

APPRENTICESHIP STANDARDS.
of the
NORTHERN CALIFORNIA & NEVADA FINISHING TRADES
INSTITUTE
SOUTHERN NEVADA JOINT APPRENTICESHIP TRAINING
COMMITTEE

Painter	47-2141.00
Taper	47-2082.00
Floor Coverer	47-2042-00

APPRENTICESHIP STANDARDS
of the
NORTHERN CALIFORNIA & NEVADA FINISHING TRADES INSTITUTE
Southern Nevada JATC
Table of Contents

	<u>PAGE</u>
Article I – Purpose and Policy.....	3
Article II – Occupation.....	3
Article III – Organization.....	3
Article IV – Jurisdiction and Collective Bargaining Agreements.....	4
Article V – Functions.....	4
Article VI – Responsibilities.....	4
Article VII – Definition of an Apprentice.....	4
Article VIII – Duties of an Apprentice.....	6
Article IX – Apprenticeship Agreement.....	6
Article X – Termination and Transfer of Agreements.....	6
Article XI – Related and Supplemental Instruction.....	6
Article XII – Lay-Off.....	7
Article XIII – Controversies.....	7
Article XIV – Term of Apprenticeship.....	7
Article XV – Ratio.....	7
Article XVI – Wage Schedule.....	8
Article XVII – Work Training.....	8
Article XVIII – Safety, Health, and Recognition of Illegal Discrimination and Sexual Harassment.....	11
Article XIX – Certificate of Completion.....	11
Course Outline.....	13
 Appendix A – Wage Schedule.....	 58
Appendix B – Apprenticeship Agreement.....	62
Appendix C – Affirmative Action Plan.....	66
Appendix D – Qualifications and Selection Procedure.....	68

APPRENTICESHIP STANDARDS.
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INSTITUTE
SOUTHERN NEVADA JOINT APPRENTICESHIP
TRAINING COMMITTEE

ARTICLE I Purpose and Policy

The parties hereto declare it to be their purpose and policy to establish an organized, planned system of apprenticeship, conducted as a joint labor and management- industry undertaking. These standards have, therefore, been adopted and agreed upon under the Shelley-Maloney Apprentice Labor Standards Act of 1939, as amended, to govern the employment and training of apprentices in the different trades defined herein, to become effective upon their approval.

ARTICLE II Occupations

<u>Craft</u>	<u>O-Net Code</u>
Painter	47-2141.00
Taper	47-2082.00
Floor Coverer	47-2042-00

ARTICLE III Organization

There is hereby established the above named apprenticeship committee covering:
All of the Counties listed below in Nevada including,
Clark Lincoln Esmerelda and Mineral Counties.

Consisting of six (6) members, three (3) of whom shall be selected by and represent the employer organization(s) signatory hereto, and three (3) of whom shall be selected by and represent the employee organization signatory hereto and such other advisors as the committee shall determine. Such advisors shall act without vote. A quorum shall consist of one labor and one management board member.

ARTICLE IV Jurisdiction and Collective Bargaining Agreements

1. These standards shall apply to the employer and employee organizations signatory hereto; their members, to other employers who subscribe hereto or who are party to a collective bargaining agreement with an employee organization (s) signatory hereto, and to all apprentice agreements hereunder.
2. No provisions in these Standards of Apprenticeship shall be construed as permitting violation of any applicable local, State or Federal laws or regulations.
3. Nothing in these Standards of Apprenticeship shall be interpreted as being inconsistent with existing or subsequent collective bargaining agreements establishing higher standards. In the event of a conflict the higher standards, whether in the Apprenticeship Standards or collective bargaining agreement, shall prevail.

ARTICLE V Functions

The functions of the apprenticeship committee shall be to:

1. Develop an efficient program of apprenticeship through systematic on-the-job training with related and supplemental instruction and periodic evaluation of each apprentice;
2. Make periodic evaluations of the progress of each apprentice's on-the-job training related and supplemental instruction;
3. Establish a mechanism to be used for the rotation of the apprentice from work process to work process to assure the apprentice complete training;
4. Ensure mobility between employers when essential to provide exposure and training in various work processes;
5. Serve in an advisory capacity with employers and employees in matters pertaining to these standards;
6. Aid in the adjustment of apprenticeship disputes;
7. Develop fair and impartial selection procedures and an affirmative action plan in accordance with existing laws and regulations, and to apply them uniformly in the selection of applicants for apprenticeship; The selection procedures and affirmative action plan are included herein (Attachment XX);

ARTICLE VI Responsibilities

The responsibilities of the apprenticeship committee shall be to:

1. Supervise the administration and enforcement of these standards;
2. Adopt such rules and regulations as are necessary to govern the program provided,

however, that the rules and regulations do not conflict with these standards;

3. Oversee the program's ability, including financial ability, and commitment to meet and carry out its responsibilities under the federal and state law and regulations applicable to the apprenticeable occupation and for the welfare of the apprentice;.
4. Conduct orientations, workshops or other educational sessions for employers to explain the apprenticeship program's standards and the operation of the apprenticeship program;
5. Pass upon the qualification of employers under its jurisdiction and, when appropriate, to suspend or withdraw approval;
6. Conduct on-going evaluation of the interest and capacity of employers to participate in apprenticeship program and to train apprentices on the job;
7. Determine if an employer has the work site facilities, skilled workers as trainers at the work site, and equipment sufficient to train apprentices;
8. Pass upon the qualifications of apprentice applicants;
9. File a signed copy of each apprentice agreement with the State of Nevada Apprenticeship Council, with copies to all parties to the agreement;
10. Establish and maintain a record system for on-the-job training and related instruction;
11. Use every effort to keep the apprentice employed in a reasonably continuous manner and adequately instructed;
12. Provide disciplinary procedures for apprentices including provisions for fair hearings;
13. Adapt changes to these standards, as necessary, subject to the approval of the parties hereto and the State of Nevada Apprenticeship Council;
14. Implement a program for training and education regarding illegal discrimination and sexual harassment;
15. Prepare and submit an annual Self-Assessment Review, and Program Improvement Plan;
16. Participate in the development of, and/or comply with approved industry training criteria;
17. Ensure there is meaningful representation of the interests of apprentices in the management of the program.

ARTICLE VII Definition of an Apprentice

An apprentice is a person at least 18 years of age, who has met the requirements for selection under the selection procedures, who is engaged in learning the painting, drywall finishing and floor coverer trade and who has entered into a written apprentice agreement under the provisions of these standards.

An apprentice is one who has signed an individual apprentice agreement with the program sponsor under these standards, which agreement has been approved by the State of Nevada Apprenticeship Council

ARTICLE VIII Duties of an Apprentice

Each apprentice shall satisfactorily perform all work and learning assignments both on the job and in Related Supplemental Instruction (RSI) and shall comply with the rules, regulations and decisions of the apprenticeship committee.

ARTICLE IX Apprentice Agreement

1. Each apprentice agreement shall conform to the State law governing apprentice agreements, and shall be signed by the employer or by the apprenticeship committee and by the apprentices and must be approved by the apprenticeship committee.
2. Each apprentice shall be furnished a copy of or be given an opportunity to study these standards before indenture. These standards shall be considered a part of the apprentice agreement as though expressly written therein.
3. Nevada State Labor Commissioner is the registration agency.
4. Registration of apprenticeship agreements, amendments, cancellations and completions shall be submitted to the Nevada State Labor Commissioner within 10 business days.
5. All complaints should be addressed to Alex Beltran, Director of Training, 523 Vista Blvd. Sparks, NV. 89434

ARTICLE X Termination and Transfer of Agreements

1. During the probationary period, an apprentice agreement shall be terminated by the apprenticeship committee at the request in writing of either party. After such probationary period, an apprentice agreement may be terminated by the Administrator (Apprenticeship Coordinator) by mutual agreement of all the parties thereto or canceled by the Administrator for good and sufficient reason.

If an employer is unable to fulfill his/her obligations to train under any apprentice agreement or in the event of a layoff, the apprenticeship committee may, with the approval of the Administrator, transfer such agreement to any other employer if the apprentice consents and such other employer agrees to assume the obligation of said apprenticeship agreement.

ARTICLE XI Related and Supplemental Instruction

1. Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction. (*See Course Outline*)
2. Required school time shall not be compensated.

ARTICLE XII Lay-off

1. If for any reason a lay-off of an apprentice occurs, the apprentice agreement shall remain in effect unless cancelled by the Administrator. However, credit for related instruction shall be given when the apprentice continues such instruction during the lay-off.
2. There shall be no liability on the part of the employer or the JATC for an injury sustained by an apprentice engaged in schoolwork at a time when the apprentice is unemployed.

ARTICLE XIII Controversies

All controversies or differences concerning apprentice agreements that cannot be adjusted locally by the apprenticeship committee or otherwise shall be submitted to the Administrator for determination.

ARTICLE XIV Term of Apprenticeship

Apprentices indentured will serve an indenture period by Trade of,

Painters,

Eight thousand (8,000) hours and shall be completed within five (5) years; the first 1000 hours, 72 hours of related and supplemental instruction shall be a probationary period.

Drywall Finishers,

Six thousand (6,000) hours and shall be completed in four (4) years; the first one thousand (1,000) hours and 72 hours of related supplemental instruction, shall be a probationary period.

Floor Covering,

Eight thousand (8,000) hours and shall be completed within five (5) years; the first 1000 hours, 72 hours of related and supplemental instruction shall be a probationary

ARTICLE XV Ratio

The ratio is when the Employer employs one (1) or more Journeymen steadily, it may employ one Apprentice: then one additional Apprentice for the next two (2) additional Journeymen steadily employed thereafter.

ARTICLE XVI Wage Schedule- Attachment C

<u>Craft</u>	<u>O*.Net Code</u>
Painter	47-2141.00
Taper/ Drywall Finisher	47-2082.00
Floor Coverer	47-2042-00

Straight time hours per day:8 hours, 40 hours per week.

Overtime Provisions: Overtime shall be paid at the rate of one and one-half (1 ½) time the wage rate for work over eight (8) hours a day Monday-Friday unless employer is authorized to have employees work a 4 day ten hour schedule, and for work on Saturday and Off Fridays. Sundays and all Holidays shall be paid at the rate of two (2) times the wage rate for an eight (8) hour day.

The work day and work week and all other conditions of employments for apprentices shall conform to all applicable laws and regulations and shall not be greater than those journeypersons. Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice. .

