



APPRENTICESHIP PROGRAM STANDARDS
adopted by

AEROSPACE JOINT APPRENTICESHIP COMMITTEE

(sponsor name)

Table with 3 columns: Occupational Objective(s), SOC#, and Term[WAC 296-05-015]. Rows include AIRCRAFT MECHANIC AIRFRAME, CNC PROGRAMMER, INDUSTRIAL MAINTENANCE/AUTOMATION TECHNICIAN, etc.



APPROVED BY
Washington State Apprenticeship and Training Council
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By: MARK RIKER Chair of Council By: CHRIS BOWE Secretary of Council

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INTRODUCTION

This document is an apprenticeship program standard. Apprenticeship program standards govern how an apprenticeship works and have specific requirements. This document will explain the requirements.

The director of the Department of Labor and Industries (L&I) appoints the Washington State Apprenticeship and Training Council (WSATC) to regulate apprenticeship program standards. The director appoints and deputizes an assistant director to be known as the supervisor of apprenticeship who oversees administrative functions through the apprenticeship section at the department.

The WSATC is the sole regulatory body for apprenticeship standards in Washington. It approves, administers, and enforces apprenticeship standards, and recognizes apprentices when either registered with L&I's apprenticeship section, or under the terms and conditions of a reciprocal agreement. WSATC also must approve any changes to apprenticeship program standards.

Apprenticeship programs have sponsors. A sponsor operates an apprenticeship program and declares their purpose and policy herein to establish an organized system of registered apprenticeship education and training. The sponsor recognizes WSATC authority to regulate and will submit a revision request to the WSATC when making changes to an apprenticeship program standard.

Apprenticeships are governed by federal law (29 U.S.C 50), federal regulations (29 CFR Part 29 & 30), state law (49.04 RCW) and administrative rules (WAC 296-05). These standards conform to all of the above and are read together with federal and state laws and rules

Standards are changed with WSATC approval. Changes are binding on apprentices, sponsors, training agents, and anyone else working under an agreement governed by the standards. Sponsors may have to maintain additional information as supplemental to these standards. When a standard is changed, sponsors are required to notify apprentices and training agents. If changes in federal or state law make any part of these standards illegal, the remaining parts are still valid and remain in force. Only the part made illegal by changes in law is invalid. L&I and the WSATC may cooperate to make corrections to the standards if necessary to administer the standards.

Sections of these standards identified as bold "insert text" fields are specific to the individual program standards and may be modified by a Sponsor submitting a revised standard for approval by the WSATC. All other sections of these standards are boilerplate and may only be modified by the WSATC. See WAC 296-05-003 for the definitions necessary for use with these Standards.

Sponsor Introductory Statement (Required):

The aerospace industry, with approximately 1,425 aerospace-related companies, is a significant economic driver in Washington State. Apprenticeship training programs are necessary to maintain and improve skill levels of this workforce and are critical to the

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continued health and growth of this industry. The apprenticeship program will help guarantee high skill levels in this rapidly expanding area of aerospace and advanced manufacturing production. The Production Technician (Youth) and Maintenance/Automation Technician (Youth) occupations provides an entry point for youth into apprenticeship with an opportunity to receive career exploration, knowledge and application of skills in a real-world environment which may lead to family-wage careers and additional educational opportunities. Other apprenticeship programs will be developed as industry needs are identified.

I. GEOGRAPHIC AREA COVERED:

The sponsor must train inside the area covered by these Standards. If the sponsor wants to train outside the area covered by these standards, the sponsor must enter a portability agreement with a sponsor outside the area, and provide evidence of such an agreement for compliance purposes. Portability agreements permit training agents to use apprentices outside the area covered by the standards. Portability agreements are governed by WAC 296-05-009.

The area covered by these Standards shall be the state of Washington, Oregon and Idaho.

Applicants and apprentices please note that, while the State of Washington has no responsibility or authority in the States of Oregon and Idaho, the Aerospace Joint Apprenticeship Committee will apply the same standards and guidelines to apprentices registered in the program while working outside of the State of Washington.

II. MINIMUM QUALIFICATIONS:

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

Age: At least 17 years old. (Exception: 16 for applicants currently enrolled in high school or equivalent credit recovery program).

Education: All occupations unless otherwise noted:

- **High School diploma/equivalent or working toward a high school diploma/equivalent. A two-year Associate's degree will be accepted in lieu of a high school diploma/equivalent.**
- **Production Technician (Youth) and Maintenance/Automation Technician (Youth): enrolled in high school or equivalent credit recovery program**

Physical: Able to perform the physical requirements of the occupation, with or without reasonable accommodation.

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Testing: **Persons entering an apprenticeship must have completed the World of Work Inventory (WOWI) assessment with a minimum score of 27.78 in numerical, 34.95 in verbal or have successfully completed a college math and English class at 90 level or above.**

Exception: Production Technician (Youth) and Maintenance/Automation Technician (Youth) entering the youth apprenticeship program may show successful completion of high school level Algebra and English relating to graduation requirements in place of the WOWI test scores.

Other: N/A

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

Sponsors with five (5) or more apprentices must adopt an Equal Employment Opportunity (EEO) Plan and Selection Procedure (chapter 296-05 WAC and 29 CFR Part 30).

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, sex (including pregnancy and gender identity), sexual orientation, color, religion, national origin, age, genetic information, 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 Washington State Apprenticeship and Training Council and Title 29, Part 30 of the Code of Federal Regulations.

A. Selection Procedures:

The procedures for application to a registered Aerospace Joint Apprenticeship Committee (AJAC) apprenticeship that have been adopted by and are in compliance with the Washington State Apprenticeship and Training Council (WSATC) rules and regulations are as follows:

- 1. Persons desiring to become a registered apprentice under AJAC must first be employed by an employer that is a Registered Training Agent for AJAC. The applicants are to be selected by the individual employers in accordance with customary and established policies. AJAC does not serve as a referral agency, or training agent, for apprenticeship applicants, but may assist employers in finding potential apprentices for their pool of candidates. AJAC strives to increase the numbers of women and minorities in the aerospace and advanced manufacturing trades and encourages employers and Training Agents to hire women and minorities with the goal of developing their skills through apprenticeship.**

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2. **Persons selected as apprentices by an Approved Training Agent, and who provide verification of the minimum qualifications, can apply to the Apprenticeship Committee and/or Subcommittee to participate in the apprenticeship program. Applicants will be informed of their rights and responsibilities, under the standards of apprenticeship established for the occupation, and then required to sign an apprenticeship agreement and associated documents.**
3. **Prior to becoming registered training agents for AJAC, employers shall sign an agreement that they will comply with the State of Washington Equal Employment Opportunity Plan. When the agreement, which is furnished by the WSATC, has been executed by the individual employers, AJAC will forward a copy to the Department of Labor and Industries, Apprenticeship Section.**

B. Equal Employment Opportunity Plan:

It is the mission of AJAC that the training of apprentices shall be without discrimination. AJAC is committed to Equal Employment Opportunity (EEO) to all people regardless of race, color, national origin, sex, religion, sexual orientation, disability, veteran status, or as otherwise specified by law.

