.
d. Individuals must at the time of registration, specify their geographical employment preferences, by County in which a registered training agent exists. The opening announcement shall specify the Counties by name, which is identified in the sponsor's standards.
e. Geographical preference shall be irrevocable while on the eligibility list or until the sponsor re-opens the list and starts a new selection process.

4. Verification of Minimum Qualifications
All applications and supporting documentation will be reviewed for minimum qualifications.

5. Non-qualified Applicants
Applicants who do not meet the minimum qualifications will be notified in writing; notification will include the reason for rejection, the requirements for admission to the eligibility pool and the appeal rights available to the applicant.

6. Pool of Eligibles
a. Qualifying applications will be scored and ranked based on the point system detailed on the attached list. These individuals will then be placed in a pool of eligibles in rank order and retained on the list for a period of 2 years.
b. Individuals may be removed from the pool at an earlier date by their request or following their failure to keep the committee informed of a current address and phone number or by failure to respond to an apprentice job assignment provided through the placement process.
c. Point ties, if any, will be decided by a random drawing which shall be by an impartial person selected by the sponsor but not associated with the administration of the apprenticeship program.

7. Placement Process
a. Unemployed apprentices will be placed prior to selecting new apprentices, according to program policy.
b. Qualified applicants will be placed in order of their rank in the pool of eligibles.
c. Training agents shall have the first opportunity to indenture current employees when they reach the top of the eligibility list.
d. Due to the sponsor's geographic jurisdiction, applicants shall be selected off the eligibility list based on geographical preference (County) in which a registered training agent exists regardless of standing on the list. The highest ranked applicant that has selected the County where the employer is located will be selected.
e. After the sponsor has exhausted their list of eligible applicants, or when it is deemed necessary, may re-open the list and start a new selection process. If a new list is established prior to the expiration of the two (2) year eligibility period, eligible applicants from the existing list shall be slotted into the new list without the necessity of reapplying. All applicant eligibility shall expire, regardless of any other condition, 2 years after being placed on a list.
f. Individuals in the pool of eligibles may refuse one (1) employment referral. This refusal option must occur within the 24 hour period of being notified of the available position. The employment notice shall be sent by US Mail, Certified with a Return Receipt Requested. A second (2) refusal shall cause the applicant to be removed from the pool of eligibles.
g. Employers (Training Agents) must notify the sponsor of any employment offer made to an applicant referred to them from the pool of eligibles. The notice must be made within the business day the offer was made and submitted by phone, fax or letter.

EXCEPTIONS:

2. EXPERIENCED APPRENTICE
   Experienced apprentices who under this exception gained legal experience of at least 1,000 hours on-the-job and 72 hours of related instruction in a registered Plumber program, during the preceding 4 years, shall be permitted to enter this program, as far as practical, and pick up their training where they left off instead of entering as beginning apprentices. They must provide documentation meeting the current minimum qualifications and may have not been terminated from an apprenticeship program during the previous 12 months for cause and be in good standing with no disciplinary action pending with their previous committee. The applicant will be placed at the bottom of the out of work list.

3. NEW TRAINING AGENT
   If an employer has not participated in the training of an apprentice under ORS Chapter 660 for at least two years prior to seeking entry or re-entry into the apprenticeship program, the employer may select as his/her initial apprentices, without going to the pool, those bona fide employees who have been on his/her payroll for at least three months and 400 hours of paid employment prior to the employer's application for an apprentice and who meet the minimum qualifications for entry into the trade or craft. Once the initial selection of apprentices has been made, the employer is thereafter restricted to a selection from applicants in the pool of eligibles established by the sponsor that has jurisdiction in this area.

10. SMALL EMPLOYER EXCEPTION
    a. Provided that the use of this exception will not result in an adverse impact on apprenticeship opportunities based on an individual's protected class status, a family member, as defined below, who meets the minimum requirements for entry into the apprenticeship program, may be directly indentured by the committee and placed with a family business as defined herein, subject to the consent of the applicant, so long as the addition of the apprentice would result in no more than three individuals being employed by the training agent in the occupation (Employed as applied in this exception is understood to mean all individuals working in the occupation). Training agents using this exception may not employ more than one apprentice at any time.
       1. "Family business" means a business owned in whole or in part by a parent or grandparent of the applicant and has been in business under the same owners for at least five years.
       2. "Family member" means the son, daughter, grandchild, or spouse of the family business owner and does not include minor children placed in the care of foster care parents certified by the Department of Human Services.