Article XVII Work Training (Painters)

1. The employer shall see that all apprentices are under the supervision of a qualified journeyman or instructor and shall provide the necessary diversified experience and training in order to train and develop the apprentice into a skilled worker, proficient in all the work processes of a trade as outlined herein. Apprentices shall also be trained in the use of new equipment, materials and processes as they come into use in the occupation.
2. The major work processes in which apprentices will be trained (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

	<u>Work Process</u>	<u>Hours</u>
A	Preparatory Work: Interior & Exterior Surface: Hand or mechanical means prior to applying primers or sealers including sheet rock taping, blasting, texturing and glazing.	600
B	Interior Priming and Painting. Application of primers, intermediate coats and finish coats on interior substrates.	1,500
C	Exterior Priming and Painting.	700

	Application of primers, intermediate coats and finish coats on exterior substrates.	
D	Industrial Painting Application of Epoxy, Urethane, Polyurethanes on Steel Structures.	150
E	Preparation and Finishing Hardwoods	300
F	Color Mixing and Matching: Mixing and Matching existing colors using colorants and tints	300
G	Texturing Surfaces: Application of various decorative finishes	150
H	Paperhanging and Wall covering: Preparation and Application of vinyl, Fabric, Foil and Flock Wall coverings	600
I	Drywall Taping: Basic patch, repair on damaged drywall surfaces prior to primer coating	150
J	Spray Painting: Application of paints via hydraulic or pneumatic Equipment FIVIP*, Conventional, Airless, Air assisted Airless*	600
K	Environmental Health and Safety issues*: Green Practices, Material handling, storage and waste reduction for the paint industry.	500
L	Equipment Maintenance: Basic repair and maintenance for painting equipment.	250
M	Scaffolding and Rigging: Erecting, using and dismantling scaffolds. Set up and use of Suspended work platforms.	200
	Total	6,000

Work Training (Drywall Finishers)

1. The employer shall see that all apprentices are under the supervision of a qualified journeyman or instructor and shall provide the necessary diversified experience and training in order to train and develop the apprentice into a skilled worker, proficient in all the work processes of a trade as outlined herein. Apprentices shall also be trained in the use of new equipment, materials and processes as they come into use in the occupation.
2. The major work processes in which apprentices will be trained (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on

each are as follows:

	<u>Work Process</u>	<u>Hours</u>
A	Clean Up, Stocking, Masking	800
B	Sanding - Finishing Fasteners, detailing	900
C	Handwork - Wiping Tape, Hand Trowel, Skip Trowel, Finish Metal	1,300
D	Bazooka Operation	550
E	Operating Finish and Angle Boxes	550
F	Spraying - Acoustics and Textures	550
G	Other spray applications	550
H	Install Incidental Drywall Materials	800
	Total	6,000

Work Training (Floor Covering)

1. The employer shall see that all apprentices are under the supervision of a qualified journeyman or instructor and shall provide the necessary diversified experience and training in order to train and develop the apprentice into a skilled worker, proficient in all the work processes of a trade as outlined herein. Apprentices shall also be trained in the use of new equipment, materials and processes as they come into use in the occupation.
2. The major work processes in which apprentices will be trained (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

	<u>Work Process</u>	<u>Hours</u>
A	Floor Preparation - sanding, scraping low water patching holes/cracks, floating expansion and pier joints, bead blasting, mixing and installing self leveling compounds, moisture remediation. Green - low water patching, moisture remediation	750
B	Carpet - glue down installation using water based glues, conventional installation, double stick installation, vinyl back/peel & stick carpet installation, turf installation, Synthetic Turf. Green - water based glues	1,250
C	Sheet Goods - Green - recycle and use recycled products, glue systems with water-based glues.	1,250
D	Resilient Tile - Green - linoleum, all natural products water-based glue, recycling of demo product	1,250

E	Base - green -- rubber, recycle used and use of recycled product	400
F	Wood & Laminate -- Glues are still toxic however; Green -- made with recycled products of wood. No glue with floating floors, padding underneath.	1,000
G	Sustainability on the job site -- recycling, reuse, preservation of resources. Decorative Concrete- Including mechanical, chemical, scarification, shot blast, grinding, polishing, adhesions, epoxies, Top coats, Acrylics, Latex enamels, & ect.	600
	Total	6,500

ARTICLE XVIII Safety, Health, and Recognition of Illegal Discrimination and Sexual Harassment

1. Each apprentice shall receive training and education in first aid, safe working practices and in the recognition of occupational health and safety hazards.
2. Each apprentice shall receive training in the recognition of illegal discrimination and sexual harassment.

ARTICLE XIX Certificate of Completion

1. Upon evidence of satisfactory completion of apprenticeship, and upon the recommendation of the apprenticeship committee, each apprentice will be issued a Certificate of Completion by the authority of the Nevada State Apprenticeship Council.
2. In recognition of unusual ability and progress, the apprenticeship committee may decrease the term of apprenticeship for an individual apprentice not more than twelve and one-half (12-½ percent).
3. An apprentice may be credited time for previous experience if that experience is of an approved nature, and shall have completed not less than six months as an apprentice.

The foregoing standards are hereby agreed to and adopted on 09/01/21

Employer Organization

Jim Maggiore
5677 Horton St
Emeryville, CA 94608


By: Jim Maggiore - JAFF Chair

Employee Organization

Robert Williams
District Council 16 IUPAT
2705 Constitution Drive
Livermore, CA 94551


By: Robert Williams - BMST

**PAINTER & DECORATOR
APPRENTICESHIP
CURRICULUM**

**SOUTHERN NEVADA FINISHING TRADES
INSTITUTE JOINT APPRENTICESHIP TRAINING
COMMITTEE**

Revision date: May 17, 2021

COURSE OUTLINE – PAINTING & DECORATING APPRENTICESHIP PROGRAM

COURSE 1-A

OSHA-30: INTRODUCTION TO BASIC SAFETY AND DISASTER RESPONSE

CLASS HOURS –40

TOPICS TO BE COVERED:

- | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| I. OSHA –30 Hazardous Communications Training. | 32 Hours |
| <ul style="list-style-type: none">• Intro to OSHA• General Safety and Health Provisions-Subpart C• Inspections, Citations and Proposed Penalties• Hazard Communications-Subpart D• Fall Protection• Scaffold• Ladders• Slips, Trips and Falls• Personal Protective and Life Saving Equipment-Subpart D• Respiratory Protection• Asbestos• Lead• Silica• Confined Space• Electrical-Subpart K• Fire Protection• Welding• Material Handling, Storage use and Disposal• Hand and Power Tool Safety• Ergonomics• Heat exhaustion and Dehydration Prevention• Rigging• Cranes-Outdoor and Cranes-Indoor• Caught in Between• Excavation• Lock Out, Tag Out• Concrete and Masonry Construction | |

- | | |
|--------------------------------|---------|
| II. Disaster Response Training | 8 Hours |
|--------------------------------|---------|

Anticipated Results: Apprentices will be able to identify unsafe working conditions and acts. Have a working knowledge in responding to a Disaster. Students will learn about OSHA and how it applies to their safety.

- Teaching Methods:
1. Lecture
 2. Guest Speakers
 3. Demonstration
 4. Films, slides and videos

COURSE 1-B

CORE TRAINING: INTRODUCTION TO THE UNION AND CONSTRUCTION TRADES

CLASS HOURS-40

TOPICS TO BE COVERED:

I. History	2 Hours
II. First Aid CPR/AED	8 Hours
III. Sexual Harassment	2 Hours
IV. Green Building Awareness	2 Hours
V. Math for the Construction Trades	6 Hours
VI. Survival of the Fittest	2 Hours
VII. Flagging and Traffic Control	6 Hours
VIII. Haz Com/Focus Four	8 Hours
III. Review Examination	4 Hours

- Teaching Methods:
1. Lecture
 2. Guest Speakers
 3. Demonstration
 4. Films, slides and videos

Anticipated Results: Apprentices will be able to identify Green building awareness. Have a working knowledge of respiratory protection. Students will learn what the

definition of Construction Organizing, Membership Education, and Training Labor History.

COURSE 1- C

CORE TRAINING: Leadership, Professional Development and Architectural Drawings/ Blue Print Reading and Booms/Lifts

CLASS HOURS-40

TOPICS TO BE COVERED:

I. Ergonomics	4 Hours
II. Architectural Drawings and Blue Print Reading	16 Hours
III. Fall Protection	8 Hours
IV. Booms and Lifts	8 Hours
V. Review Examination	4 Hours

Teaching Methods: 1. Lecture
 2. Guest Speakers
 3. Demonstration
 4. Films, slides and videos

Anticipated Results: Apprentices should have basic understanding of Architectural Drawings and Blue Print Reading .Students will learn Lead Awareness and safe operating procedures of Booms and Lifts.

COURSE 1-D

INTRODUCTION TO MATERIALS, SURFACE PREPARATION & APPLICATION

CLASS HOURS- 40

TOPICS TO BE COVERED:

I. Introduction to brushes & rollers / surface preparation

- Types, usage and care. 10 Hours
- Proper application methods. 10 Hours
- Surface Preparation, primers & sealers, putties, spackle and caulk, masking and cleaning. 10 Hours
- Materials, pigments, extenders, solvents and thinners. 10 Hours

Anticipated Results: Students will have gained knowledge on the different types and methods of applying coatings. Students will be made aware of the hazards of painting.

Teaching Methods:

- Lecture
- Guest Speakers
- Demonstration
- Films, slides and videos

COURSE 2-A

24 HOUR LEAD & LEAD ABATEMENT

CLASS HOURS- 40

TOPICS TO BE COVERED:

II. 24 Hour lead & 16 Hour Lead Abatement

- CA. recognized 24 hour Lead Worker class 24 Hours
- Lead abatement principles and precautions 16 Hours

Anticipated Results:

Apprentices should be able to recognize the hazards of working with lead and have a basic understanding in abatement principles.

Teaching Methods:

1. Lecture
2. Films
3. Field trips
4. Hands-on training
5. Demonstration

COURSE 2-B

Confined Space & Scaffold Training

CLASS HOURS- 40

TOPICS TO BE COVERED:

Safety Course

- | | |
|---------------------------|----------|
| • Scaffold Training | 16 Hours |
| • Swing Stage Training | 8 Hours |
| • Confined Space Training | 16 Hours |

Anticipated Results:

Apprentices should be able to recognize the hazards of working with Scaffolding and have the knowledge and skills to work in and around confined spaces.