AJAC will take the following affirmative actions:

1. **Cooperate and counsel with K-12, secondary, vocational, community and technical schools concerning the needs of the industry and how students transition from school to an apprenticeship program.**
2. **Deliver presentations designed to familiarize youth and other interested persons with apprenticeship opportunities.**
3. **Encourage women, minorities, veterans and person with disabilities to meet apprenticeship minimum qualifications by connecting them with training opportunities, classes, employers and agencies that provide support services.**
4. **Promote the Aerospace Joint Apprenticeship Committee (AJAC) through distribution of program literature and on apprenticeship websites.**

C. Discrimination Complaints:

Any apprentice or applicant for apprenticeship who believes they have been discriminated against may file a complaint with the supervisor of apprenticeship (WAC 296-05-443).

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IV. TERM OF APPRENTICESHIP:

The term of apprenticeship for an individual apprentice may be measured through the completion of the industry standard for on-the-job learning (at least two thousand hours) (time-based approach), the attainment of competency (competency-based approach), or a blend of the time-based and competency-based approaches (hybrid approach) [WAC 296-05-015].

- A. The term of the Industrial Manufacturing Technician will be 3,000 hours of reasonably continuous employment.**
- B. The term of the Machinist (aircraft oriented), Machinist, Industrial Maintenance/Automation Technician, and Plastic Process Technician apprenticeship programs will be 8,000 hours of reasonably continuous employment.**
- C. The term of the Tool and Die Maker apprenticeship program will be 10000 hours of reasonably continuous employment.**
- D. The term of apprenticeship of the Aircraft Mechanic Airframe and the CNC Programmer apprenticeship program will be 6,000 hours of reasonably continuous employment.**
- E. The term of the Manufacturing Precision Metal Fabricator apprenticeship programs will be 4000 hours of reasonably continuous employment.**
- F. The term of the Production Technician (Youth) and the Maintenance/Automation Technician (Youth) will be 2,000 hours of reasonably continuous employment.**

The Committee realizes Production Technician (Youth) and Maintenance/Automation Technician (Youth) apprentices may not be able to complete the 2,000 hours of OJT specified in every work process as set forth in this Standard during their high school term and will need to continue employment with an Approved Training Agent after high school to complete the OJT portion of training.

V. INITIAL PROBATIONARY PERIOD:

An initial probationary period applies to all apprentices, unless the apprentice has transferred from another program. During an initial probationary period, an apprentice can be discharged without appeal rights. An initial probationary period is stated in hours or competency steps of employment. The initial probationary period is not reduced by advanced credit or standing. During an initial probationary period, apprentices receive full credit for hours and competency steps toward completion of their apprenticeship.

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Transferred apprentices are not subject to additional initial probationary periods [WAC 296-05-003].

The initial probationary period is [WAC 296-05-015(22)]:

- A. The period following the apprentice's registration into the program. An initial probationary period must not be longer than twenty percent of the term of the entire apprenticeship, or longer than a year from the date the apprenticeship is registered. The WSATC can grant exemptions for longer initial probationary periods if required by law.
- B. The period in which the WSATC or the supervisor of apprenticeship may terminate an apprenticeship agreement at the written request by any affected party. The Sponsor or the apprentice may terminate the agreement without a hearing or stated cause. An appeal process is not available to apprentices during their initial probationary period.
- C.
 - 1. **The Initial Probationary Period for the Industrial Manufacturing Technician is the first 600 hours of employment as an apprentice.**
 - 2. **The Initial Probationary Period for the Manufacturing Precision Metal Fabricator is the first 800 hours of employment as an apprentice.**
 - 3. **The Initial Probationary Period for Aircraft Mechanic Airframe, Industrial Maintenance/Automation Technician, Machinist, Machinist (Aircraft Oriented), Plastic Process Technician, CNC Programmer and Tool and Die Maker is the first 1000 hours of employment as an apprentice.**
 - 4. **The Initial Probationary Period for Production Technician (Youth) and the Maintenance/Automation Technician (Youth) is the first 400 hours of employment as an apprentice.**

VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS:

Supervision is the necessary education, assistance, and control provided by a journey-level employee on the same job site at least seventy-five percent of each working day, unless otherwise approved by the WSATC. Sponsors ensure apprentices are supervised by competent, qualified journey-level employees. Journey level-employees are responsible for the work apprentices perform, in order to promote the safety, health, and education of the apprentice.

- A. The journey-level employee must be of the same apprenticeable occupation as the apprentice they are supervising unless otherwise allowed by the Revised Code of Washington (RCW) or the Washington Administrative Code (WAC) and approved by the WSATC.

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- B. The numeric ratio of apprentices to journey-level employees may not exceed one apprentice per journey-level worker [WAC 296-05-015(5)].
- C. Apprentices will work the same hours as journey-level workers, except when such hours may interfere with related/supplemental instruction.
- D. Any variance to the rules and/or policies stated in this section must be approved by the WSATC.
- E. The ratio must be described in a specific and clear manner, as to the application in terms of job site, work group, department or plant:

The ratio of journey-level worker(s) to apprentice(s) for all occupations covered under these standards will be at least one (1) journey-level worker for every one (1) apprentice per employer workforce.

VII. APPRENTICE WAGES AND WAGE PROGRESSION:

- A. Apprentices must be paid at least Washington’s minimum wage, unless a local ordinance or a collective bargaining agreement require a higher wage. Apprentices must be paid according to a progressively increasing wage scale. The wage scale for apprentices is based on the specified journey-level wage for their occupation. Wage increases are based on hours worked or competencies attained. The sponsor determines wage increases. Sponsors must submit the journey-level wage at least annually or whenever changed to the department as an addendum to these standards. Journey-level wage reports may be submitted on a form provided by the department. Apprentices and others should contact the sponsor or the Department for the most recent Journey-level wage rate
- B. Sponsors can grant advanced standing, and grant a wage increase, when apprentices demonstrate abilities and mastery of their occupation. When advanced standing is granted, the sponsor notifies the employer/training agent of the wage increase the apprenticeship program standard requires.
- C. Wage Progression Schedules

Aircraft Mechanic Airframe

| Step | Hour Range or competency step | Percentage of journey-level wage rate* |
|----------|-------------------------------|--|
| 1 | 0000 – 1000 hours | 60% |
| 2 | 1001 – 2000 hours | 65% |
| 3 | 2001 – 3000 hours | 70% |
| 4 | 3001 – 4000 hours | 75% |
| 5 | 4001 – 5000 hours | 80% |
| 6 | 5001 – 6000 hours | 90% |

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Plus applicable fringe benefits.

CNC Programmer

| Step | Hour Range or competency step | Percentage of journey-level wage rate* |
|------|-------------------------------|--|
| 1 | 0000 – 1000 hours | 70% |
| 2 | 1001 – 2000 hours | 75% |
| 3 | 2001 – 3000 hours | 80% |
| 4 | 3001 – 4000 hours | 85% |
| 5 | 4001 – 5000 hours | 90% |
| 6 | 5001 – 6000 hours | 95% |

Plus applicable fringe benefits.