B. <u>EQUAL EMPLOYMENT OPPORTUNITY PLAN</u>:

1. A sponsor's commitment to equal opportunity in recruitment, selection, employment and training of apprentices shall include the adoption of a written affirmative action plan. (See OAR 839-011-0200 / OEEOA sections 5 a, b and c)

2. In addition the sponsor will set forth the specific steps that it will take under this plan, review and update the specific steps that it will take to implement the plan at least yearly and submit the updated steps to the Apprenticeship and Training Division (ATD) for review and approval. (OEEOA section 5 & 8)

3. Numerical goals and timetables for the selection of minority and female apprentices shall be included with the sponsor's annual updated steps. (OEEOA section 5 & 8)

4. The sponsor hereby adopts the following activities in order to enable it to meet its affirmative action obligations.

5.

1: DISSEMINATE INFORMATION

Dissemination of information concerning the nature of apprenticeship, requirements for admission to apprenticeship, availability of apprenticeship opportunities, sources of apprenticeship application, and the equal opportunity policy of the sponsor. For programs accepting applications only at specified intervals, such information shall be disseminated at least 30 days in advance of the earliest date for application at each interval. For programs customarily receiving applications throughout the year, such information shall be regularly disseminated but not less than semiannually. Such information shall be given to Council, local schools, employment offices, women's centers, outreach programs and organizations that can effectively reach women and minorities, and shall be published in newspapers circulated in the minority community and among women, as well as the general areas in which the sponsor operates.

3: PREPARE STUDENTS FOR ENTRY INTO APPRENTICESHIP

Cooperate with local schools and vocational education systems to develop programs for preparing students to meet the standards and criteria required to qualify for entry into apprenticeship programs.

5: OUTREACH

Engage in outreach programs for the positive recruitment and preparation of potential applicants for apprenticeship. The committee will identify other apprenticeship program sponsors and community organizations with whom they may collaborate. The sponsor will seek out and support programs to prepare and encourage women to enter traditionally male occupations.

8: GRANT ADVANCED STANDING OR CREDIT EQUALLY FOR ALL APPLICANTS

Grant advanced standing or credit on the basis of previously acquired experience, training skills, or aptitude for all applicants equally.

C. <u>DISCRIMINATION COMPLAINTS</u>:

1. Any apprentice or applicant for apprenticeship who believes they have been discriminated against with regards to apprenticeship by the committee may file a complaint. (See OAR 839-011-0200 / OEEOA Section 11)

2. The basis of the complaint may be:

   a. Discrimination on the basis of race, sex, color, religion, national origin, age, disability or as otherwise specified by law by a sponsor or a sponsor's program

   b. The equal employment opportunity plan has not been followed; or

c. The sponsor's equal employment opportunity plan does not comply with the requirements of the Oregon Equal Employment Opportunity in Apprenticeship Plan.

3. Any such complaint must be filed with the Director of the Apprenticeship and Training Division (Secretary of the OSATC) in writing within 180 days of the alleged illegal discrimination or specified failure to follow the equal opportunity requirements.

4. The written complaint must include the name, address and telephone number of the person allegedly discriminated against, the sponsor involved and a description of the circumstances of the complaint.

5. For complaints dealing with program operations see section X of this document.

IV. TERM of APPRENTICESHIP:

1. The term of apprenticeship will not be less than 2,000 hours of work experience in the apprenticeable occupation identified in this Standard. (See ORS 660.126 (d))

2. The term of apprenticeship must be stated in hours unless otherwise required by a collective bargaining agreement, civil service or other governing regulation. (See ORS 660.126)

3. The sponsor may accelerate, by an evaluation process, the advancement of apprentices who demonstrate abilities and mastery of the occupation to the level for which they are qualified. (See ORS 660.137 (4))

4. When the apprentice is granted advanced standing, the employer must pay the apprentice at the appropriate wage per the wage progression schedule specified in these standards. (See ORS 660.142)

   NOTE: In licensed occupations the apprentice must complete the minimum hours of documented legal experience.

   The term of apprenticeship shall be 7,700 hours of employment.