Teaching Methods:

6. Lecture
7. Films
8. Field trips
9. Hands-on training
10. Demonstration

COURSE 2-C

INTRODUCTION TO SPRAY PAINTING

CLASS HOURS- 40

TOPICS TO BE COVERED:

III. Introduction to spray painting methods

- | | |
|--------------------------------------------------------------------------|----------|
| • Spray painting methods, conventional, airless & electrostatic. | 10 Hours |
| • Spray painting equipment, guns, hoses, Regulators and pressure gauges. | 10 Hours |
| • Spray painting safety. | 10 Hours |
| • Equipment safety. | 10 hours |

Anticipated Results: Students will have gained knowledge on the different types and methods of applying coatings via spray systems. Students will be made aware of the hazards of spray painting.

Teaching Methods:

- Lecture
- Guest Speakers
- Demonstration
- Films, slides and videos

COURSE 2-D

ADVANCE SPRAY APPLICATIONS

CLASS HOURS- 40

TOPICS TO BE COVERED:

IV. Introduction to spray painting methods

- Spray applications using, conventional, airless & electrostatic. 16 Hours
- Spray Final 24 Hours

Anticipated Results: Students will have gained knowledge on the different types and methods of applying coatings via spray systems. Students will be able to apply all products in the proper spray application.

Teaching Methods:

- Lecture
- Guest Speakers
- Demonstration
- Films, slides and videos

COURSE 3-A

ABRASIVES & COATING APPLICATION SPECIALIST TRAINING

CLASS HOURS- 40

TOPICS TO BE COVERED:

V. Introduction to industrial painting, abrasives, blasting & CAS program

- Sand blasting, machines & air compressors, hoses, nozzles, safety & maintenance of equipment. 10 Hours
- Water blasting, pumps, water blast machines, hot water, steam & safety. 10 Hours
- Materials, types of abrasives and preparation before blasting. 10 Hours
- SSPC standards. 10 Hours

Anticipated Results:

Apprentices should be able to identify blasting equipment and have a basic understanding in order to perform simple blasting operations. Apprentices will have knowledge of SSPC standards.

Teaching Methods:

11. Lecture
12. Films
13. Field trips
14. Hands-on training
15. Demonstration

COURSE 3-B

COLOR MIXING & MATCHING for WOOD FINISHING

CLASS HOURS- 40

TOPICS TO BE COVERED:

I. Advanced techniques for wood finishing

- Staining different types of woods and wood products, hardwoods, softwoods, grain patterns, open and closed grain. 10 Hours
- Surface preparation for stains & clear finishes, Stripping, sanding, & colored wood fillers. 10 Hours
- Wood finishing procedures & techniques, fire hazards. 10 Hours
- Basic color mixing, use of a color wheel, color mixing materials, matching procedures & techniques. 10 Hours

Anticipated Results:

Apprentices should be able to understand and perform simple wood finishing. He or she should be able to strip, prepare and finish. All apprentices should be able to do simple color mixing, understand and use the color wheel.

Teaching Methods:

1. Lecture
2. Demonstration
3. Hands-on training

COURSE 3-C

WALL COVERINGS I

CLASS HOURS- 40

TOPICS TO BE COVERED:

I. Introduction to Wall Covering

- Types of wall coverings, wall papers, vinyl's, Fabrics, foils, cork, carpets, grass, wood and Others. 20 Hours
- Tools & Equipment, rollers, brushes, sponges, knives, shears, straight edges, paste tables, paste and sizing. 20 Hours

Anticipated Results:

Apprentices should understand the different types of wall coverings. Apprentices should be able to use the proper tools for the materials to be used for any job.

Teaching Methods:

1. Lecture
2. Demonstration
3. Hands-on training

COURSE 3-D

WALL COVERINGS II

CLASS HOURS- 40

TOPICS TO BE COVERED:

Intermediate Wall Covering

- Installation techniques for paper & vinyl, types 1 and 2. 20 Hours
- Installing in difficult areas, ceilings, windows, doors, corners, fixtures & borders. 20 Hours

Anticipated Results:

Apprentices should be able to hang all types of wall coverings. Apprentices should be able to install all types of materials to be used for any job.

Teaching Methods:

4. Lecture
5. Demonstration
6. Hands-on training

COURSE 4-A

WALL COVERINGS III

CLASS HOURS- 40

TOPICS TO BE COVERED:

Advance Wall Covering

- | | |
|---------------------------------|----------|
| • Estimating to minimize waste. | 8 Hours |
| • Completion of final mock up. | 32 Hours |

Anticipated Results:

Apprentices should be able to hang all types of wall coverings. Apprentices should be able to estimate the amount of materials to be used for any job.

Teaching Methods:

7. Lecture
8. Demonstration
9. Hands-on training

COURSE 4-B

WOOD FINISHING

CLASS HOURS- 40

TOPICS TO BE COVERED:

II. Introduction to Wood Finishing

- Types of woods and wood products, hardwoods, softwoods, grain patterns, open and closed grain, finishing characteristics. 10 Hours
- Reasons for finishing wood products, general finishing principles for wood, Use of abrasives on wood,. 10 Hours
- Wood finishing materials and procedures For, bleach's, fillers, stains, sealers, spirits & oleoresin varnishes. Applying oil and wax finishes 10 Hours
- Maintenance and repair of old finishes, removal of old finishes, finishing schedules, common failures of wood finishes and corrective actions. 10 Hours

Anticipated Results:

Apprentices will know the basic skills of wood finishing techniques. Through Instructors hands-on demonstrations, students will accomplish the first 3 steps of preparation on their work pieces.

Teaching Methods:

1. Lecture
2. Demonstration
3. Hands-on training

COURSE 4-C

FAUX FINISH –

CLASS HOURS- 40

TOPICS TO BE COVERED:

I. Graining techniques

- Graining, patching, filling, sanding, Spackling, base coats, grain tools, flogging, varnishing & polishing. 20 Hours

II. Marbleizing techniques

- Marbleizing, patching, filling, sanding, Spackling, base coats, veining, shading, varnishing & polishing. 20 Hours

Anticipated Results:

Apprentices should be able to grain any basic project encountered on a job site.

Apprentices should be able to marbleize any basic project encountered on a job site.

Teaching Methods:

1. Demonstration
2. Hands-on training
3. Lecture

COURSE 4-D

FINAL PROJECT

CLASS HOURS- 40

TOPICS TO BE COVERED:

III. Demonstration of skills, Student will demonstrate that he/she has acquired the skills to,

- | | |
|-------------------------------------------------|----------|
| • Apply coatings via brush and roll techniques. | 10 Hours |
| • Apply coatings via spray techniques. | 10 Hours |
| • Apply wall coverings. | 10 Hours |
| • Apply faux finishes & pass written test | 10 Hours |

Anticipated Results: Student will be able to demonstrate through hands on activity the above mentioned tasks and pass a written test.

Teaching Methods:

1. Demonstration
2. Hands-on training
3. Lecture

**DRYWALL FINISHING
APPRENTICESHIP
CURRICULUM**

**SOUTHERN NEVADA FINISHING TRADES
INSTITUTE JOINT APPRENTICESHIP TRAINING
COMMITTEE**

Revision date: May 17, 2021

COURSE 1-A

OSHA-30: INTRODUCTION TO BASIC SAFETY AND DISASTER RESPONSE

CLASS HOURS –40

TOPICS TO BE COVERED:

- | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| I. OSHA –30 Hazardous Communications Training. | 32 Hours |
| <ul style="list-style-type: none">• Intro to OSHA• General Safety and Health Provisions-Subpart C• Inspections, Citations and Proposed Penalties• Hazard Communications-Subpart D• Fall Protection• Scaffold• Ladders• Slips, Trips and Falls• Personal Protective and Life Saving Equipment-Subpart D• Respiratory Protection• Asbestos• Lead• Silica• Confined Space• Electrical-Subpart K• Fire Protection• Welding• Material Handling, Storage use and Disposal• Hand and Power Tool Safety• Ergonomics• Heat exhaustion and Dehydration Prevention• Rigging• Cranes-Outdoor and Cranes-Indoor• Caught in Between• Excavation• Lock Out, Tag Out• Concrete and Masonry Construction | |
| II. Disaster Response Training | 8 Hours |

Anticipated Results: Apprentices will be able to identify unsafe working conditions and acts. Have a working knowledge in responding to a Disaster. Students will learn about OSHA and how it applies to their safety.

- Teaching Methods:
1. Lecture
 2. Guest Speakers
 3. Demonstration
 4. Films, slides and videos

COURSE 1-B

CORE TRAINING: INTRODUCTION TO THE UNION AND CONSTRUCTION TRADES

CLASS HOURS-40

TOPICS TO BE COVERED:

I. History	2 Hours
II. First Aid CPR/AED	8 Hours
III. Sexual Harassment	2 Hours
IV. Green Building Awareness	2 Hours
V. Math for the Construction Trades	6 Hours
VI. Survival of the Fittest	2 Hours
VII. Flagging and Traffic Control	6 Hours
VIII. Haz Com/Focus Four	8 Hours
III. Review Examination	4 Hours

- Teaching Methods:
1. Lecture
 2. Guest Speakers
 3. Demonstration
 4. Films, slides and videos

Anticipated Results: Apprentices will be able to identify Green building awareness. Have a working knowledge of respiratory protection. Students will learn what the definition of Construction Organizing, Membership Education, and Training Labor History.

COURSE 1- C

**CORE TRAINING: Leadership, Professional Development and Architectural Drawings/
Blue Print Reading and Booms/Lifts**

CLASS HOURS-40

TOPICS TO BE COVERED:

I. Ergonomics	4 Hours
II. Architectural Drawings and Blue Print Reading	16 Hours
III. RRP Lead Abatement Awareness for the Worker	8 Hours
IV. Booms and Lifts	8 Hours
V. Review Examination	4 Hours

Teaching Methods:

1. Lecture
2. Guest Speakers
3. Demonstration
4. Films, slides and videos

Anticipated Results: Apprentices should have basic understanding of Architectural Drawings and Blue Print Reading .Students will learn Lead Awareness and safe operating procedures of Booms and Lifts.