Industrial Manufacturing Technician

| Step | Hour Range or competency step | Percentage of journey-level wage rate* |
|------|-------------------------------|--|
| 1 | 0000 – 1000 hours | 85% |
| 2 | 1001 – 2000 hours | 90% |
| 3 | 2001 - 3000 hours | 95% |

Plus application fringe benefits.

Machinist (aircraft oriented), Machinist, Industrial Maintenance/Automation Technician, and Plastic Process Technician.

| Step | Hour Range or competency step | Percentage of journey-level wage rate* |
|------|-------------------------------|--|
| 1 | 0000 – 1000 hours | 60% |
| 2 | 1001 – 2000 hours | 65% |
| 3 | 2001 – 3000 hours | 70% |
| 4 | 3001 – 4000 hours | 75% |
| 5 | 4001 – 5000 hours | 80% |
| 6 | 5001 – 6000 hours | 85% |
| 7 | 6001 – 7000 hours | 90% |
| 8 | 7001 – 8000 hours | 95% |

Plus applicable fringe benefits.

Tool and Die Maker

| Step | Hour Range or competency step | Percentage of journey-level wage rate* |
|------|-------------------------------|--|
| 1 | 0000 – 1000 hours | 60% |
| 2 | 1001 – 2000 hours | 65% |
| 3 | 2001 – 3000 hours | 70% |

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| | | |
|-----------|---------------------------|---------------|
| 4 | 3001 – 4000 hours | 75% |
| 5 | 4001 – 5000 hours | 80% |
| 6 | 5001 – 6000 hours | 85% |
| 7 | 6001 – 7000 hours | 90% |
| 8 | 7001 – 8000 hours | 95% |
| 9 | 8001 – 9000 hours | 96.25% |
| 10 | 9001 – 10000 hours | 97.50% |

Plus applicable fringe benefits.

Manufacturing Precision Metal Fabricator

| Step | Hour Range or competency step | Percentage of journey-level wage rate* |
|----------|-------------------------------|--|
| 1 | 0000 - 1000 hours | 60% |
| 2 | 1001 - 2000 hours | 70% |
| 3 | 2001 - 3000 hours | 80% |
| 4 | 3001 - 4000 hours | 90% |

Plus applicable fringe benefits.

Production Technician (Youth) and Maintenance/Automation Technician (Youth)

| Step | Hour Range or competency step | Percentage of journey-level wage rate* |
|----------|-------------------------------|--|
| 1 | 0000 - 1000 hours | 90% |
| 2 | 1001 - 2000 hours | 95% |

Plus applicable fringe benefits.

VIII. WORK PROCESSES:

The apprentice shall receive on the job instruction and work experience as is necessary to become a qualified journey-level worker versed in the theory and practice of the occupation covered by these Standards. The following is a condensed schedule of work experience, which every apprentice shall follow as closely as conditions will permit. The following work process descriptions pertain to the occupation being defined.

| A. <u>Aircraft Mechanic Airframe</u> | <u>Approximate Hours</u> |
|---|---------------------------------|
| 1. Fluid Lines and Fittings..... | 300 |
| 2. Ground Operations and Servicing | 350 |
| 3. Cleaning and Corrosion Control | 250 |
| 4. Maintenance Forms and Records..... | 150 |
| 5. Aircraft Finishes..... | 300 |
| 6. Sheet Metal and Non-Metallic Structures | 1500 |

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| | |
|--|-----|
| 7. Assembly and Rigging | 450 |
| 8. Airframe Inspection..... | 200 |
| 9. Aircraft Landing Gear Systems..... | 350 |
| 10. Hydraulic and Pneumatic Systems..... | 450 |
| 11. Cabin Atmosphere Control Systems | 100 |
| 12. Aircraft Instrument Systems | 200 |
| 13. Communication and Navigation Systems | 250 |
| 14. Aircraft Fuel Systems | 200 |
| 15. Aircraft Electrical Systems | 150 |
| 16. Position and Warning Systems | 200 |
| 17. Ice and Rain Control Systems..... | 200 |
| 18. Fire Protection Systems..... | 200 |
| 19. Aviation Safety/Human Factors | 200 |

Total Hours: 6000

The above schedule of practical work experience is designed as a guide. The Apprentice shall be instructed and trained in all operations and methods customarily used in their trade. Each shop will adhere to as closely as facilities will permit and as approved by the Apprenticeship Committee. Retention of the apprentice on a particular operation beyond the established time should not occur unless there is a definite need for further training in the process. Refer to the apprentice work progress record for additional information related to specific work processes.

B. Industrial Manufacturing Technician

Approximate Hours

| | |
|---|-------|
| 1. Set up production equipment..... | 800 |
| 2. Operate production equipment | 1,000 |
| 3. Quality Assurance, inspection and measurement..... | 600 |
| 4. Interpret technical information | 200 |
| 5. Routine machine maintenance..... | 300 |
| 6. Inventory materials..... | 100 |

Total Hours: 3,000

The above schedule of practical work experience is designed as a guide. The Apprentice shall be instructed and trained in all operations and methods customarily used in their trade. Each shop will adhere to as closely as facilities will permit and as approved by the Apprenticeship Committee. Retention of the apprentice on a particular operation beyond the established time should not occur unless there is a definite need for further training in the process. Refer to the apprentice work progress record for additional information related to specific work processes.

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| <u>C. Machinists:</u> | <u>Approximate Hours</u> |
|---|---------------------------------|
| 1. Drill presses | 480 |
| 2. Turning (Lathes) | 2000 |
| 3. Milling Machine | 1000 |
| 4. Boring mill's | 1000 |
| 5. Bench, assemble and outside job work | 720 |
| 6. Welding and cutting..... | 320 |
| 7. Surface and cylindrical grinding..... | 320 |
| 8. Tool and cutter grinding | 240 |
| 9. Miscellaneous tool crib, broaching and key seating layout, gear cutting, heat treating, shop maintenance, and C-N-C programming and operation..... | 1920 |
| | Total Hours: 8000 |

The above schedule of practical work experience is designed as a guide. The Apprentice shall be instructed and trained in all operations and methods customarily used in their trade. Each shop will adhere to as closely as facilities will permit and as approved by the Apprenticeship Committee. Retention of the apprentice on a particular operation beyond the established time should not occur unless there is a definite need for further training in the process. Refer to the apprentice work progress record for additional information related to specific work processes.

| <u>D. Machinist (Aircraft Oriented)</u> | <u>Approximate Hours</u> |
|--|---------------------------------|
| 1. Machining Basics | 800 |
| Manufacturing primer | (500 within 2 years) |
| Terminology | |
| Various shop tools | |
| Surface grinding | |
| Honing | |
| Drill Presses | |
| Bridgeports | |
| Cranes/rigging | |
| Metal/Band Saws | |
| Health and Safety - All apprentices will be trained on health and safety as it applies to all equipment and shop processes throughout the 8,000 hours of the apprenticeship. | |
| 2. CNC Machining | 2100 |
| Axis and Cartesian Coordinates | (2100 within 2 years) |
| Zero offsets | |

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TLO's and CDC's
M+G programming system
Crash Avoidance
Machine Maintenance (including alignment)