V. INITIAL PROBATIONARY PERIOD:

1. All apprentices are subject to an initial probationary period, stated in hours of employment during this time; an apprenticeship agreement may be terminated without cause. It is the period following the effective date of the apprentice's current registration into the program and during which the apprentice's appeal rights are restricted. (See ORS 660.126 (1g)

2. The initial probationary period must be reasonable in relationship to the full term of the apprenticeship unless otherwise required by Civil Service, CBA or law. It cannot exceed one year (12 months) or 25 percent of the length of the program, whichever is shorter. (See ORS 660.126 (1g))

3. During the initial probationary period either party to the agreement may terminate the apprenticeship agreement upon written notice to the Apprenticeship and Training Division of the Oregon Bureau of Labor and Industries. (See ORS 660.126 (1g) & ORS 660.060 (6))

4. An appeal process is available to apprentices who have completed the initial probationary period. (See ORS 660.060 (6) & (7) and section X of this standard)

   The probationary period shall be the first 1,000 OJT hours of employment and concurrent related classroom instruction, or one year after the current registration to this standard, whichever is shorter. (See ORS 660.126 (g))

VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS:

1. There shall be a maximum numeric ratio of apprentices to journey-level workers consistent with proper supervision, training, safety and continuity of employment. (See ORS 660.126 (1f))

2. The ratio shall be specifically and clearly stated as to its application to the job site, workforce, department, shift, plant or combination therein. (See ORS 660.126 (1f))

3. The Sponsor will assure that apprentices are under the supervision of competent and qualified journey-level workers on the job who are responsible for the work being performed, to ensure safety and training in all phases of the work. (See ORS 660.126 (1f), OAR 839-011-0140 (2g), OAR 839-011-0360)

   The ratio of apprentices to journey-level worker shall not be more than one (1) apprentice to the first one licensed plumber in full employment, for the first two apprentices on the job and in the shop in order to assure adequate training and supervision. Additional apprentices are authorized at a ratio of one (1) apprentice for each three additional licensed plumbers. Shop is defined as the training agent's workforce (See ORS 660.126 (f))

VII. APPRENTICE WAGES and WAGE PROGRESSION:

1. The apprentice shall be paid according to a progressively increasing schedule of wage based on specified percentages of the average journey-level wage consistent with skills acquired. (See ORS 660.126 (1h))

2. Wage progressions shall be indicated in hourly or monthly periods (the registration agency recommends the use of hour periods) set by the Sponsor. (See ORS 660.126 (h))

3. The entry wage will not be less than the federal or state minimum wage rate, whichever is higher. (See ORS 660.142 (4))

4. The wage listed in this standard at all periods establishes a minimum and a higher wage may be required by other applicable federal law, state law, respective regulations, or by a collective bargaining agreement. (See ORS 660.126 (1h), ORS 660.137 (6), ORS 660.142 & OAR 839-011-140 (2f))

5. The sponsor must re-determine the average journey-level wage at least annually and submit the new average journey wage to the Director of the Apprenticeship and Training Division with a statement explaining how such determination was made and the effective date of the new average journey wage. (See ORS 660.137 (6))

6. Upon approval by the Director, the Division will notify all training agents and apprentices of the new wage. (See ORS 660.142 (2))

   The average wage for those journey-level workers employed by the participating employers in this occupation on **October 1, 2015** is $ **25.28** per **hour** .

Period	Number of required hours	% of the journey level rate
1st	1,000 and concurrent related instruction	40
2nd	1,000 and concurrent related instruction	50
3rd	1,000 and concurrent related instruction	55
4th	1,000 and concurrent related instruction	60
5th	1,000 and concurrent related instruction	65
6th	1,000 and concurrent related instruction	70
7th	1,000 and concurrent related instruction	75
8th	700 and concurrent related instruction	80

VIII. WORK PROCESSES:

1. The apprentice shall receive the necessary instruction and experience to become a journey-level worker versed in the theory and practice of the occupation. (See ORS 660.155 / ORS 660.157 / OAR 839-011-0360)

2. The following is a condensed schedule of work experience that every apprentice shall follow as closely as conditions will permit. (See ORS 660.126 (1c) OAR 839-011-0360; OAR 839-011-0140)

   NOTE: In licensed occupations apprentices must complete the minimum required total hours prior to being referred to the license examination.

Work processes	Approximate hours
a. Sewerage: Sanitary and Storm piping, Disposal	750
b. Drainage, Waste and Vent Piping (DWV)	2,400
c. Soldering, Brazing, Welding	500
d. Water: Supply, Services, Mains, Appurtenances	2,200
e. Fixtures, Appliances, Trim and Support	1,350
f. Miscellaneous Plumbing, Piping, Repair and Maintenance	400
g. Gas piping, equipment, appliances	100
TOTAL	7,700

NOTE: The committee realizes that the completion of 7,700 hours of on-the-job training is the ideal, but recognizes that most apprentices will not be able to fulfill the total amount of hours specified in every work process as set forth in this standard. When an apprentice is unable to fulfill the total work hours in each work process the committee will evaluate the apprentice's knowledge, skills and abilities and provide appropriate additional related instruction to assure that competency is acquired in each work process. The evaluation and summary of the additional instruction will be noted in the apprentice's file.