COURSE 1-D

INTRODUCTION TO THE TOOLS NEEDED AND CONFINED SPACE

COURSE HOURS- 40

TOPICS TO BE COVERED:

- | | |
|-----------------------------------------------------------------|-----------------|
| I. Introduction to the tools needed and basic job safety | 12 Hours |
| • Tools of the trade and safety in their uses. | |
| • Hand drywall finishing. | |
| • Automatic taping tools. | |
| • General Job conditions. | |
| II. Confined Space Worker Training | 16 Hours |
| III. Scaffold Training | 8 Hours |
| • Wood plank and metal pipe scaffolding. | |
| • Movable and electrical scaffolding rigs | |
| • Ropes, cables and rigging. | |
| IV. Review Examination | 4 Hours |

Anticipated Results:

Teaching Methods:

- Lecture
- Guest Speakers
- Demonstration
- Films, slides and videos

COURSE 2-A

INTRODUCTION TO LEVELS OF FINISH 1-2-3

COURSE HOURS- 40

TOPICS TO BE COVERED:

I. Surface Preparation	6 Hours
II. Hands on Tools Bazooka & Boxes	14 Hours
III. Hands on Hand Work Levels 1-2	16Hours
IV. Review Examination	4 Hours

Anticipated Results:

Apprentices should have the basic knowledge of mechanical and hand techniques fire tape, tape, top, skim, levels 1-2.

Teaching Methods:

- Lecture
- Guest Speakers
- Demonstration
- Films, slides and videos

COURSE 2-B

INTRODUCTION TO DRYWALL FINISHING AND SURFACE PREPARATION

COURSE HOURS- 40

TOPICS TO BE COVERED

- | | |
|-------------------------------------------------------------|----------|
| I. Surface Preparation | 12 Hours |
| ▪ Primers and sealers | |
| ▪ Filling Materials | |
| ▪ Cleaning (hand scraping, power tool and chemical etching) | |
| II. Hands on Hand Work Level-3 | 8 Hours |
| III. Framing and Hanging | 16 Hours |
| IV. Review Examination | 4 Hours |

Anticipated Results:

Drywall finishers should have a working knowledge of removing, installing framing and hanging board. The use of sealers, primers for adhesion and chemicals for etching surface for adhesion.

Teaching Methods:

1. Lecture
2. Guest Speaker
3. Demonstration
4. Films, slides and videos

COURSE 2- C

INTRODUCTION TO DRYWALL FINISHING OF OLD AND NEW WALLS

CLASS HOURS – 40

TOPICS TO BE COVERED:

- | | | |
|------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| I. | Basic Computing | 4Hours |
| II. | Drywall Taping. <ul style="list-style-type: none">▪ New drywall preparation▪ New drywall patching | 16 Hours |
| III. | Drywall Taping. <ul style="list-style-type: none">▪ Old drywall preparation▪ Patching<ul style="list-style-type: none">1. Drywall2. Plaster3. Concrete | 16 Hours |
| IV. | Review and Examinations: | 4Hours |

Anticipated Results:

Drywall finishers should have a working knowledge of the balance of the automatic taping tools, types of drywall, patching compounds, new drywall finishing, and preparation of new and existing surface.

Teaching Methods:

5. Lecture
6. Guest Speaker
7. Demonstration
8. Films, slides and videos

COURSE 2-D

INTRODUCTION TO FINISHES

CLASS HOURS – 40

TOPICS TO BE COVERED

- | | | |
|------|---------------------------------------|----------|
| I. | New Walls | |
| | ▪ Hopper, Spray- texture | 24 Hours |
| | ▪ Hand Textures | |
| II. | Old Walls | |
| | ▪ Matching Textures – new | 12 Hours |
| | ▪ Matching Textures – old | |
| | ▪ Patching drywall. Plaster, concrete | |
| III. | Review and Examinations | 4 Hours |

Anticipated Results:

Apprentices should have basic knowledge on skip trowel use and maintenance of spray equipment. Repair damaged textures and punch work.

Teaching Methods:

1. Lecture
2. Guest Speaker
3. Demonstration
4. Films, slides and videos
5. Hands- On Training:

COURSE 3-A

SPECIAL LEVELS OF FINISHES AND INTRODUCTION TO BLUE PRINTS

CLASS HOURS- 40

TOPICS TO BE COVERED

- | | | |
|------|--------------------------|----------|
| I. | Fuax Finishes | 10 Hours |
| II. | Level 4 Finish | 8 Hours |
| III. | Level 5 Finish | 8 Hours |
| IV. | Commercial & Residential | 10 Hours |

V. Review & Examination 4 Hours

Anticipated Results: Apprentices should have basic understanding on lines & symbols levels of finish; finish schedule materials, equipment and wall preparation.

Teaching Methods:

1. Lecture
2. Guest Speakers
3. Demonstration
4. Films, slides and videos

COURSE 3-B

INTRODUCTION TO JOB ECONOMICS

CLASS HOURS- 40

TOPICS TO BE COVERED

I.	Job Economics	16 Hours
	▪ Cost of materials, labor & equipment	
	▪ Levels of finish	
	▪ Square footage – commercial v. residential	
II.	Foreman Training	8 Hours
III.	Special finishes	8 Hours
IV.	Project Management	4 Hours
V.	Review & Examination/ Labor History	4 Hours

Anticipated Results:

Apprentices should have an understanding of all coats, materials, labor, equipment, good communication skills, basic understanding of Project Management, knowledge of square footage, linear footage, 8ft., 10ft. and 12ft. General knowledge of paint finishes and all drywall materials.

Teaching Methods:

1. Lecture
2. Guest Speakers
3. Demonstration

4. Films, slides and videos

COURSE 3-C

ADVANCED MATERIAL APPLICATIONS

CLASS HOURS- 40

TOPICS TO BE COVERED

- | | | |
|-----|-------------------------------------|----------|
| I. | Specialty Trims and Finishes | 36 Hours |
| II. | Review & Examination/ Labor History | 4 Hours |

Anticipated Results:

Apprentices should have an understanding of new and specialty trims and their applications. Actual instructional content will evolve as industry's materials evolve.

Teaching Methods:

1. Lecture
2. Guest Speakers
3. Demonstration
4. Films, slides and videos

COURSE 3-D

MOCK-UP APPLICATIONS AND TECHNIQUES

CLASS HOURS- 40

TOPICS TO BE COVERED

- | | | |
|-----|---------------------------------------------|----------|
| I. | Advanced material applications & Techniques | 36 Hours |
| II. | Review & Examination/ Labor History | 4 Hours |

Anticipated Results:

Apprentices should demonstrate proficiency in technique and knowledge of materials in a “Mock-up” context. Apprentice will demonstrate that they possess sufficient skills and knowledge to prepare them for Journey-level performance on the job.

Teaching Methods:

1. Hands-on application
2. Demonstration

**FLOOR COVERING
APPRENTICESHIP
CURRICULUM**

**SOUTHERN NEVADA FINISHING TRADES
INSTITUTE JOINT APPRENTICESHIP TRAINING
COMMITTEE**

Revision date: May 17, 2021

COURSE F1-A

OSHA-30: INTRODUCTION TO BASIC SAFETY AND DISASTER RESPONSE

CLASS HOURS –40

TOPICS TO BE COVERED:

- | | | |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| I. | OSHA –30 Hazardous Communications Training. | 32 Hours |
| | <ul style="list-style-type: none">• Intro to OSHA• General Safety and Health Provisions-Subpart C• Inspections, Citations and Proposed Penalties• Hazard Communications-Subpart D• Fall Protection• Scaffold• Ladders• Slips, Trips and Falls• Personal Protective and Life Saving Equipment-Subpart D• Respiratory Protection• Asbestos• Lead• Silica• Confined Space• Electrical-Subpart K• Fire Protection• Welding• Material Handling, Storage use and Disposal• Hand and Power Tool Safety• Ergonomics• Heat exhaustion and Dehydration Prevention• Rigging• Cranes-Outdoor and Cranes-Indoor• Caught in Between• Excavation• Lock Out, Tag Out• Concrete and Masonry Construction | |
| II. | Disaster Response Training | 8 Hours |

Anticipated Results: Apprentices will learn High Performance High Value in each course topic. Apprentices will be able to identify unsafe working conditions and acts. Have a working knowledge in responding to a Disaster. Students will learn about OSHA and how it applies to their safety.

Teaching Methods:

1. Lecture
2. Guest Speaker
3. Demonstration
4. Films, slides and videos
5. Hands- On Training:

COURSE F1-B

CORE TRAINING: INTRODUCTION TO THE UNION AND CONSTRUCTION TRADES

CLASS HOURS-40

TOPICS TO BE COVERED:

I.	History	4 Hours
II.	First Aid CPR/AED	8 Hours
III.	Sexual Harassment	2 Hours
IV.	Green Building Awareness	4 Hours
V.	Math for the Construction Trades	8 Hours
VI.	Survival of the Fittest	2 Hours
VII.	Flagging and Traffic Control	8 Hours
III.	Review Examination	4 Hours

Anticipated Results: Apprentices will learn High Performance High Value in each course topic. Apprentices will be able to identify Green building awareness. Have a working knowledge of respiratory protection. Students will learn what the definition of Construction Organizing, Membership Education, and Training Labor History.

Teaching Methods:

1. Lecture
2. Guest Speaker
3. Demonstration
4. Films, slides and videos
5. Hands- On Training:

COURSE F1 - C

CORE TRAINING: Leadership, Professional Development and Architectural Drawings/ Blue Print Reading and Booms/Lifts

CLASS HOURS-40

TOPICS TO BE COVERED:

I.	Ergonomics	4 Hours
II.	Architectural Drawings and Blue Print Reading	16Hours
III.	RRP Lead Abatement Awareness for the Worker	8 Hours
IV.	Booms and Lifts	8 Hours
V.	Review Examination	4 Hours

Anticipated Results: Apprentices will learn High Performance High Value in each course topic. Apprentices should have basic understanding of Architectural Drawings and Blue Print Reading .Students will learn Lead Awareness and safe operating procedures of Booms and Lifts.

Teaching Methods:

1. Lecture
2. Guest Speaker
3. Demonstration
4. Films, slides and videos
5. Hands- On Training:

Class F1-D

40 Hrs.

Introduction to Carpet

24 Hrs.

a. Carpet Module One

1. History of the carpet industry in North America
2. carpet construction
3. professionalism
4. commercial

b. Carpet Module Two

1. Installation tools and equipment

c. Carpet Module Three

1. Floor preparation
2. carpet cushion
3. carpet seaming

Vinyl Back Carpet and Carpet Tile

8 Hrs.

- a. vinyl back carpet
- b. carpet tile

Hands on

8Hrs.