- 3. C-N-C Programming & CAD/CAM300
(250 within 2 years)

- 4. Inspection.....500
Blueprint reading (500 within 2 years)
Mylars
Geometric dimensioning
Inspection tool use
Inspection techniques
Inspection systems
Coordinate Measuring Machine (CMM)

- 5. Materials--metallurgy and successful machining200
Aluminum, 6000, 7000 series
Stainless steels, 15-5, 17-4
Heat Treat/electroplate
4000 series steels
Castings
Forgings
Solids

- 6. Cutting Tool technology300
Milling tools (150 within 2 years)
Wheel Cutters
Drills
Insert Tools
Boring tools
Form Tools
Taps

- 7. Machine Setup Procedures800
Elementary layout (350 within 2 years)
Advanced Layout

- 8. Bench Work.....1000
Assembly (150 within 2 years)
Deburring
Tool & Cutter grinding
External/Internal/Thread/Cylindrical grinding

- 9. Conventional Machining1800
Engine Lathe

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**Milling/Vertical/Horizontal/Jig
Broaching/Keyseat/Gear cutting**

10. Advance Machining, Waterjet, EDM200

Total Hours: 8000

The above schedule of practical work experience is designed as a guide. The Apprentice shall be instructed and trained in all operations and methods customarily used in their trade. Each shop will adhere to as closely as facilities will permit and as approved by the Apprenticeship Committee. Retention of the apprentice on a particular operation beyond the established time should not occur unless there is a definite need for further training in the process. Refer to the apprentice work progress record for additional information related to specific work processes.

E. Industrial Maintenance/Automation Technician: Approximate Hours

| | |
|--|-------------|
| 1. Machine Operation: i.e. drill presses, radial drills portable drills, engine lathes, milling machines, other machines: ironworker, press, key, seater, saws, grinders, welding, brazing and cutting..... | 1000 |
| 2. Installation of machinery and equipment: i.e. mechanical, pneumatic and hydraulic systems, rigging, mounting, cable routing, mechanical alignments, PLCs, robotic equipment and fluid power systems, etc..... | 1000 |
| 3. Maintenance of machinery and equipment: i.e. pneumatics and hydraulics, power transmission, preventative maintenance, component rebuilds, documentation, PLCs, robotic equipment and fluid power systems, etc..... | 2500 |
| 4. Repair of machinery and equipment: i.e. diagnostics, troubleshooting, component replacement, documentation, PLCs, robotic equipment and fluid power systems, etc..... | 2500 |
| 5. Inspection and bench work | 1000 |

Total Hours: 8000

The above schedule of practical work experience is designed as a guide. The Apprentice shall be instructed and trained in all operations and methods customarily used in their trade. Each shop will adhere to as closely as facilities will permit and as approved by the Apprenticeship Committee. Retention of the apprentice on a particular operation beyond the established time should not occur unless there is a definite need for further training in the process. Refer to the apprentice work progress record for additional information

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related to specific work processes. Refer to the apprentice work progress record for additional information related to specific work processes.

| F. <u>Plastic Process Technician:</u> | <u>Approximate Hours</u> |
|--|---------------------------------|
| 1. Mold Setting:..... | 600 |
| 2. Material Handling:..... | 600 |
| 3. Molding Machine Maintenance:..... | 600 |
| 4. Tool Maintenance: | 600 |
| 5. Safety:..... | 100 |
| 6. Quality: | 600 |
| 7. Assembly Equipment Operation: | 120 |
| 8. Process Technology (Molding): | 3780 |
| 9. Process Improvements Techniques:..... | 1000 |
| | Total Hours: 8000 |

The above schedule of practical work experience is designed as a guide. The Apprentice shall be instructed and trained in all operations and methods customarily used in their trade. Each shop will adhere to as closely as facilities will permit and as approved by the Apprenticeship Committee. Retention of the apprentice on a particular operation beyond the established time should not occur unless there is a definite need for further training in the process. Refer to the apprentice work progress record for additional information related to specific work processes.

| G. <u>Tool and Die Makers:</u> | <u>Approximate Hours</u> |
|---|---------------------------------|
| 1. Bench Work..... | 1400 |
| 2. Milling Machine | 1600 |
| 3. Engine lathe | 1000 |
| 4. Grinder (surface, tool) | 1000 |
| 5. Heat Treating | 400 |
| 6. Electric Discharge Mach. OPR. (EDM)..... | 800 |
| 7. Tool Layout and Design | 1000 |
| 8. CNC Programming & Operation | 1200 |
| 9. Jig Borer and Grinder | 200 |

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|-----|-----------------------------------|-----|
| 10. | Drilling machines | 400 |
| 11. | Shop Maintenance and Review | 800 |
| 12. | Tool Steel Welding | 200 |

Total Hours: 10000

The above schedule of practical work experience is designed as a guide. The Apprentice shall be instructed and trained in all operations and methods customarily used in their trade. Each shop will adhere to as closely as facilities will permit and as approved by the Apprenticeship Committee. Retention of the apprentice on a particular operation beyond the established time should not occur unless there is a definite need for further training in the process. Refer to the apprentice work progress record for additional information related to specific work processes.

H. Manufacturing Precision Metal Fabricator Approximate Hours

| | | |
|----|---|------|
| 1. | Bench Work i.e. deburring and finishing, sanding grinding assembly, etc. | 100 |
| 2. | Sheet Metal Shop Basics i.e. welding, soldering, and brazing, layout, safety, shear, hand tools, drill press, saws, hardware insertion, tooling shop math and measuring, machine maintenance..... | 1100 |
| 3. | CNC setup and operations | 800 |
| 4. | Punch Press..... | 500 |
| 5. | Press Brake | 500 |
| 6. | Lasers and cutting technology | 200 |
| 7. | Inspection..... Print Reading GD&T Inspection Tool Use | 400 |
| 8. | Materials and Properties of bending metal | 200 |
| 9. | CAD / CAM | 200 |

Total Hours: 4000

The above schedule of practical work experience is designed as a guide. The Apprentice shall be instructed and trained in all operations and methods customarily used in their trade. Each shop will adhere to as closely as facilities

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will permit and as approved by the Apprenticeship Committee. Retention of the apprentice on a particular operation beyond the established time should not occur unless there is a definite need for further training in the process. Refer to the apprentice work progress record for additional information related to specific work processes.

| <u>I. Production Technician (Youth)</u> | <u>Approximate Hours</u> |
|--|---------------------------------|
| 1. Machining Basics | 500 |
| 2. Machine Setup and Operations Procedures | 250 |
| 3. CNC Setup and Operations..... | 250 |
| 4. Bench Work..... | 500 |
| 5. Inspection Basics | 200 |
| 6. Miscellaneous such as production process, tool crib, broaching and key seating layout and shop maintenance | 300 |
| Total Hours: 2000 | |

The above schedule of practical work experience is designed as a guide. The youth apprentice shall be instructed and trained in all operations and methods customarily used in their trade as allowable by State Law. Each shop will adhere to as closely as facilities will permit and as approved by the Apprenticeship Committee. Retention of the youth apprentice on a particular operation beyond the established time should not occur unless there is a definite need for further training in the process. Refer to the apprentice work progress record for additional information related to specific work processes.