IX. RELATED/SUPPLEMENTAL INSTRUCTION:

a. The apprentice must attend related/supplemental instruction for at least 144 hours per year unless otherwise stated in this standard. Time spent in related/supplemental instruction will not be considered as hours of work, and the apprentice is not required to be paid for time so spent. (See ORS 660.126 (1e))

b. The Committee must provide for instruction of the apprentice during the related/supplemental instruction in safe and healthful work practices in compliance with the Oregon OSHA regulations and applicable federal and/or state regulations. (See ORS 660.137)

c. In case of failure on the part of any apprentice to fulfill the related instruction obligation, the sponsor has the authority to withhold the apprentice's periodic wage advancement; or with a reasonable opportunity to remedy deficiencies, suspend, or cancel the Apprenticeship Agreement. (See ORS 660.157 (4))

d. Clock hours of actual attendance by the apprentice in related/supplemental instruction classes at the community college, training trust or other approved training provider shall be documented and tracked by the Committee. (See ORS 660.157 (2a))

e. Related instruction activities must be at the direction of a qualified instructor. (See ORS 660.157 (3))

Methods of related/supplemental training must consist of one or more of the following: (See ORS 660.157)

d. X Community college;

A minimum of 144 hours of related training shall be required during each year the apprentice is registered in the program. (See ORS 660.126 (e))

The following is a summary of related instruction including required class hours in each element of instruction. A committee may establish and submit clear objectives and outcomes in lieu of hours for each class subject. (See ORS 660.157)

All related training classes must be completed with a minimum grade of 'C' for graded classes or 'PASS' for non-graded classes.

Course	Hours

a.	Materials, tool and equipment	30
b.	Mathematics, science	60
c.	Basic First Aid. Safety Regulations: OSHA, State. Obtain a valid basic First Aid and CPR card within the first twelve (12) months of apprenticeship and maintain the validation throughout the duration of the apprenticeship program.	16
d.	Overview of Oregon OSHA safety regulations for Construction: Ladder safety; Lockout/Tagout; Trenching & Shoring; Fall Protection: Hazard Communications; Confined Space Entry	24
e.	Soldering and brazing	30
f.	Welding, gas and arc – general theory	9
g.	Blueprint and drawing training	30
h.	Plumbing laws, rules	30
i.	Plumbing and related codes	144
j.	Drainage (DWV) installation/treatment	60
k.	Water systems, installations/treatment	70
l.	Related trades information	3
m.	Medical gas	20
n.	Service and Repair	30
o.	Gas installation and venting	20
	TOTAL	576

X. <u>ADMINISTRATIVE/DISCIPLINARY PROCEDURES:</u>

See: ORS 660.120 OAR 839-011-0073

1. Local committee rules or policies and any employment requirement such as driver's license, drug test etc. will be located in this section.

2. The committee may include provisions for committee-imposed "disciplinary probation," which is a time assessed when the apprentice's progress is not satisfactory; a "disciplinary probation" may only be used to provide an opportunity for the apprentice to correct deficiencies and cannot affect the apprentice's appeal rights after the initial probation is completed. (See ORS 660.137 (4))

3. During disciplinary probation the committee may withhold periodic wage advancements, suspend or cancel the apprenticeship agreement, or take other disciplinary action. (See ORS 660.137 (4))

4. The apprentice has the right to file an appeal of the committee's disciplinary action with the Director of the Apprenticeship and Training Division. (See Ors 660.137 (4))

5. Complaint and Appeal Procedures:

   a. Each committee shall adopt and submit complaint review procedures for Division approval.

b. All approved committees are expected to administer the program's approved complaint review process in a fair and consistent manner. (See ORS 660.120, ORS 660.060 & OEEOA Section 9)

c. Complaints that involve matters covered by a collective bargaining agreement are not subject to the complaint review procedures in this section. (See ORS 660.126 (2))

d. After the initial probationary period the apprenticeship agreement may be canceled by a written request from the apprentice. (See ORS 660.126 (1g) ORS 660.060 (7))

e. After the initial probationary period the committee may only suspend, cancel or terminate the apprentice agreement for good cause, which includes but is not limited to: failure to report to work, nonattendance at related instruction, failure to submit work progress reports and lack of response to committee citations. (See ORS 660.060 (7))

   i. Due notice and a reasonable opportunity for correction must be provided to the apprentice.