- a. Rubber base
- b. Knife skills
- c. Surface preparation

Work books

Carpet module one

Carpet module two

Carpet module three

Vinyl back carpet and Carpet Tile

Videos

Carpet Installation, Residential

Hands on Demonstrations and Projects

Class F1-C 40 Hrs.

Carpet 32 Hrs.

- a. carpet module four
 - 1. direct glue-down installation 8 Hrs.
 - 2. tackless installation 16 Hrs.
 - 3. stair carpet installation 8 Hrs.
- b. carpet module five 8 Hrs.
 - 1. woven carpet installation
 - 2. patterned carpet installation

Work Books

Carpet Module Four

Carpet Module Five

Videos

Power Stretching Carpet into a Room and Trimming Out the Area
The Role of Carpet Construction in Seaming

Hands on Demonstrations and Projects

Class F2-A

40 Hrs.

Tile Layout and Installation

16 Hrs.

- a. Tile installation tools
- b. Taking measurements
- c. Square layouts
- d. Laying the field tile
- e. Adhesives:
 - 1. applications
 - 2. trowel selection
 - 3. spreading the adhesive
- f. cutting tile to the wall
- g. cutting tile to corners
- h. cutting to door jambs
- i. cutting to objects

Special Layouts

24 Hrs.

- a. finding the center of a circular
- b. erecting a perpendicular line
- c. diagonal layout
- d. cutting to angled walls and door jambs
- e. cutting to objects at different angles

Conductive Tiles

- a. preparing the surface
- b. installing the tile
- c. installing metal foil

Work Books

Tile Layout and Installation

Videos

Tile Laying Using the Center
Armstrong Video #4

Hands on Demonstration and Projects

Class F2-B

40 Hrs.

Free Hand Knifing Skills

8 Hrs.

- a. straight walls
- b. inside corners
- c. outside corners
- d. door jambs

Flat Pattern

32 Hrs.

- a. placing the felt
- b. scribing the felt
- c. transferring the pattern

Work Books

Videos

- Armstrong Video #1
- Armstrong Video #2

Hands on Demonstration and Projects

Class F2-C 40 Hrs.

Bar Scribe 8 Hrs.

- a. one wall scribe
- b. 3 wall scribe
- c. 3 wall scribe and pipe 8 Hrs.
- d. 3 wall scribe with curves

Seams

- a. straight edge seams 8 Hrs.
- b. under scribe seams
- c. double cut seams 8 Hrs.
- d. edge trimmer
- e. pattern matching seams
- f. underscribing to insets
- g. tracing an inset to the field 8 Hrs.
- h. repairs

Work Books

Videos

Direct Scribe and Simple 3 Wall Seaming
Armstrong Video#1
Armstrong Video #2

Hands on Demonstration and Projects

Class F2-D **40 Hrs.**

Review of Flat Pattern **8 Hrs.**

Introduction to Cove

a. cap metal installation **8 Hrs.**

b. cove stick installation

c. placing the felt **24 Hrs.**

d. scribing the felt

e. transferring the pattern

Work Books

Coving Sheet Goods

Videos

Hanging the Cap Metal

Armstrong Video#6

Hands on Demonstration and Projects

Class F3-A

40 Hrs.

Cove Installation

- a. cap metal installation
- b. cove stick installation
- c. placing the felt
- d. scribing the felt
- e. transferring the pattern

Work Books

Coving Sheet Goods

Videos

Armstrong Video #6

Hands on Demonstration and Projects

Class F3-B 40 Hrs.

Heat Seam Welding 32 Hrs.

- a. identify tools
- b. manufacturer's recommendations
- c. grooving
- d. cutting seams for welding
- e. welding seams
- f. trimming

8 Hrs.

Work Books

Special Jobs

Leo Martinez hand outs

Videos

Skip Jonson Demonstration Welding Altro Floor

Hands on Demonstration and Projects

Class F3-C 40 Hrs.

Stair Treds

- a. 2 wall scribe of tread 16 Hrs.
- b. 2 wall scribe of riser
- c. pattern stringer

VCT at a 45 degree angle 16 Hrs.

- a. insets
 - 1. oval
 - 2. diamond
 - 3. elliptical star

Borders 8 Hrs.

- a. vinyl
- b. linoleum
- c. rubber

Work Books

Tile Layout and Installation

Videos

Hands on Demonstration and Projects

Class F3-D

40 Hrs.

Carpet on Stairs

8 Hrs.

- a. measuring the carpet
- b. tack strip
- c. pad
- d. installation of carpet
- e. feature stripes

Cap Step

24 Hrs.

- a. measuring the carpet
- b. tack strip
- c. pad
- d. installation of carpet
- e. sewing the cap step

Carpet Sewing

8 Hrs.

- a. cast stitch
- b. cross stitch
- c. lock stitch
- d. axminster stitch

Layouts

- a. plan projects

Work Books

Carpet Module Four

Videos

Pattern Matching, Hand Sewing , Tackless Stair and Cap Step installation
Carpeting Stairs Demonstration Minneapolis Show
Hand Sew Carpet

Hands on Demonstration and Projects

Class F4-A

40 Hrs.

Laminate Flooring

- a. power tool safety
- b. foam underlayment
- c. installing planks
 - 1. different types of locking tongue and groove joinery
 - 2. getting started
 - 3. assembly
 - 4. proper spacing
- d. transition
 - 1. molding
 - 2. reducer
 - 3. stair nosing
- e. repairs

Prefinished Hardwood

- a. types of wood
- b. installation of planks
 - 1. different types of locking tongue and groove joinery
 - 2. getting started
 - 3. assembly
 - 4. proper spacing
- c. glue down installation
- d. nail down installation

Specialty Tile

- a. cutting
- b. installation
- c. adhesives

Moisture Testing

- a. calcium chloride testing
- b. relative humidity testing
- c. mat testing
- d. Ph in concrete

Work Books

Laminated Floors

Hands on Demonstration and Projects

Videos

Class F4-B

40 Hrs.

Blue Prints

- a. blue print reading
- b. finish schedule
- c. scale

Plan Projects

- a. plan reading
- b. hands on project
 - 1. oval inset
 - 2. irregular curves
 - 3. square
 - 4. arc

Foremen Training

Work Books

Introduction to Architectural and shop Drawings
Measuring and Estimating
Communication Skills

Videos

Hands on Demonstration and Projects

Class F4-C

40 Hrs.

Exit Examination

- a. Install carpet, conventional**
- b. Layout and install VCT at a 45 degree angle**
- c. Install vinyl coved**

Class F4-D

40 Hrs.

Specialty Projects

Or

Finish Exit Examination

Appendix A

District Council 16

Southern Nevada Painters Master Agreement

WAGE SCHEDULE A

Effective July 1, 2020

	TAXABLE NETWAGE	PFR, EMPLOYEE HEALTH & WELFARE	IUPAT PENSION	DC 16 STAR	DC 16 JATTF	IUPAT LMCI	IUPAT FTI	ADMINISTRATIVE DUES CHECK-OFF	IUPAT ADMINISTRATIVE DUES CHECK-OFF	ORGANIZING DUES CHECK-OFF	UNITY ACTION DUES CHECK-OFF	VACATION/ HOLIDAY	TOTAL
PAINTER													
Journeyman*		\$6.96	\$6.13	\$0.25	\$0.25	\$0.10	\$0.10						
Foreman* (3 or more)	CBA	\$6.96	\$6.13	\$0.25	\$0.25	\$0.10	\$0.10	\$1.79	\$0.05	\$0.15	\$0.05	\$2.00	
Foreman* (6 or more)		\$6.96	\$6.13	\$0.25	\$0.25	\$0.10	\$0.10	\$1.94	\$0.05	\$0.15	\$0.05	\$2.00	
								\$2.00	\$0.05	\$0.15	\$0.05	\$2.00	
SPRAY PAINTER, PAPERHANGER, ETC.**													
Journeyman		\$6.96	\$6.13	\$0.25	\$0.25	\$0.10	\$0.10	\$1.88	\$0.05	\$0.15	\$0.05	\$2.00	
SWING STAGE													
Journeyman	CBA	\$6.96	\$6.13	\$0.25	\$0.25	\$0.10	\$0.10	\$1.91	\$0.05	\$0.15	\$0.05	\$2.00	
APPRENTICE PAINTER													
6 Months	CBA	\$6.96	\$6.13	\$0.25	\$0.25	\$0.10	\$0.10	\$0.98	\$0.05	\$0.15	\$0.05	\$0.00	
6 Months	CBA	\$6.96	\$6.13	\$0.25	\$0.25	\$0.10	\$0.10	\$1.07	\$0.05	\$0.15	\$0.05	\$0.00	
6 Months	CBA	\$6.96	\$6.13	\$0.25	\$0.25	\$0.10	\$0.10	\$1.16	\$0.05	\$0.15	\$0.05	\$1.30	
6 Months	CBA	\$6.96	\$6.13	\$0.25	\$0.25	\$0.10	\$0.10	\$1.25	\$0.05	\$0.15	\$0.05	\$1.40	
6 Months	CBA	\$6.96	\$6.13	\$0.25	\$0.25	\$0.10	\$0.10	\$1.34	\$0.05	\$0.15	\$0.05	\$1.50	
6 Months	CBA	\$6.96	\$6.13	\$0.25	\$0.25	\$0.10	\$0.10	\$1.43	\$0.05	\$0.15	\$0.05	\$1.60	
6 Months	CBA	\$6.96	\$6.13	\$0.25	\$0.25	\$0.10	\$0.10	\$1.52	\$0.05	\$0.15	\$0.05	\$1.70	
6 Months	CBA	\$6.96	\$6.13	\$0.25	\$0.25	\$0.10	\$0.10	\$0.98	\$0.05	\$0.15	\$0.05	\$0.00	
6 Months	CBA	\$6.96	\$6.13	\$0.25	\$0.25	\$0.10	\$0.10	\$0.98	\$0.05	\$0.15	\$0.05	\$0.00	
6 Months	CBA	\$6.96	\$6.13	\$0.25	\$0.25	\$0.10	\$0.10	\$1.61	\$0.05	\$0.15	\$0.05	\$1.80	