| <u>J. Maintenance/Automation Technician (Youth)</u> | <u>Approximate Hours</u> |
|--|---------------------------------|
| 1. Preventative Maintenance and Repair, Fluid Power Systems..... | 400 |
| 2. Production Machine Operations, PLCs, Robotics, Fluid Power Systems..... | 400 |
| 3. Repair of Production Machinery: PLCs, CNC, Fluid Power Systems, Hydraulics and Robotic Equipment | 200 |
| 4. Maintenance Welding..... | 100 |
| 5. Inspection Basics and Troubleshooting | 100 |
| 6. Internal and External Customer Service..... | 300 |
| 7. Bench Work..... | 500 |
| Total Hours: 2000 | |

The above schedule of practical work experience is designed as a guide. The youth apprentice shall be instructed and trained in all operations and methods customarily used in their trade as allowable by State Law. Each shop will adhere to as closely as facilities will permit and as approved by the

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Apprenticeship Committee. Retention of the youth apprentice on a particular operation beyond the established time should not occur unless there is a definite need for further training in the process. Refer to the apprentice work progress record for additional information related to specific work processes.

Additionally, the following will be adhered to for Production Technician (Youth) and Maintenance/Automation Technician (Youth):

- 1. Safety Training will be provided prior to employment placement which will include OSHA-10 safety training.**
- 2. PPE (Personal Protective Equipment) to protect sight and hearing, and work boots will be provided at no cost to the apprentice before entering the work environment. PPE will be paid for either by the employer or AJAC.**
- 3. AJAC, in coordination with L&I Teen Safety Department, will develop an Employer Facility Safety Checklist prior to apprentice placement.**

K. CNC Programmer

Approximate Hours

| | |
|--|--------------|
| 1. Establish Manufacturing Process..... | 2,100 |
| 2. Develop Tooling..... | 1,050 |
| 3. Create CNC/NC Code..... | 1,500 |
| 4. Verify Numeric Code..... | 550 |
| 5. Develop Set-up Documentation | 300 |
| 6. Manage Manufacturing Data..... | 300 |
| 7. Provide Customer Service..... | 200 |

Total Hours: 6000

The above schedule of practical work experience is designed as a guide. The Apprentice shall be instructed and trained in all operations and methods customary used in their trade. Each shop will adhere to as closely as facilities will permit and as approved by the Apprenticeship Committee. Retention of the apprentice on a particular operation beyond the established time should not occur unless there is a definite need for further training in the process. Refer to the apprentice work progress record for additional information related to specific work processes.

IX. RELATED/SUPPLEMENTAL INSTRUCTION:

The apprentice must attend related/supplemental instruction (RSI). Time spent in RSI shall not be considered as hours of work and the apprentice is not required to be paid.

RSI must be provided in safe and healthy conditions as required by the Washington Industrial Safety and Health Act and applicable federal and state regulations.

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Hours spent in RSI are reported to L&I each quarter. Reports must show which hours are unpaid and supervised by a competent instructor versus all other hours (paid and/or unsupervised) for industrial insurance purposes.

For purposes of coverage under the Industrial Insurance Act, the WSATC is an employer and the apprentice is an employee when an unpaid, supervised apprentice is injured while under the direction of a competent instructor and participating in RSI activities.

If apprentices do not attend required RSI, they may be subject to disciplinary action by the Sponsor.

A. The methods of related/supplemental training must be indicated below (check those that apply):

Supervised field trips

Sponsor approved training seminars (specify)

Would include but are not limited to:

- **OSHA 10**
- **CPR/First Aid**

Sponsor approved online or distance learning courses (specify)

Tooling U, Wisc-Online, etc.

State Community/Technical college

Private Technical/Vocational college

Sponsor Provided (lab/classroom)

Other (specify):

Off-site Contracted Training

B. 144 Minimum RSI hours per year defined per the following [see WAC 296-05-015(6)]:

Twelve-month period from date of registration.*

Defined twelve-month school year: **September** through **August**.

Two-thousand hours of on the job training. – **Production Technician (Youth) and Maintenance/Automation Technician (Youth) only.**

**If no selection is indicated above, the WSATC will define RSI hours per twelve-month period from date of registration.*

C. Additional Information:

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1. Each apprentice must enroll in and attend classes in related instruction as prescribed by the Committee and/or Subcommittee. The apprentice will be responsible for payment for their classes, subject to their employer's tuition reimbursement policy.
2. Adequate safety instruction will be provided, emphasized and reinforced in all aspects of Related Supplemental Instruction even if the syllabus does not explicitly list safety as a topic.
3. To advance to the journey level of their occupation, the apprentice must provide a copy of a valid and current Industrial First Aid and CPR card.
4. Apprentices are responsible for acquiring their own text books, which are required for the class.
5. All AJAC apprentices will be provided with a minimum of 144 hours of RSI per year, up to a total of:

450 hours of RSI over the course of their apprenticeship for Aircraft Mechanic Airframe and CNC Programmer.

300 hours of RSI over the course of their apprenticeship for Industrial Manufacturing Technician.

600 hours of RSI over the course of their apprenticeship for Industrial Maintenance/Automation Technician, Machinist, Machinist (Aircraft Oriented) and Plastic Process Technician apprentices.

400 hours of RSI over the course of their apprenticeship for Manufacturing Precision Metal Fabricator apprentices.

750 hours of RSI over the course of their apprenticeship for Tool and Die Maker.

150 hours of RSI over the course of their apprenticeship for Production Technician (Youth) apprentices.

- Apprentices will take three of the four listed RSI courses. Core courses APM 101 and APM 103 will be provided to all apprentices. Provision of APM 102 or APM 123 will be determined by the equipment available at the high school or skill center.

150 hours of RSI over the course of their apprenticeship for Maintenance/Automation Technician (Youth) apprentices.

- Apprentices will take three of the four listed RSI courses. Core courses IMMA 101 and IMMA 203 will be provided to all apprentices. Provision of IMMA 121 or IMMA 221 will be

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determined by the equipment available at the high school or skill center.

(Variance on RSI approved at 01/15/2015 WSATC meeting)

X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

A. Administrative Procedures:

The Sponsor may include in this section a summary and explanation of administrative actions performed at the request or on the behalf of the apprentice. Such actions may include but are not limited to:

1. Voluntary Suspension: A temporary interruption in progress of an individual's apprenticeship agreement at the request of the apprentice and granted by the Sponsor. The program Sponsor shall review apprentices in suspended status at least once each year to determine if the suspension is still appropriate.
2. Advanced Standing or Credit: The Sponsor may provide advanced standing or credit for demonstrated competency, acquired experience, training or education in or related to the occupation. All Sponsors need to ensure a fair and equitable process is applied to all apprentices seeking advanced standing or credit per WAC 296-05-015(11).
3. Sponsor Procedures:

The terms "AJAC", the "Committee", and "Apprenticeship Committee" all mean Aerospace Joint Apprenticeship Committee. The term "Apprenticeship Coordinator" shall mean the Training Director or designee.