   ii. Upon suspension a written notice must be provided to the apprentice and to the Apprenticeship and Training Division.

   iii. Upon cancellation a written notice must be provided to the apprentice and to the Apprenticeship and Training Division.

f. Each committee shall utilize the following procedures and time lines for disciplinary action (cancellation or termination). Committees may adopt and submit alternate complaint procedures, for Division review and approval, providing the procedures are reasonably expected to offer equal protection to the apprentice. (See ORS 660.060 (8))

   i. At least 22 days prior to potential disciplinary action by a committee
      - The committee must notify the apprentice in writing of alleged reason for the proposed disciplinary action and potential action to be taken if the allegation is substantiated
      - The decisions are effective immediately upon committee action
      - The committee will send written reason(s) for such action to the apprentice by registered or certified mail and will include the appeal rights of the apprentice

   ii. Within 30 days of receipt of committee decision the apprentice may request reconsideration of the action taken by the committee
      - The apprentice’s request for the local committee to reconsider their disciplinary action must be submitted in writing and must include the reason(s) the apprentice believes the committee should reconsider the disciplinary action.

   iii. Within 30 days of apprentice’s request for reconsideration
      - The local committee must provide written notification of their final decision including the appeal rights of the apprentice if the committee upholds its decision on the disciplinary action

g. If the apprentice chooses to pursue the complaint further

   i. Within 30 days of notification of the committee’s final action

- The apprentice must submit the complaint describing in writing the issues associated with the disciplinary action to the Director of the Apprenticeship and Training Division
- The apprentice must describe the controversy and provide any backup information
- The apprentice must also provide this information to the local committee/organization

ii. Within 60 working days the Director of the Apprenticeship and Training Division will complete a review of the record
- If no settlement is agreed upon during review, the Director must issue a non-binding written decision resolving the controversy.

h. If the apprentice or local committee disputes the Director's decision

i. Within 30 days of Director's decision the dissenting party must submit a request for the OSATC to hear its case
- Request must be in writing
- Must specify reasons supporting the request
- Request and supporting documents must be given to all parties
- OSATC Rules and Policy Sub-Committee conducts hearing within 45 days and reports its findings to the next regular quarterly meeting of the OSATC
- The OSATC renders a decision based on the sub-committee's report.

ii. Within 30 days of the OSATC meeting
- The Secretary of the OSATC issues the decision in writing

6. A current valid driver's license may be required for employment

XI. <u>COMMITTEE – RESPONSIBILITIES AND COMPOSITION:</u>
The following is an overview of the requirements associated with administering an apprenticeship committee and/or program. These provisions are to be used in conjunction with the corresponding ORS and/or OAR.

1. The committee is the policymaking and administrative body responsible for the operation and success of this Apprenticeship program.

2. The committee is responsible for the day-to-day operation of the apprenticeship program and must be knowledgeable in the application of Chapter 660 ORS, OAR 839 division 011 and other law and rule as appropriate to the occupation(s).

3. Sponsors must develop policies and procedures for committee operations (ORS 660.060 (8), ORS 660.135, ORS 660.137, OAR 839-011-0170). The committee's specific policies pertaining to the operation of the program are included in this standard. The procedures for the implementation of the approved policies are maintained by the committee. After approval by the division the approved procedures shall be distributed to all apprentices and training agents.

4. Committees must convene meetings at least semi-annually that are attended by a quorum of committee members as defined in the approved Standards. (See ORS 660.137 (4))

a. A quorum for a local joint or trade committee shall consist of at least two (2) members representing the employers and two (2) members representing the employees. (See ORS 660.135 (3), ORS 660.145)

b. Conference call meetings may be conducted in lieu of regular meetings but must not exceed the number of attended meetings during a calendar year and may not authorize disciplinary action of apprentices. (See ORS 660.060 (8))

c. Minutes of all meetings must be submitted to the Apprenticeship and Training Division within 10 working days of the meeting. (See OAR 839-011-0170)

5. Program Operations (ORS 660.135, ORS 660.137, OAR 839-011-0170, OAR 839-011-0200:

a. The Committee will record and maintain records pertaining to the local administration of its Apprenticeship Program and make them available to the OSATC or its representative on request.

i. These records include, but are not limited to
- Selection of applicants
- Administration of the apprenticeship program
- Affirmative action plans
- Documentation necessary to establish a sponsor's good faith effort in implementing its affirmative action plan
- Qualification standards

b. Records required by the Oregon Equal Employment Opportunity in Apprenticeship rules (OAR 839-011-0200) will be maintained for five (5) years; all other records will be maintained for five (5) years after the final action taken by the committee on the apprenticeship agreement.