() Administrative Dues Check-Off (actual 6%), IUPAT Administrative Dues Check-Off, Organizing Dues Check-Off, Unity Action Dues Check-Off and Vacation/Holiday contributions are deducted from Taxable Net Wage hourly

* \$1.05 of the IUPAT Pension contribution is solely dedicated to deficit reduction and no benefits are accrued

** Also includes the classifications of: Para Painter, Grainer, Marbleizer, Sandblaster, Structural Steel & Steeljack 40' open space below and Special Coating Application

Appendix A
District Council 16
SOUTHERN Nevada Drywall Master
Agreement
Effective July 1, 2020

	TAXABLE NET WAGE	PTR, EMPLOYEE HEALTH & WELFARE	IUPAT PENSION	DC 16 JATTF	DC 16 STAR	IUPAT FTI	IUPAT LANCI	ADMINISTRATIVE DUES CHECK-OFF	IUPAT ADMINISTRATIVE DUES CHECK-OFF	ORGANIZING DUES CHECK-OFF	UNITY ACTION DUES CHECK-OFF	IUPAT PAT-PC	VACATION/ HOLIDAY
DRYWALL FINISHER													
Journeyman	CBA	\$6.96	\$6.81	\$0.20	\$0.25	\$0.05	\$0.05	(\$2.11)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$2.00)
Foreman A (up to 7)	CBA	\$6.96	\$6.81	\$0.20	\$0.25	\$0.05	\$0.05	(\$2.20)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$2.00)
Foreman B (8 or more)	CBA	\$6.96	\$6.81	\$0.20	\$0.25	\$0.05	\$0.05	(\$2.26)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$2.00)
STEEPLEJACK DRYWALL FINISHER (over 40ft with open space below)													
Journeyman	CBA	\$6.96	\$6.81	\$0.20	\$0.25	\$0.05	\$0.05	(\$2.20)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$2.00)
Foreman A (up to 7)	CBA	\$6.96	\$6.81	\$0.20	\$0.25	\$0.05	\$0.05	(\$2.29)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$2.00)
Foreman B (8 or more)	CBA	\$6.96	\$6.81	\$0.20	\$0.25	\$0.05	\$0.05	(\$2.35)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$2.00)
APPRENTICE DRYWALL FINISHER													
6 Months	I CBA	\$6.96	\$6.81	\$0.20	\$0.25	\$0.05	\$0.05	(\$1.06)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	\$0.00
6 Months	I CBA	\$6.96	\$6.81	\$0.20	\$0.25	\$0.05	\$0.05	(\$1.16)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	\$0.00
6 Months	I CBA	\$6.96	\$6.81	\$0.20	\$0.25	\$0.05	\$0.05	(\$1.27)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$1.20)
6 Months	I CBA	\$6.96	\$6.81	\$0.20	\$0.25	\$0.05	\$0.05	(\$1.48)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$1.40)
6 Months	I CBA	\$6.96	\$6.81	\$0.20	\$0.25	\$0.05	\$0.05	(\$1.69)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$1.60)
6 Months	I CBA	\$6.96	\$6.81	\$0.20	\$0.25	\$0.05	\$0.05	(\$1.80)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$1.70)
6 Months	I CBA	\$6.96	\$6.81	\$0.20	\$0.25	\$0.05	\$0.05	(\$1.90)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$1.80)
6 Months	I CBA	\$6.96	\$6.81	\$0.20	\$0.25	\$0.05	\$0.05	(\$2.01)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$1.90)
() Administrative Dues Check-Off (actual 6%), IUPAT Administrative Dues Check-Off, Unity Action Dues Check-Off, Organizing Dues Check-Off, IUPAT PAT-PC and Vacation/Holiday contributions are deducted from Taxable Net Wage hourly													

* \$1.23 of the IUPAT Pension contribution is solely dedicated to deficit reduction and no benefits are accrued

Appendix A

District Council 16

SOUTHERN Nevada Floor Covering Master Agreement

Effective July 1, 2020

	TAXABLE NET WAGE	BASE WAGE	PTRS EMPLOYEE HEALTH & WELFARE	IUPAT PENSION	DC 16 JATTF	IUPAT FTI	DC 16 STAR	IUPAT LMCI	ADMINISTRATIVE DUES CHECK-OFF	IUPAT ADMINISTRATIVE DUES CHECK-OFF	ORGANIZING DUES CHECK-OFF	UNITY ACTION DUES CHECK-OFF	IUPAT PAT-PC	VACATION/ HOLIDAY
JOURNEYMAN FLOOR COVERING INSTALLER														
Journeyman	CBA	\$28.85	\$7.01	\$8.22	\$0.20	\$0.05	\$0.25	\$0.05	(\$1.86)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$5.00)
Foreman	CBA	\$31.76	\$7.01	\$8.22	\$0.20	\$0.05	\$0.25	\$0.05	(\$2.05)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$5.00)
APPRENTICE FLOOR COVERING INSTALLER														
6 MONTHS 50%	CBA	\$14.28	\$7.01	\$8.22	\$0.20	\$0.05	\$0.25	\$0.05	(\$0.93)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	\$0.00
6 MONTHS 55%	CBA	\$15.82	\$7.01	\$8.22	\$0.20	\$0.05	\$0.25	\$0.05	(\$0.93)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	\$0.00
6 MONTHS 60%	CBA	\$17.19	\$7.01	\$8.22	\$0.20	\$0.05	\$0.25	\$0.05	(\$1.12)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$3.00)
6 MONTHS 65%	CBA	\$18.56	\$7.01	\$8.22	\$0.20	\$0.05	\$0.25	\$0.05	(\$1.30)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$3.50)
6 MONTHS 70%	CBA	\$19.92	\$7.01	\$8.22	\$0.20	\$0.05	\$0.25	\$0.05	(\$1.49)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$4.00)
6 MONTHS 75%	CBA	\$21.29	\$7.01	\$8.22	\$0.20	\$0.05	\$0.25	\$0.05	(\$1.67)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$4.50)
6 MONTHS 80%	CBA	\$22.84	\$7.01	\$8.22	\$0.20	\$0.05	\$0.25	\$0.05	(\$1.67)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$4.50)
6 MONTHS 85%	CBA	\$24.38	\$7.01	\$8.22	\$0.20	\$0.05	\$0.25	\$0.05	(\$1.67)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$4.50)
6 MONTHS 90%	CBA	\$25.94	\$7.01	\$8.22	\$0.20	\$0.05	\$0.25	\$0.05	(\$1.67)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$4.50)
6 MONTHS 95%	CBA	\$27.48	\$7.01	\$8.22	\$0.20	\$0.05	\$0.25	\$0.05	(\$1.67)	(\$0.05)	(\$0.15)	(\$0.05)	(\$0.05)	(\$4.50)

() Administrative Dues Check-Off, IUPAT Administrative Dues Check-Off, Organizing Dues Check-Off, Unity Action Dues Check-Off, IUPAT PAT-PC and Vacation/Holiday contributions are deducted from Taxable Net Wage hourly

* \$1.40 of the IUPAT Pension contribution is solely allocated to deficit reduction and no benefits are accrued.



NEVADA LABOR COMMISSIONER AND
NEVADA STATE APPRENTICESHIP COUNCIL
2021 Joint Standards of Apprenticeship

Appendix B

APPRENTICESHIP AGREEMENT

AND

APPLICATION FOR CERTIFICATION OF COMPLETION OF APPRENTICESHIP

Northern California and Nevada Finishing Trades Institute

RAPIDS PROGRAM ID NUMBER: NV001490001

DEVELOPED IN COOPERATION WITH THE
THE NEVADA LABOR COMMISSIONER, THE NEVADA STATE APPRENTICESHIP COUNCIL, AND
THE U.S. DEPARTMENT OF LABOR

Program Registration and Apprenticeship Agreement



NEVADA LABOR COMMISSIONER NEVADA STATE APPRENTICESHIP COUNCIL

APPRENTICE REGISTRATION

Warning: This agreement does not constitute a certification under NRS 610, NAC 610, Title 29, CFR, Part 5 for the employment of the apprentice on Federally financed or assisted construction projects. Current certifications must be obtained from the Office of Apprenticeship (OA) or the recognized State Apprenticeship Agency shown below. (Item 24)

The program sponsor and apprentice agree to the terms of the Apprenticeship Standards incorporated as part of this Agreement. The sponsor will not discriminate in the selection and training of the apprentice in accordance with the Equal Opportunity Standards in Title 29 CFR Part 30, and Executive Order 11246. This agreement may be terminated by either of the parties, citing cause(s), with notification to the registration agency, in compliance with Title 29, CFR, Part 29 and NRS & NAC 610.

PART A: TO BE COMPLETED BY APPRENTICE. NOTE TO SPONSOR: PART A SHOULD ONLY BE FILLED OUT BY APPRENTICE.

Apprentice Identification Number:		Answer Both A and B (Voluntary)		5. Veteran Status (Mark one)	
1. Name of Apprentice:		4. a. Ethnic Group (Mark one)		<input type="checkbox"/> Non-Veteran	
Last Name, First Name, Initial		<input type="checkbox"/> Hispanic or Latino		<input type="checkbox"/> Veteran	
Address		<input type="checkbox"/> Not Hispanic or Latino		6. Education Level (Mark one)	
City State Zip Code		b. Race (Mark one or more)		<input type="checkbox"/> 8th grade or less	
2. Date of Birth (Mo., Day, Yr.)		<input type="checkbox"/> American Indian or Alaska native		<input type="checkbox"/> 9th to 12th grade	
3. Sex (Mark one)		<input type="checkbox"/> Asian		<input type="checkbox"/> GED	
<input type="checkbox"/> Male <input type="checkbox"/> Female		<input type="checkbox"/> Black or African American		<input type="checkbox"/> High School Graduate or Greater	
		<input type="checkbox"/> Native Hawaiian or other Pacific Islander		<input type="checkbox"/> Post-Secondary or Technical Training	
		<input type="checkbox"/> White			
7a. Employment Status (Mark one) <input type="checkbox"/> New Employee <input type="checkbox"/> Existing Employee					
7b. Career Connection (Mark one) (Instructions on reverse) <input type="checkbox"/> None <input type="checkbox"/> Pre-Apprenticeship <input type="checkbox"/> Technical Training School <input type="checkbox"/> Military Veterans					
<input type="checkbox"/> Job Corps <input type="checkbox"/> YouthBuild <input type="checkbox"/> HUD/STEP-UP <input type="checkbox"/> Career Center Referral <input type="checkbox"/> School-to-Registered Apprenticeship					
8. Signature of Apprentice			Date		
9. Signature of Parent/Guardian (if minor)			Date		

PART B: SPONSOR: EXCEPT FOR ITEMS 6, 7, 8, 10a. - 10c, REMAINDER OF ITEMS REPOPULATED FROM PROGRAM REGISTRATION.