- a. **During the term of apprenticeship, the apprentice shall be given such instruction during RSI and experience during structured OJT to develop the skills and knowledge necessary for advancement on the job and proficiency in their occupation.**
- b. **The Apprenticeship committee may provide certificates for those apprentices who have successfully completed the first 2 years of Aircraft Mechanic Airframe, Machinist (Aircraft Oriented) apprenticeship programs.**
- c. **It is the responsibility of the Aircraft Mechanic Airframe apprentice to get their FAA airframe license. This responsibility includes paying any costs associated with acquiring the license.**
- d. **Apprentices registered while working toward a high school diploma or equivalent must successfully complete within six months of entering the**

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apprenticeship program and provide verification of completion.
Exception: Production Technician (Youth) and Maintenance/Automation Technician (Youth) must maintain enrollment in high school or equivalent credit recovery program.

e. **Credit for Previous Experience or Early Completion:**

An apprentice who has previous industry-related work experience may request credit for previous experience. The apprentice must provide documentation to verify their industry-related experience.

To be considered, the apprentice must compete and submit to AJAC staff the Credit for Previous Experience/Education packet. It is the responsibility of the apprentice to work with AJAC staff to submit their proper paperwork and any additional requested information prior to consideration by the Apprenticeship Committee.

The decision of whether to grant the apprentice credit for previous experience and at what step, or credit for early completion, will be made in a fair and equitable manner by the Apprenticeship Committee and/or Subcommittee.

There is a maximum credit of 25% of the term of apprenticeship.

f. **Credit for Previous Education/Challenge of Curriculum (RSI Only):**

An apprentice who has previous industry-related education may request credit for previous education and/or challenge RSI curriculum. An apprenticeship request for credit for previous education and/or challenge of RSI curriculum cannot exceed 25% of the total RSI program course.

Apprentices are responsible for any associated fees for credit granted for previous education to include tuition fees for credit. Apprentices are responsible for any associated fees for challenging RSI curriculum to include but not limited to cost to proctor exam and associated tuition fees.

To be considered for credit for previous education, apprentices must have successfully completed post-secondary level class(es) in the related subject within the previous five (5) years, have a passing grade of 75% or higher and submit a completed Credit for Previous Experience/Education packet to the AJAC staff.

An apprentice may request to challenge RSI curriculum if they have successfully completed post-secondary level class(es) in a related subject within (5) years prior OR if they have previous work-related industry experience and submit a completed Credit for Previous Experience/Education packet to AJAC staff.

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It is the responsibility of the apprentice to provide documentation verifying their education with AJAC staff and submit any additional requested information prior to consideration by AJAC Committee.

The decision of whether to grant the apprentice credit for previous education will be made in a fair and equitable manner by the Apprenticeship Committee, Subcommittee or Apprenticeship Coordinator/designee for challenge to RSI curriculum (only scores of 75% or higher on the challenge RSI exam will be considered for program credit).

Apprentices who are granted credit for previous education or challenge a course must still complete the required 144 hours of related classroom instruction. If granted, AJAC staff will work with the apprentice to schedule the next AJAC RSI class.

g. Related/Supplemental Instruction:

- 1) All classes start and terminate at a date and time set forth by AJAC.**
- 2) Apprentices who violate any AJAC or school safety and health policies, engage in behavior that disrupts related instruction, or return from break having used alcohol or drugs, may be removed from class and will be reported as soon as possible to the Apprenticeship Coordinator or designee. The Apprenticeship Coordinator or designee will attempt to either resolve the issue immediately or advance the issue to the AJAC Committee.**
- 3) Absences require class time to be made up at a rate of one (1) hour for every one (1) hour missed up to a maximum of twelve (12) hours of missed class time per course.**

An apprentice, who fails to make up hour-for-hour of missed classes or who misses more than twelve (12) hours of class time per course, will be called before the Apprenticeship Committee for disciplinary action.

Special circumstances will be reviewed by the Apprenticeship Coordinator and advanced to the Apprenticeship Committee at the discretion of the Apprenticeship Coordinator.

- 4) Apprentices who receive an incomplete grade must submit all required assignments by the end of the following quarter. Those who**

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fail to do so will be notified to appear before the Apprenticeship Committee for disciplinary action.

h. Failure of Classes

- 1) Apprentices must pass each class with a grade equivalent to at least 75%. The employer of an apprentice who fails to pass a class may receive a written notice of the apprentice's unsatisfactory progress.**
- 2) Apprentices who fail to receive at least 75% in any quarter must arrange, within one (1) week of receiving the failing grade, to meet with the Apprenticeship Coordinator or designee to develop an RSI plan to makeup the course:**

The RSI plan will establish the conditions where by the apprentice will make up the failed classes within a predetermined period of time, not to exceed one year.

- 3) Apprentices who fail to complete a makeup class within the allotted time will be called before the Apprenticeship Committee for disciplinary action.**
- 4) An apprentice who fails to receive at least 75% in any two (2) quarters during his/her apprenticeship will be notified to appear before the Apprenticeship Committee for disciplinary action and to develop an RSI recovery plan.**

i. Hours Reporting:

- 1) Apprentice shall submit monthly work progress hours by the fifteenth (15th) day of the following month. It is the responsibility of the apprentice to enter their hours into the online AJAC Apprentice Tracking System (ATS):**
 - a) Overtime, Sick Leave and Paid Time Off hours do not count toward hours required to complete the program.**
 - b) Apprentices may not submit more than 40 straight time hours per week and no more than 2,080 hours per year, toward the required hours for completion.**
 - c) Apprentices are encouraged to keep a hardcopy record of all work progress reports as a backup to the ATS.**
- 2) If the ATS is not available, then the apprentice must make a copy of the work progress report and submit the original signed work progress report to the AJAC Apprenticeship Services Coordinator by:**

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- (1) US Mail**
 - (2) Fax, or**
 - (3) Email directly to the Apprenticeship Services Coordinator**
- 3) Apprentices who fail to submit their hours on time for two months within a year will be called before the Apprenticeship Coordinator.**
 - 4) Apprentices who fail to submit their hours on time four (4) or more times within a calendar year will be called before the Apprenticeship Committee for possible disciplinary actions, which may include losing the hours for the months that were not reported, hours not being counted towards a step progression or towards the completion of their apprenticeship program, suspension or cancellation of the apprenticeship agreement.**
 - 5) Employers may dispute hours reported that do not match actual hours worked, overtime, Sick Leave or Paid Time Off.**

After employer confirms hours, AJAC may decline hours that exceed 40 straight time hours per week.

Apprentices who fail to correct disputed or declined hours within 30 days may be called before the Apprenticeship Coordinator.

Apprentices who fail to correct disputed or declined hours within 60 days may be called before the Apprenticeship Committee for possible disciplinary actions, which may include losing the hours of the months that were not corrected, hours not being counted towards a step progression or towards the completion of their apprenticeship program, suspension or cancellation of the apprenticeship agreement.

- 6) Apprentices must maintain employment with an Approved Training Agent to remain active in the apprenticeship program. Apprentices who have been separated from their employer, may complete the RSI quarter they are currently enrolled in and receive credit towards completion of that portion of the RSI provided they pass the class.**

Apprentices who fail to obtain employment with an approved Training Agent within six months of separation from employment with an Approved Training Agent, will be cited to appear before the Apprenticeship Committee for disciplinary actions which may include suspension or cancellation of the apprenticeship agreement.

