



NORTHWEST LABORERS-EMPLOYERS TRAINING TRUST FUND



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Guidelines for Non-Signatory Employer Apprenticeship Participation

The guidelines and/or information that should be shared and/or followed when contacting employers that are not-signatory to a Washington and N. Idaho Laborers collective bargaining agreement should be as follows:

Frequently Asked Questions

Who is authorized to answer questions regarding Employers participating in the Northwest Laborers-Employers Training Trust (NWLETT) Apprenticeship Program?

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Training Director
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Apprenticeship Coordinators

Peter Lahmann
360-970-0706
Area covered SW Washington
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Local's 252A, L252O, L252T,
L252S, L791, L335

Tawny Sayers
206-550-7116
Area covered NW Washington and
King County, Local's L292, L901,
L276, L440 Heavy Hwy - King
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Mike Kuntz
206-948-3358
Area covered Local 242
Building - King County

Dave Castle
509-467-5239
Area covered Eastern Washington
Local's L238, L348, 292W, L614

How long is the Laborer's Apprenticeship Program?

The program is 4,000 hours of on-the-job training and 320 hours of related supplemental instruction (RSI). There are 4 steps to the program lasting 1,000 hours each in duration.

What are the minimum requirements to be an apprentice?

Minimal Qualifications are:

- Age: At least 18 years of age.
- Education: Tenth grade education or equivalent.
- Physical: Must be able to meet the requirements of the trade.
- Other: Must have a current valid driver's license.
Must take and pass a drug test with a negative finding.

What are the wages and how often must the apprentice attend training?

The wages are based on a percentage (60%, 70%, 80%, and 90%) of the prevailing wage scale for "Construction Craft Laborers". Apprentices must take 2 weeks of training (80 hours) every 1,000 hours of on the job training prior to receiving their upgrade in the apprenticeship program. An example would be: Step #1, beginning wage is 60% of the wage working for 1,000 hours, attend a two week long class at the Kingston training center, then upgrade to Step #2 or 70% of the wage scale.

How can a Contractor participate in the Laborers apprenticeship Program?

First, they need to become a registered "Training Agent". There are several ways for an employer to participate with the Laborer's apprenticeship program and become a "Registered Training Agent".

1. All Contractors that have signed a "Full Compliance Agreement" with the Laborers or have assigned their bargaining rights to the Associated General Contractors (AGC) are registered as a Training Agent with the State of Washington for the Northwest Laborers-Employers Training Trust Fund.
2. Any contractor or sub-contractor can sign a Laborers Project Agreement (1 job only agreement), this will allow them to utilize both journeyman and apprentices dispatched from the Union Hiring Hall in which the project is located for that project only. The contractor or sub-contractor is then registered with Washington State Labor and Industries, apprenticeship division as a registered Training Agent under the Northwest Laborers-Employers Training Trust Fund. Once that project is complete, we notify the Department of L & I and they are removed as a

Training Agent under our program unless they sign an additional Laborers Project Agreement.

Note: Under options 1 and 2 above, the employer contributes \$0.45 per hour to the Northwest Laborers-Employers Training Trust Fund within the negotiated fringe benefit package.

3. The Employer can sign a “Training Agreement” directly with the Northwest Laborers-Employers Training Trust Fund. When the employer signs a Training Agreement with the Training Trust they may register one candidate of their choice who meets the minimum qualifications of the apprenticeship program. They must also pay a fee of \$4,600.00 for the first year (2,000 hrs OJT oversight) and RSI (160 hours). The employer is then registered as a Training Agent for the Northwest Laborers-Employers Training Trust with the State of Washington, Department of Labor & Industries, Apprenticeship Division and the employer can utilize that apprentice on any project for that one year period, the agreement is **NOT** project specific. Once that year is completed, the Northwest Laborers Training Program will send a letter to the Employer asking them to re-sign the Training Agreement and pay an additional \$4,600 for the next year (2,000 hours) of OJT oversight and (160 hours) RSI.

Note: When the employer signs a Training Agent Agreement directly with the Northwest Laborers-Employers Training Trust, they cannot hire an apprentice from the Laborers Union hiring hall.

What is a Training Agreement and/or a Training Agent?

Training Agreement: A written agreement between a training agent and a program sponsor that contains the provisions of the apprenticeship program applicable to the training agent and the duties of the training agent in providing on-the-job training.

Training Agent: An employer of registered apprentices approved by the program sponsor to furnish on-the-job training to satisfy the approved apprenticeship program standards who agrees to employ registered apprentices in that work process. The training agent shall use only registered apprentices to perform the work of the approved program standards.

Can I use the apprentice to perform any type of work on the project?

No! The apprentice (as with all apprenticeships) must work with a minimum of one journeyman at all times and within the scope of “work processes” that are identified in the Laborers Apprenticeship Standards. The Laborers craft is very diversified and covers work in building construction; heavy-highway construction; underground and utility construction; environmental remediation; and many other specialized areas. **(See Attachment “A”)** The Northwest Laborers Apprenticeship Program covers all classifications of work and work process listed in the Laborers Master Agreement.