c. The following must be submitted by all programs through the Apprenticeship Representative assigned to assist the committee:

i. Apprenticeship Registration Agreement – within the first 45 days of employment as an apprentice. (See ORS 660.020, OAR 839-011-0088) (In licensed occupations registration must occur prior to employment in the trade)

ii. Committee Minutes – within 10 working days of the meeting. (See OAR 839-011-0170)

iii. Authorized Training Agent Agreements – within 10 working days of committee action to approve the training agent. (ORS 660.020, OAR 839-011-0162)
- Interim recognition may be authorized by committee policy but may not exceed 45 calendar days.
- Any recognition of a training agent prior to formal action of the committee must be in conformance with the committee’s council approved policy.

iv. Revision of Occupation Standards - as necessary, no later than 45 days prior to OSATC meeting. (See OAR 839-011-0030) (Programs should review their Standards at least annually)

- o Forms are available from the Apprenticeship Representative. If approved by the OSATC, such amendment(s) and such changes as adopted by the OSATC will be binding to all parties on the first day of the month following OSATC approval.

v. Revision of Committee Member Composition as necessary (included in committee minutes). (See OAR 839-011-0074)

vi. Average Journey Level Wage – At least annually or whenever changed (included in minutes and by letter to the Director summarizing how the average wage was determined). (See ORS 660.137 (6), ORS 660.142)

vii. Authorization of Signature - as necessary (See ORS 660.135 (4))

viii. Authorization for issuance of initial license may be granted after the committee is found to be in compliance for operational purposes.

d. Adopt, as necessary or as directed, local program policies and procedures for the administration of the apprenticeship program in compliance with this Standard. (See ORS 660.060 (8), ORS 660.120 (2), OAR 839-011-0073)

i. Policies must be submitted to the OSATC for review and approval.

ii. Procedures must be submitted for Division (ATD) approval and inclusion by reference in this Standard prior to implementation.

6. Apprentice Management:

a. Applicants accepted by the committee, who have documented legal experience creditable to the apprenticeship in the skilled occupation or in some other related capacity, may be granted advanced standing as apprentices. (See OAR 839-011-0088 (3a) Apprentices admitted to advanced standing will be paid the wage rate for the period to which such credit advances them. (In licensed occupations previous credit must be documented legal experience)

b. Each apprentice (and, if under 18 years of age, the parent or guardian) will sign an Apprenticeship Agreement with the Sponsor, who will then register the Agreement, with the Apprenticeship and Training Division of the Bureau of Labor and Industries within the first 45 days of employment as an apprentice. (See ORS 660.020 (1), ORS 660.060, OAR 839-011-0088)

c. The Apprenticeship and Training Division must be provided a copy of the committee minutes approving any change of disposition or modification of the Registration Agreement within 10 working days of the committee meeting. (See OAR 839-011-0170)

i. Requests for disposition or modification of Agreements include: (1) Certificate of completion, (2) Additional credit, (3) Suspension, military service, or other, (4) Reinstatement, (5) Cancellation, (6) Re-rates, (7) Holds, (8) Examination Referral, (9) Corrections, (10) Limited Supervision-electrical, (11) Phased Supervision-plumbing.

d. Rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker. (See ORS 660.137 (2c), OAR 839-011-0265.

e. At least once every six months the sponsor must review and evaluate each apprentice's progress and take action to advance based on the apprentice's progress or hold the apprentice at the same level for a reasonable period and opportunity for corrective action or terminate for continued inadequate progress. (See ORS 660.137 (4))

f. The evidence of such action will be the record of the apprentice's progress on the job and during related/supplemental instruction

   i. If the apprentice's progress is not satisfactory, the committee has the obligation to withhold the apprentice's periodic wage advancements, suspend or cancel the Apprenticeship Agreement, or take other disciplinary action as established under the "Administrative/Disciplinary Procedures".

g. The committee has the obligation and responsibility to provide insofar as possible, reasonably continuous employment for all apprentices in the program. (See ORS 660.126, ORS 660.020)

   i. The committee may arrange to transfer an apprentice from one training agent to another or to another committee when the committee is unable to provide reasonably continuous employment, or they are unable to provide apprentices the diversity of experience necessary for training and experience in the various work processes as stated in this Standard.