Apprentices placed in suspension may be reactivated in the apprenticeship program at the discretion of the Apprenticeship

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Committee and/or Subcommittee with employer approval of the reactivation

B. Disciplinary Procedures

1. The obligations of the Sponsor when taking disciplinary action are as follows:
 - a. The Sponsor shall be responsible for enacting reasonable policies and procedures and applying them consistently. The Sponsor will inform all apprentices of their rights and responsibilities per these Standards.
 - b. The Sponsor shall notify the apprentice of intent to take disciplinary action and reasons therefore 20 calendar days prior to taking such action. The reason(s) supporting the sponsor's proposed action(s) must be sent in writing to the apprentice.
 - c. The Sponsor must clearly identify the potential outcomes of disciplinary action, which may include but are not limited to discipline, suspension or cancellation of the apprenticeship agreement.
 - d. The decision/action of the Sponsor will become effective immediately.
2. The Sponsor may include in this section requirements and expectations of the apprentices and an explanation of disciplinary actions imposed for noncompliance. The Sponsor has the following disciplinary procedures to adopt:
 - a. Disciplinary Probation: A time assessed when the apprentice's progress is not satisfactory. During this time the Sponsor may withhold periodic wage advancements, suspend or cancel the apprenticeship agreement, or take further disciplinary action. A disciplinary probation may only be assessed after the initial probation is complete.
 - b. Disciplinary Suspension: A temporary interruption in the progress of an individual's apprenticeship agreement. Conditions will include not being allowed to participate in On-the-Job Training (OJT), go to Related Supplemental Instruction (RSI) classes or take part in any activity related to the Apprenticeship Program until such time as the sponsor takes further action. The program sponsor shall review apprentices in such status at least once each year.
 - c. Cancellation: Refers to the termination of an apprenticeship agreement at the request of the apprentice, supervisor, or Sponsor. [WAC 296-05-003].
3. Sponsor Disciplinary Procedures:
 - a. **When violations of these Standards by apprentices and/or employers occur, they will be acted upon by the Apprenticeship Coordinator and/or the Committee and/or Subcommittee as outlined below.**

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- b. The Apprenticeship Coordinator will first and always attempt to resolve problems informally by communicating with all parties concerned.**
- c. If a hearing by the Apprenticeship Committee and/or Subcommittee is required, apprentice notification will be sent by certified mail at least twenty (20) days prior to the hearing and will contain the alleged charges and Standards section(s) violated, and a range of penalties, which may be imposed.**
- d. If an apprentice fails to appear before the committee and/or subcommittee when notified, the committee and/or subcommittee may discipline the apprentice in their absence.**
- e. Following the hearing, the Committee and/or Subcommittee will make its decision based solely upon the most credible evidence submitted at the hearing and reduced to writing.**
- f. Apprentices will be notified in writing of the decision of the Committees and/or Subcommittee by certified mail within ten (10) business days.**

C. Apprentice Complaint Procedures:

1. The apprentice must complete his/her initial probationary period in order to be eligible to file a complaint (WAC 296-05-105).
2. Complaints involving matters covered by a collective bargaining agreement are not subject to the complaint procedures in this section.
3. Complaints regarding non-disciplinary matters must be filed with the program sponsor within 30 calendar days from the date of the last occurrence. Complaints must be in writing.
4. If the apprentice disagrees with the resolution of the complaint or wishes to contest the outcome of a disciplinary action by the program sponsor, the apprentice must file a written request for reconsideration with the program sponsor within 30 calendar days from the date the apprentice received written notice of action by the program sponsor.
5. The program sponsor must reply, in writing, to the request for reconsideration within 30 calendar days from the date the program sponsor receives the request. The program sponsor must send a copy of the written reply to the apprentice within the 30 calendar days.

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6. If the apprentice disagrees with the program sponsor's decision, the apprentice may file an appeal with the Apprenticeship Program, (WAC 296-05-105). If the apprentice does not timely file an appeal, the decision of the program sponsor is final after 30 calendar days from the date the program sponsor mails the decision to the apprentice. See section "D" below.

D. Apprentice Complaint Review/Appeals Procedures:

1. If the apprentice disagrees with the program sponsor's decision, the apprentice must submit a written appeal to L&I's apprenticeship section within 30 calendar days from the date the decision is mailed by the program sponsor. Appeals must describe the subject matter in detail and include a copy of the program sponsor's decision.
2. The L&I apprenticeship section will complete its investigation within 30 business days from the date the appeal is received and attempt to resolve the matter.
3. If the Apprenticeship section is unable to resolve the matter within 30 business days, the Apprenticeship section issues a written decision resolving the appeal.
4. If the apprentice or Sponsor is dissatisfied with L&I's decision, either party may request the WSATC review the decision. Requests for review to the WSATC must be in writing. Requests for review must be filed within 30 calendar days from the date the decision is mailed to the parties.
5. The WSATC will conduct an informal hearing to consider the request for review.
6. The WSATC will issue a written decision resolving the request for review. All parties will receive a copy of the WSATC's written decision.

XI. SPONSOR – RESPONSIBILITIES AND GOVERNING STRUCTURE

The following is an overview of the requirements associated with administering an apprenticeship program. These provisions are to be used with the corresponding RCW and/or WAC. The Sponsor is the policymaking and administrative body responsible for the operation and success of this apprenticeship program. The Sponsor may assign an administrator or a committee to be responsible for day-to-day operations of the apprenticeship program. Administrators and/or committee members must be knowledgeable in the process of apprenticeship and/or the application of chapter 49.04 RCW and chapter 296-05 WAC and these standards. If applicable, Sponsors must develop procedures for:

A. Committee Operations (WAC 296-05-009): (Not applicable for Plant Programs)

Apprenticeship committees must be composed of an equal number of management and non-management representatives from a minimum of four to a maximum of twelve members. Committees must convene meetings at least three times per year

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attended by a quorum of committee members as defined in these approved Standards.

B. Program Operations:

The sponsor will record and maintain records pertaining to the administration of the apprenticeship program and make them available to the WSATC or Department upon request. Records required by WAC 296-05-100 will be maintained for five (5) years; all other records will be maintained for three (3) years. Apprenticeship sponsors will submit required forms/reports to the Department of Labor and Industries through one of the two prescribed methods below:

Sponsors shall submit required forms/reports through assigned state apprenticeship consultant.

Or;

Sponsors shall submit required forms/reports through the Apprentice Registration and Tracking System (ARTS), accessed through Secure Access Washington (SAW).

Paper forms as well as ARTS external access forms are available from the sponsor's assigned apprenticeship consultant or online at:

<http://www.lni.wa.gov/TradesLicensing/Apprenticeship/FormPub/default.asp>.