Can I share my apprentice with other contractors or can I use another contractors apprentice to work for me?

No! A registered apprentice may only work for an employer that is a “Registered Training Agent”. The employer may not re-assign that apprentice to any other employer without approval of the Northwest Laborers Training Program or by being re-dispatched by the apprentice’s respective Laborer’s Union hall.

ATTACHMENT “A”
Laborers Work Classifications and Work Processes

GROUP I

Landscaping & Planting & Irrigation Sprinkler Systems (1)

Watchman

Window Washer/Cleaner (2)

(1) Landscape construction does not include:

- Any activity or task when performed preparatory to any non-landscaping construction work.
- Constructing roads, footpaths, trails or rock walls more than four feet high.
- Custom fabrication of trellis work, play equipment, benches or picnic tables.
- Constructing restrooms, shelters or similar structures.
- Installing sewer systems, storm sewer systems, catch basins, vaults or drainage systems for impervious surfaces (such as parking lots).
- Installing drainage systems or underground sprinkler systems more than three feet below final grade.
- Land clearing, dozing, grading, excavating or hauling except as permitted above.
- Tree falling or bucking.
- Sub-grade preparation.
- The use of power equipment with more than ninety horsepower.
- The use of trucks with more than one rear axle except hydroseeders.
- Demolition of structures.
- Asphalt or concrete work except incidental anchorage for play equipment, benches or picnic tables.
- Welding.
- Installing agricultural irrigation systems.
- Encapsulation of landfills.

[Statutory Authority: Chapter 39.12 RCW, RCW 43.22.270 and 43.22.050. 00-15-077, § 296-127-01346, filed

7/19/00, effective 7/19/00.]

(2) Detail clean-up, such as, but not limited to, cleaning floors, ceilings, walls, windows, etc., prior to final acceptance by the Owner.

GROUP II A

Batch Weighman
Crusher Feeder
Fence Laborer
Firewatch
Flagger
Pilot Car

GROUP II B

Traffic Control Supervisor
Traffic Control Laborer

ATTACHMENT "A" (continued)
Laborers Work Classifications and Work Processes

GROUP III
(General Laborer)

Air, Gas or Electric Vibrating Screed	Scale Person
Form Setter	Choker Setter
Gabian Basket Builders	Scaffold Erector
Asbestos, Mold and Lead	Chuck Tender
Grout Machine Tender	Sloper Sprayer
Abatement Laborers	Clean-up Laborer
Grinders	Stake Hopper
Ballast Regular Machine	Concrete Form Stripper
Guardrail Erector	Stock Piler
Brick Pavers	Curing Laborer
Hazardous Waste Worker (Level C)	Tool room Person (at jobsite)
Brush Cutter	Demolition: Wrecking & Moving
Brush Hog Feeder	Topper
Maintenance Person	Track Laborer
Burner	Ditch Digger
Material Yard Person	Truck Spotter
Carpenter Tender	Dry Stack Walls
Pot Tender	Vinyl Seamer
Cement Finisher Tender	Dump Person
Powderman's Helper	Epoxy technician
Change House or Dry Shack	Erosion Control Worker
Rip Rap Person	Fine Graders
Chipping Gun (Under 30 LBS.)	

NOTE: All other Laborer work classifications not specifically listed shall be classified as General Laborer Group III.

ATTACHMENT "A" (continued)
Laborers Work Classifications and Work Processes

GROUP IV

Cement Dumper-Paving	Sloper (Over 20")
Chipping Gun(30 LBS. and over)	Jackhammer
Clary Power Spreader	Spreader (Concrete)
Pipe Pot Tender	Laserbeam Operator
Concrete Dumper/Chute Operator	Tamper
Pipe Re-liner	Manhole Builder-Mudman
Concrete Placement Crew	Motorman-Dinky Locomotive
Pipe Wrapper	Nozzleman
Concrete Saw Operator/Core Driller	Timber Person - Sewer
Power Jacks	Gunite,
Drill Operator (Hydraulic, Diamond)	Shotcrete,
Railroad Spike	Water Blaster
Faller & Bucker Chain Saw	Track Liner
Puller - Power	Tugger Operator
Groutmen	Pavement Breaker
Rigger/Signal Person	Vibrator
Rivet Buster	Pipe Layer/Tailor
Hazardous Waste Worker (Level B)	Caulker Well Point Laborer
Rodder	Remote Equipment Operator

GROUP V

Airtrac Drill Operator	Hazardous Waste Worker (Level A)
Pipe Layer (Lead)	Miner
Caisson Worker	<i>Mortarman & Hodcarrier</i>
Powderman	Grade Checker & Transit Person
Re-Timberman	<i>Raker - Asphalt</i>
High Scaler	