   ii. If, for any reason, a layoff of an apprentice occurs, the Apprenticeship Agreement will remain in effect unless canceled by the committee.

h. An apprentice who is unable to perform the on-the-job portion of apprenticeship training may, if the apprentice so requests and the committee approves, participate in related/supplemental instruction classes, subject to the apprentice obtaining and providing written medical approval for such participation. However, time spent will not be applied toward the on-the-job portion of apprenticeship training. (See ORS 660.126 (i))

i. The committee will hear and adjust all complaints of violations of apprenticeship agreements. (See ORS 660.137)

j. Upon successful completion of apprenticeship, as provided in these Standards, and passing any examination that the committee may require, the committee will recommend that the Oregon Commissioner of Labor award a Certificate of Completion of Apprenticeship. (See ORS 660.137, ORS 660.205)

7. Training Agent Management:

   a. Offer training opportunities on an equal basis to all employers and apprentices. (See OAR 839-011-0084)

b. Grant equal treatment and opportunity for all apprentices through reasonable working and training conditions and apply those conditions to all apprentices uniformly. (See OAR 839-011-0200, Council Policy # 13)

c. Provide training at a cost equivalent to that incurred by currently participating employers and apprentices. (See OAR 839-011-0084)

d. An employer shall not be required to sign a collective bargaining agreement or join an association as a condition of participation. (See OAR 839-011-0162)

e. Determine the adequacy of an employer to furnish proper on-the-job training in accordance with the provisions of these Standards. (See ORS 660.137)

f. Require all employers requesting approved training agent status to complete a training agent application and comply with all Oregon State apprenticeship laws and the appropriate apprenticeship Standards. (See ORS 660.137)

g. Submit approved training agent agreements to the Apprenticeship and Training Division within 10 working days of committee approval with a copy of the agreement and/or the list of approved training agents and committee minutes where approval was granted. (See OAR 839-011-0170)

h. Make periodic checks of approved training agents and withdraw approval when approval qualifications are no longer met or when it appears to the committee that the employer is in violation of the terms of the apprenticeship agreement, standards, rules, regulations and policies of the committee or OSATC. (See ORS 660.137)

i. If a committee acts to withdraw training agent status from an employer the action must be recorded in the committee minutes and submitted to the Apprenticeship and Training Division within 10 working days of the committee action. (See OAR 839-011-0170)

8. COUNCIL REQUIRED POLICIES: (See ORS 660.120 - ORS 660.137)

a. Credit for prior experience

Credit for on the job hours and related classroom instruction is granted after successful completion of the "initial probation period" subject to valid documentation of knowledge, skill and abilities of the apprentice.

b. OJT requirements (hours, work processes, rotation/partial rotation, monthly progress reports, timelines, applicable penalties)

All work processes identified in this standard are to be completed prior to being recommended for completion of the program.

All OJT hours shall be recorded on monthly work progress reports, compiled and totaled by each apprentice and submitted to the committee

c. Related training requirements (attendance, grades)

Classes will be scheduled and authorized by the committee. Attendance is required.

d. Complaint procedures

The committee has established and defined specific procedures and expectations including appeal options in an effort to resolve any complaints.

e. Process for the review and evaluation of apprentice progress

Performance reviews based on achievements in knowledge, skills and abilities are scheduled for each regular committee meeting but not less than semi-annually with consideration of special evaluations upon written request.

f. Advancement requirements (re-rates, completions)

Approximately 1,000 hours of OJT and concurrent related instruction are required for each re-rate.

g. Disciplinary process (appearances, holds, cancellations)

All disciplinary procedures and / or actions shall be in written form and provided to appropriate parties. The committee will take progressive corrective action for apprentice and/or employer failure to satisfy program requirements. Apprentices cancelled by this committee will be granted credit for completed OJT and related instruction.

h. Training agent requirements (approval, discipline, removal)

Must provide proof of compliance with laws governing taxes, workers compensation, unemployment benefits, Construction Contractors Board Registration, Licensing and any other requirements adopted by the legislature. Worker's Compensation must be in place before employing the first apprentice and the employer may not lawfully employ an apprentice without prior approval as a training agent.

i. Traveling training agent policy

Approved training agents from other jurisdictions must meet this committee's training agent requirements to be approved as a traveling training agent.

j. Initial employment policy

If applicable, an applicant who has been placed in the ranked pool of eligibles shall be afforded a reasonable opportunity for employment and shall only be removed from the pool in accordance with the committee's published procedures.

k. Placement procedures for out-of-work apprentices

All unemployed apprentices in good standing with the committee will be given the opportunity to be re-employed as soon as possible and prior to indenturing new apprentices.