1. Sponsor Program No. <u>NV001490001</u>		2a. Occupation (The work processes listed in the standards are part of this agreement).		2b. Occupation Code:	
Sponsor Name		Floor Coverers			
Northern California and Nevada Finishing Trades Institute 1701 Whitney Mesa Drive Henderson NV. 89014.,		3. Occupation Training Approach (Mark one)		4. Term (Hrs., Mos., Yrs.)	
		3a. <input checked="" type="checkbox"/> Time-Based		5. Probationary Period (Hrs., Mos., Yrs.)	
		3b. <input type="checkbox"/> Competency-Based		6 Months	
		3c. <input type="checkbox"/> Hybrid			
9a. Related Instruction (Number of Hours Per Year) 140		9b. Apprentice Wages for Related Instruction <input type="checkbox"/> Will Be Paid <input checked="" type="checkbox"/> Will Not Be Paid		6. Credit for Previous Experience (Hrs., Mos., Yrs.)	
		9c. Related Training Instruction Source D.C. 16 J.A.T.T.F.		7. Term Remaining (Hrs., Mos., Yrs.)	
				8. Date Apprenticeship Begins	
10. Wages:					
10a. Pre-Apprenticeship Hourly Wage \$ _____ 10b. Apprentice's Entry Hourly Wage \$18.06 10c. Journeyworker's Hourly Wage \$40.14					
Check Box 10d. Term					
<input type="checkbox"/> Hrs., <input checked="" type="checkbox"/> Mos., or <input type="checkbox"/> Yrs.					
10e. Wage Rate (Mark one) % <input checked="" type="checkbox"/> or \$ <input type="checkbox"/>					
Period 1 2 3 4 5 6 7 8 9 10					
6 6 6 6 6 6 6 6 6 6					
50% 55% 60% 65% 70% 75% 80% 85% 90% 95%					

11. Signature of Sponsor's Representative		Date Signed		12. Name and Address of Sponsor Designee to Receive Complaints	
				Alex Beltran 2020 Williams Street Suite A San Leandro, CA. 94577	

PART C: TO BE COMPLETED BY REGISTRATION AGENCY

1. Registration Agency and Address: NEVADA LABOR COMMISSIONER 3300 West Sahara Avenue Ste 225, Las Vegas NV 89102		2. Signature State Apprentice Director		3. Date Registered	
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Program Definitions and/or Instructions:

Part A

Item 4.a. Definition - Ethnic Group:

Hispanic or Latino. A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. The term, "Spanish origin," can be used in addition to "Hispanic or Latino."

Item 4.b. Definitions - Race:

American Indian or Alaska Native. A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

Asian. A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American. A person having origins in any of the black racial groups of Africa. Terms such as "Haitian" or "Negro" can be used in addition to "Black or African American."

Native Hawaiian or Other Pacific Islander. A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White. A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Item 7b. Instructions:

Indicate any career connection (definitions follow). Enter "None" if no career connection applies.

Pre-Apprenticeship. A program or set of strategies designed to prepare individuals to enter and succeed in a Registered Apprenticeship program which has or have a documented partnership(s) with a Registered Apprenticeship program(s).

Technical Training School. Graduates trained in an occupation from a technical training school related to an occupation registered by the program sponsor and who meet the minimum qualifications for Registered Apprenticeship.

Military Veterans. Veterans that completed a military technical training school and/or elect to participate in the Building and Construction Trades Helmets to Hardhats Program or trained in an occupation while in the military related to an occupation registered by the program sponsor and who meet the minimum qualifications for Registered Apprenticeship.

Job Corps. Graduates trained in an occupation from a federally funded Job Corps center related to an occupation registered by the program sponsor and who meet the minimum qualifications for Registered Apprenticeship.

YouthBuild. Graduates trained in an occupation from a federally funded YouthBuild program related to an occupation registered by the sponsor and who meet the minimum qualifications for Registered Apprenticeship.

HUD/STEP-UP. Applicants who successfully participated in the U.S. Department of Housing and Urban Development Step-Up program and received an apprenticeship experience which meets the minimum qualifications for Registered Apprenticeship.

Career Center Referral. Includes career center participants referred to the Registered Apprenticeship Program and/or apprentice(s) that receive workforce system funded services that support their participation in a Registered Apprenticeship program. This may include the use of individual training accounts and/or on-the-job training reimbursements.

School-to-Registered Apprenticeship. Program designed to allow high school youth ages 16 - 17 to enter a Registered Apprenticeship program and continue after graduation with full credit given for the high school portion.

Part B

Item 3. Occupation Training Approach. The program sponsor decides which of the three training methods to use in the program as follows:

- 3.a. Time-Based Training Approach - apprentice required to complete a specific number of hours of on-the-job learning (OJL) and related training instruction (RTI).
- 3.b. Competency-Based Training Approach - apprentice required to demonstrate competency in defined subject areas and does not require any specific hours of OJL or RTI; or
- 3.c. Hybrid-Training Approach - apprentice required to complete a minimum number of OJL and RTI hours and demonstrate competency in the defined subject areas.

Item 4. Term (Hrs., Mos., Yrs.). Based on the program sponsor's training approach. See Part B, Item 4. Available in the terms of the Apprenticeship Standards.

Item 5. Probationary Period (Hrs. Mos., Yrs.) Probation period cannot exceed 25 percent of the length of the program or one year, whichever is shorter.

Item 7. Term Remaining (Hrs., Mos., Yrs.). Under Part B, Item 6., Credit for Previous Experience (Hrs., Mos., Yrs.) is determined by the program sponsor. The Term Remaining (Hrs., Mos., Yrs.) in Part B, Item 7., for the apprentice to complete the apprenticeship is based on the training approach indicated in Part B, Item 3. The term remaining is available in the terms of the Apprenticeship Standards.

Item 10. Wage Instructions:

10a. Pre-Apprentice hourly wage: sponsor enters the individual's hourly wage in the quarter prior to becoming an apprentice.

10b. Apprentice's entry hourly wage (hourly dollar amount paid): sponsor enters this apprentice's entry hourly wage.

10c. Journeyworker's wage: sponsor enters wage per hour.

10d. Term: sponsor enters in each box the apprentice schedule of pay for each advancement period based on the program sponsor's training approach. See Part B, Item 3. and is available in the terms of the Apprenticeship Standards.

10e. Percent or dollar amount: sponsor marks one.

Note: 10c. If the employer is signatory to a collective bargaining agreement, the journeyworker's wage rate in the applicable collective bargaining agreement is identified. Apprenticeship program sponsors not covered by a collective bargaining agreement must identify a minimum journeyworker's hourly wage rate that will be the basis for the progressive wage schedule identified in Item 10e, of this agreement.

10d. The employer agrees to pay the hourly wage rate identified in this section to the apprentice each period of the apprenticeship based on the successful completion of the training approach and related instructions outlined in the Apprenticeship Standards. The period may be expressed in hours, months, or years.

10e. The wage rates are expressed either as a percent or in dollars and cents of the journeyworker's wage depending on the industry.

Example (Time-based approach) - 3 YEAR APPRENTICESHIP PROGRAM

<u>Term</u>	<u>Period 1</u>	<u>Period 2</u>	<u>Period 3</u>	<u>Period 4</u>	<u>Period 5</u>	<u>Period 6</u>
Hrs., Mos., Yrs.	1000 Hrs.	1000 Hrs.	1000 Hrs.	1000 Hrs.	1000 Hrs.	
%	55	60	65	70	80	90

Example (Time-based approach) - 4 YEAR APPRENTICESHIP PROGRAM

<u>Term</u>	<u>Period 1</u>	<u>Period 2</u>	<u>Period 3</u>	<u>Period 4</u>	<u>Period 5</u>	<u>Period 6</u>	<u>Period 7</u>	<u>Period 8</u>
Hrs., Mos., Yrs.	6 Mos.	6 Mos.	6 Mos.	6 Mos.	6 Mos.	6 Mos.	6 Mos.	6 Mos.
	50	55	60	65	70	75	80	90

Item 13. Identifies the individual or entity responsible for receiving complaints (Code of Federal Regulations, CFR, Title 29 part 29.7(k)).

Part C.

Item 4. Definition: The Registered Apprenticeship Partners Information Data System (RAPIDS) encrypts the apprentice's social security number and generates a unique identification number to identify the apprentice. It replaces the social security number to protect the apprentice's privacy.

*The submission of your social security number is requested. The apprentice's social security number will only be used to verify the apprentice's periods of employment and wages for purposes of complying with the Office of Management and Budget related to common measures of the Federal job training and employment programs for measuring performance outcomes and for purposes of the Government Performance and Results Act. The Office of Apprenticeship will use wage records through the Wage Record Interchange System and needs the apprentice's social security number to match this number against the employers' wage records. Also, the apprentice's social security number will be used, if appropriate, for purposes of the Davis Bacon Act of 1931, as amended, U.S. Code Title 40, Sections 276a to 276a-7, and Title 29 CFR 5, to verify and certify to the U.S. Department of Labor, Wage and Hour Division, that you are a registered apprentice to ensure that the employer is complying with the geographic prevailing wage of your occupational classification. Failure to disclose your social security number on this form will not affect your right to be registered as an apprentice. Civil and criminal provisions of the Privacy Act apply to any unlawful disclosure of your social security number, which is prohibited.

The collection and maintenance of the data on ETA-671, Apprentice Registration – Section II Form, is authorized under the National Apprenticeship Act, 29 U.S.C. 50, and CFR 29 Part 29.1. The data is used for apprenticeship program statistical purposes and is maintained, pursuant to the Privacy Act of 1974 (5 U.S.C. 552a.), in a system of records entitled, DOL/ETA-4, Registered Apprenticeship Partners Information Management Data System (RAPIDS) at the U.S. Department of Labor, Office of Apprenticeship,. Data may be disclosed to a State Apprenticeship Agency to determine an assessment of skill needs and program information, and in connection with federal litigation or when required by law.