1. The following is a listing of forms/reports for the administration of apprenticeship programs and the time-frames in which they must be submitted:

- a. Apprenticeship Agreements – within first 30 days of employment
- b. Authorization of Signature forms - as necessary
- c. Approved Training Agent Agreements– within 30 days of sponsor action
- d. Minutes of Apprenticeship Committee Meetings – within 30 days of sponsor approval (not required for Plant program)
- e. Request for Change of Status - Apprenticeship/Training Agreement and Training Agents forms – within 30 days of action by sponsor.
- f. Journey Level Wage Rate – annually, or whenever changed as an addendum to section VII. Apprentice Wages and Wage Progression.
- g. Related Supplemental Instruction (RSI) Hours Reports (Quarterly):
 - 1st quarter: January through March, due by April 10
 - 2nd quarter: April through June, due by July 10
 - 3rd quarter: July through September, due by October 10
 - 4th quarter: October through December, due by January 10
- h. On-the-Job Work Hours Reports (bi-annual)
 - 1st half: January through June, by July 30
 - 2nd half: July through December, by January 31

2. The program sponsor will adopt, as necessary, local program rules or policies to administer the apprenticeship program in compliance with these standards. Requests for revision to these standards of apprenticeship must be submitted 45 calendar days prior to a quarterly WSATC meeting. The Department of Labor and

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Industries, Apprenticeship Section's manager may administratively approve requests for revisions in the following areas of the standards:

- a. Program name
- b. Sponsor's introductory statement
- c. Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
- d. Section VII: Apprentice Wages and Wage Progression
- e. Section IX: Related/Supplemental Instruction
- f. Section XI: Sponsor – Responsibilities and Governing Structure
- g. Section XII: Subcommittees
- h. Section XIII: Training Director/Coordinator

3. The sponsor will utilize competent instructors as defined in WAC 296-05-003 for RSI. Furthermore, the sponsor will ensure each instructor has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide instruction.

C. Management of Apprentices:

1. 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 Department before the apprentice attends RSI classes, or within the first 30 days of employment as an apprentice. For the purposes of industrial insurance coverage and prevailing wage exemption under RCW 39.12.021, the effective date of registration will be the date the agreement is received by the Department.
2. The Sponsor must notify the Department within 30 days of all requests for disposition or modification to apprentice agreements, which may include:
 - a) Certificate of completion
 - b) Additional credit
 - c) Suspension (i.e. military service or other)
 - d) Reinstatement
 - e) Cancellation
 - f) Corrections
 - g) Step Upgrades
 - h) Probation Completion date
 - i) Other (i.e., name changes, address)
 - j) Training Agent Cancellation
3. The Sponsor commits to rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker.
4. The Sponsor shall periodically review and evaluate apprentices before advancement to the apprentice's next wage progression period. The evidence of

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such advancement will be the record of the apprentice's progress on the job and during related/supplemental instruction.

5. The Sponsor has the obligation and responsibility to provide, insofar as possible, reasonably continuous employment for all apprentices in the program. The sponsor may arrange to transfer an apprentice from one training agent to another or to another program when the sponsor 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 these Standards. The new training agent will assume all the terms and conditions of these Standards. If, for any reason, a layoff of an apprentice occurs, the apprenticeship agreement will remain in effect unless canceled by the sponsor.
6. An apprentice who is unable to perform the on-the-job portion of apprenticeship training may, if the apprentice so requests and the sponsor approves, participate in related/supplemental instruction, subject to the apprentice obtaining and providing to the sponsor any requested documentation for such participation. However, time spent will not be applied toward the on-the-job portion of apprenticeship training.
7. The Sponsor shall hear and decide all complaints of violations of apprenticeship agreements.
8. Upon successful completion of apprenticeship, as provided in these Standards, and passing the examination that the sponsor may require, the Sponsor will recommend the WSATC award a Certificate of Completion of Apprenticeship. The Sponsor will make an official presentation to the apprentice who has successfully completed his/her term of apprenticeship.

D. Training Agent Management:

1. The Sponsor shall offer training opportunities for apprentices by ensuring reasonable and equal working and training conditions are applied uniformly to all apprentices. The Sponsor shall provide training at an equivalent cost to that paid by other employers and apprentices participating in the program. The sponsor shall not require an employer to sign a collective bargaining agreement as a condition of participation.
2. The Sponsor must determine whether an employer can adequately furnish proper on the job training to an apprentice in accordance with these Standards. The Sponsor must also require any employer requesting approved training status to complete an approved training agent agreement and to comply with all federal and state apprenticeship laws, and these Standards.
3. The Sponsor will submit training agent agreements to the Department with a copy of the agreement and/or the list of approved training agents within thirty calendar days from the effective date. Additionally, the Sponsor must submit rescinded

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training agent agreements to the Department within thirty calendar days of said action.

E. Committee governance (if applicable): (see WAC 296-05-009)

1. Apprenticeship committees shall elect a chairperson and a secretary who shall be from opposite interest groups, i.e., chairperson-employers; secretary-employees, or vice versa. If the committee does not indicate its definition of quorum, the interpretation will be “50% plus 1” of the approved committee members. The Sponsor must also provide the following information:

a. **Quorum: (Two (2) members of the Committee, one (1) from the employee and one (1) from employer shall be a quorum for the transaction of business. Each party shall have the right to cast the full vote of its membership and it shall be conducted as though all were present and voting.**

b. Program type administered by the committee: **Group Joint**

c. The employer representatives shall be:

**Tim Rabe, Secretary
MTorres America (Pacifica
Engineering, Inc.
905 80th Street SW
Everett, WA 98203**

**Mike Robison
Macnivist Inc.
500 S. Portland St
Seattle, WA 98108**

**Matt Poischbeg
Sea-Lect Plastics
3420 Smith Avenue
Everett, WA 98206**

**John Goes
Ellison Technologies Northwest
19625 62nd Avenue South
Kent, WA 98032**

d. The employee representatives shall be:

**Tom Lux, Chair
9125 15th Pl. South
Seattle, WA 98108**

**Jesse Cote Jr.
9125 15th Pl. South
Seattle, WA 98108**

**Tim Bacon
Tool Gauge and Machine
4336 S. Adams
Tacoma, WA 98409**

**Bobby Joe Murray
9135 15th Place S.
Seattle, WA 98108**

F. Plant programs

For plant programs the WSATC or the Department designee will act as the apprentice representative. Plant programs shall designate an administrator(s)

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knowledgeable in the process of apprenticeship and/or the application of chapter 49.04 RCW and chapter 296-05 WAC and these standards.

The designated administrator(s) for this program is/are as follows:

None

XII. SUBCOMMITTEE:

Subcommittee(s) approved by the Department, represented equally from management and non-management, may also be established under these Standards, and are subject to the main committee. All actions of the subcommittee(s) must be reviewed by the main committee. Subcommittees authorized to upgrade apprentices and/or conduct disciplinary actions must be structured according to the same requirements for main committees.

None

XIII. TRAINING DIRECTOR/COORDINATOR:

The Sponsor may employ a person(s) as a full or part-time training coordinator(s)/ training director(s). This person(s) will assume responsibilities and authority for the operation of the program as are delegated by the sponsor.

**Demetria “Lynn” Strickland, Executive Director
6770 East Marginal Way South Bldg A-106
Seattle, WA 98108**