l. License requirements, including exam referral and completion requirements (for licensed trades only)

Prior to being referred for the Plumber examination, an apprentice must document competency in each work process and in classroom instruction and have a minimum of 7,700 hours of legal work experience

9. OPTIONAL POLICIES

a. When a vacancy occurs, the respective employer or employee members shall elect from their representation a replacement to serve the unfilled term of office consistent with ORS. 660.

b. Only employer committee members may recommend and vote for removal of an employer member, and such action shall be noted in the minutes. Similarly only employee members may recommend and vote on employee member removal.

c. Inactivity: A member who fails to attend three consecutive committee meetings will be deemed inactive.

10. Composition of Committee:

a. Joint apprenticeship and training committees must be composed of an equal number of employee and employer representatives composed of at least four principal members but no more than eight principal members. An alternate member may be appointed for each principal member. A quorum shall consist of at least two employer members and two employee members. (See ORS 660.135; OAR 839-011-0074)

b. Trades apprenticeship and training committees must be composed of an equal number of employee and employer representatives composed of one principal employee and one principal employer member for each occupation covered by the trades committee. An alternate member may be appointed for each principal member. A quorum shall consist of at least two employer members and two employee members. (See ORS 660.145; OAR 839-011-0074)

c. Employee representatives shall not be supervisors as defined by the National Labor Relations Act (as amended). (See OAR 839-011-0074)

d. Employee representatives shall be skilled practitioners of the trade, except;

e. A labor organization which is the recognized bargaining representative may designate elected representatives as employee members. (See ORS 660.135 & OAR 839-011-0074)

f. The committee shall elect a chairperson and a secretary from the committee members. One of the offices must be held by an employer member and one office must be held by an employee member.

g. Committee members or officers may be removed for failure to abide by ORS 660 or the rules and policies of the council or committee. (See OAR 839-011-0078)

The program administered by this committee is a: TATC

(See ORS 660.135) or (ORS660.145)

The employer representatives shall be:
(See attached committee list)

The employee representatives shall be:
(See attached committee list)

XII. SUBCOMMITTEE:
Subcommittee(s) may be approved by the sponsor but may only recommend actions to the parent Committee.

XIII. TRAINING DIRECTOR/COORDINATOR/ADMINISTRATOR/CONTACT PERSON:
The Sponsor may employ a person(s) as a full or part-time Training Coordinator(s)/Training Director(s)/Administrator(s). This person(s) will assume responsibilities and authority for the operation of the program as are specifically delegated by the Sponsor.

Jennifer Hills, Administrator
BMCC
PO Box 100
Pendleton OR 97801

Tel: 541-278-5854

APPLICATION POINT SYSTEM

Qualifying applications will be reviewed and scored according to the following point system. Points will not be given unless the applicant provides written documentation (letters from employers on company letterhead, DD214, course certificates, school transcripts, etc.).

Education: Maximum: 10 points

High School Diploma	10 points	3.0 or better GPA
High School Diploma	5 points	2.0 to 2.99 GPA
GED score of 2550* or higher (*255 prior to 12-31-01)	5 points	

The classes listed below will be given points based on the following: Maximum: 25 points

The best class term or semester will be used. The same class cannot be counted twice.

**	5 points	A (4.0) grade per semester credit or equivalency
**	3 points	B (3.0) grade per semester credit or equivalency
**	1 point	C (2.0) grade per semester credit or equivalency
**	2 points	P (Passing) grade with no letter grade or equivalency

Algebra I	Drafting
Algebra II	Blueprint Reading
Geometry	Uniform Plumbing Code
Trigonometry	Plumbing related
Integer Math	Plumbing, Military related 1 point per certificate

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Experience: Maximum: 20 points

*Plumbing Construction Experience	2 points per month – 20 pts maximum
*Construction Experience	1 point per month – 10 pts maximum
*Plumbing Supplier Experience	1 point per month – 10 pts maximum

*Documentation must be on company letterhead or notarized
1 month = 115 hours or more on the job

Trade Schools: Maximum: 15 points
(500 contact hours or more)

Plumbing construction related	5 points per certificate – 15 pts maximum
Construction related courses	5 points per certificate – 20 pts maximum

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PUBLIC SERVICE Maximum: 10 points

Military (Plumbing)	1 point per certification of 500 hours or more
AmeriCorps/Peace Corp training	1 point per certification of 500 hours or more

Valid Drivers License: 20 points

Total Possible: 100 Points