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Public reporting burden for this collection of information is estimated to average five minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. The obligation to respond is required to obtain or retain benefits under 29 USC 50. Send comments regarding this burden or any other aspect of this collection of information including suggestions for reducing this burden to the U.S. Department of Labor, Office of Apprenticeship, 200 Constitution Avenue, N.W., Room N-5311, Washington, D.C. 20210 (Paperwork Reduction Project 1205-0023.)



Program Registration and
Apprenticeship Agreement
Office of Apprenticeship

U.S. Department of Labor
Employment and Training Administration

Voluntary Disability Disclosure

OMB No. 1205-0223

Please check one of the boxes below:

- ☐ YES, I HAVE A DISABILITY (or previously had a disability)
- ☐ NO, I DON'T HAVE A DISABILITY
- ☐ I DON'T WISH TO ANSWER

Your name: _____

Date: _____

Why are you being asked to complete this form?

Because we are a sponsor of a registered apprenticeship program and participate in the National Registered Apprenticeship System that is regulated by the U.S. Department of Labor, we must reach out to, enroll, and provide equal opportunity in apprenticeship to qualified people with disabilities.^[1] To help us learn how well we are doing, we are asking you to tell us if you have a disability or if you ever had a disability. Completing this form is voluntary, but we hope that you will choose to fill it out. If you are applying for apprenticeship, any answer you give will be kept private and will not be used against you in any way.

If you already are an apprentice within our registered apprenticeship program, your answer will not be used against you in any way. Because a person may become disabled at any time, we are required to ask all of our apprentices at the time of enrollment, and then remind them yearly, that they may update their information. You may voluntarily self-identify as having a disability on this form without fear of any punishment because you did not identify as having a disability earlier.

How do I know if I have a disability?

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition. Disabilities include, but are not limited to: blindness, deafness, cancer, diabetes, epilepsy, autism, cerebral palsy, HIV/AIDS, schizophrenia, muscular dystrophy, bipolar disorder, major depression, multiple sclerosis (MS), missing limbs or partially missing limbs, post-traumatic stress disorder (PTSD), obsessive compulsive disorder, impairments requiring the use of a wheelchair, intellectual disability (previously called mental retardation).

^[1] Part 30 – Equal Employment Opportunity in Apprenticeship. For more information about this form or the equal employment obligations of Federal contractors, visit the U.S. Department of Labor's Office of Apprenticeship website at <https://www.doleta.gov/OA/eo/>.

NEVADA LABOR COMMISSIONER AND THE NEVADA STATE
APPRENTICESHIP COUNCIL APPLICATION FOR CERTIFICATION
OF COMPLETION OF APPRENTICESHIP

(If required please type or print all information, attach additional apprentices on separate sheet)
(This Application is optional, for Sponsor utilizing Electronic Registration)

Sponsor Information

Sponsor:	Program #:
Address:	Contact Name:
City, State, Zip:	Phone:

Apprentice Information

Full Name of Apprentice:	(Print/type name as indicated on the ETA 671 or in RAPIDS)
Apprentice Registration Number:	
Occupation:	
Term:	
Registration Date:	
Date of Completion:	
Completion Wage:	

Related Instruction Certification

Related Instruction Hours completed:
Related Instruction Furnished By:
Teacher(s) or Director(s) of Related Instruction Certifying to above information:
Name: _____ Address: _____

Request for Certificate

Certify that the apprentice named in the application has satisfactorily completed and is working at the Journey worker Level of their apprenticeship program as registered with the State Apprenticeship Agency by using the completion form for the issuance of the Certificate of Completion of Apprenticeship.

Sponsor's Signature: _____ Date: _____

Type Name/Title: _____

NEVADA LABOR COMMISSIONER AND THE NEVADA STATE
APPRENTICESHIP COUNCIL APPLICATION FOR CERTIFICATION
OF COMPLETION OF APPRENTICESHIP

*(If required please type or print all information, attach additional apprentices on separate sheet)
(This Application is optional, for Sponsor utilizing Electronic Registration)*

Authentication of Requests for Certificate of Completion of Apprenticeship

Where the Office of Apprenticeship is the Registration Agency, issuance of a Certificate of Completion of Apprenticeship to apprentices upon satisfactory completion of the requirements of the apprenticeship program as established in these Standards, the sponsor certifies to the Registration Agency and requests the awarding of a Certificate of Completion of Apprenticeship to the completing apprentice(s). Such requests are completed either electronically using the Register Apprenticeship Partner Information System (RAPIDS) or in writing using with the use of this form from the sponsor to the appropriate field office.

General Guidance

The sponsor will verify that the apprentice has completed all requirements of apprenticeship including a signed copy of transcripts from the sponsor, provider or sponsor of the related instruction. The field office representative shall have in evidence an electronic or written Application for Certification of Completion of Apprenticeship.

When a large number of apprentices are completing at the same time from the same occupation, one application form from the sponsor can be used with an attached list of pertinent information for the completing apprentices. When the sponsor has more than one occupation or more than one employer, the sponsor should complete separate forms for each occupation and employer, follow the procedure above.

The occupation identified, must be the occupation title as listed in the most current List of Officially Recognized Apprenticeable Occupations. For sponsors who use a slightly different occupational title, OA staff may use the sponsor's title as long as the officially recognized occupational title is included in parenthesis under the sponsor's occupational title. Please see attached "sample" for reference.

The term "journeyman, journeyworker, journeyperson, etc." should not be included in the occupational title. These terms are used to describe a level of competency rather than an occupational title.

In rare instances where a program sponsor may utilize such a term above in their occupational title and that terminology is consistently used within their organization and training materials, OA staff may use that terminology on the sponsor's occupational title as long as the officially recognized occupational title is listed in parenthesis under the sponsor's title. The practice of using a level of competency in the occupational title should be discouraged when possible.

The sponsor's name on the Certificate of Completion of Apprenticeship shall be as it is registered and approved in their apprenticeship standards.

The date completed shall be the date of completion as indicated on the request form.

Issuance of Replacement OA Certificate of Completion of Apprenticeship

Replacement certificate requests shall be verified with undeniable proof that an original certificate was either issued or requested by the sponsor. This shall be verified through OA's records or the program sponsor's records. In the event a field office has no proof, yet a program sponsor does, or vice versa, a copy of that proof shall be sent to the field office and included in the program folder. The term "**Replacement Certificate**" shall be printed on the certificate.

The Certificate of Completion of Apprenticeship shall not be used for any other purpose than completion of a Registered Apprenticeship program.

Program Registration and Apprenticeship Agreement



NEVADA LABOR COMMISSIONER NEVADA STATE APPRENTICESHIP COUNCIL

APPRENTICE REGISTRATION

Warning: This agreement does not constitute a certification under NRS 610, NAC 610, Title 29, CFR, Part 5 for the employment of the apprentice on Federally financed or assisted construction projects. Current certifications must be obtained from the Office of Apprenticeship (OA) or the recognized State Apprenticeship Agency shown below. (Item 24)

The program sponsor and apprentice agree to the terms of the Apprenticeship Standards incorporated as part of this Agreement. The sponsor will not discriminate in the selection and training of the apprentice in accordance with the Equal Opportunity Standards in Title 29 CFR Part 30, and Executive Order 11246. This agreement may be terminated by either of the parties, citing cause(s), with notification to the registration agency, in compliance with Title 29, CFR, Part 29 and NRS & NAC 610.

PART A: TO BE COMPLETED BY APPRENTICE. NOTE TO SPONSOR: PART A SHOULD ONLY BE FILLED OUT BY APPRENTICE.

Apprentice Identification Number:		Answer Both A and B (Voluntary)		5. Veteran Status (Mark one)	
1. Name of Apprentice:		4. a. Ethnic Group (Mark one)		<input type="checkbox"/> Non-Veteran	
Last Name, First Name, Initial		<input type="checkbox"/> Hispanic or Latino		<input type="checkbox"/> Veteran	
Address		<input type="checkbox"/> Not Hispanic or Latino		6. Education Level (Mark one)	
City State Zip Code		b. Race (Mark one or more)		<input type="checkbox"/> 8th grade or less	
2. Date of Birth (Mo., Day, Yr.)		<input type="checkbox"/> American Indian or Alaska native		<input type="checkbox"/> 9th to 12th grade	
3. Sex (Mark one)		<input type="checkbox"/> Asian		<input type="checkbox"/> GED	
<input type="checkbox"/> Male <input type="checkbox"/> Female		<input type="checkbox"/> Black or African American		<input type="checkbox"/> High School Graduate or Greater	
		<input type="checkbox"/> Native Hawaiian or other Pacific Islander		<input type="checkbox"/> Post-Secondary or Technical Training	
		<input type="checkbox"/> White			
7a. Employment Status (Mark one) <input type="checkbox"/> New Employee <input type="checkbox"/> Existing Employee					
7b. Career Connection (Mark one) (Instructions on reverse) <input type="checkbox"/> None <input type="checkbox"/> Pre-Apprenticeship <input type="checkbox"/> Technical Training School <input type="checkbox"/> Military Veterans					
<input type="checkbox"/> Job Corps <input type="checkbox"/> YouthBuild <input type="checkbox"/> HUD/STEP-UP <input type="checkbox"/> Career Center Referral <input type="checkbox"/> School-to-Registered Apprenticeship					
8. Signature of Apprentice			Date		
9. Signature of Parent/Guardian (if minor)			Date		

PART B: SPONSOR: EXCEPT FOR ITEMS 6, 7, 8, 10a. - 10c, REMAINDER OF ITEMS REPOPULATED FROM PROGRAM REGISTRATION.

1. Sponsor Program No. <u>NV001490001</u>		2a. Occupation (The work processes listed in the standards are part of this agreement).		2b. Occupation Code:	
Sponsor Name		Painters			
Northern California and Nevada Finishing Trades Institute 1701 Whitney Mesa Drive Henderson NV. 89014.,		3. Occupation Training Approach (Mark one)		4. Term (Hrs., Mos., Yrs.)	
		3a. <input checked="" type="checkbox"/> Time-Based		5. Probationary Period (Hrs., Mos., Yrs.)	
		3b. <input type="checkbox"/> Competency-Based		6 Months	
		3c. <input type="checkbox"/> Hybrid			
9a. Related Instruction (Number of Hours Per Year)		6. Credit for Previous Experience (Hrs., Mos., Yrs.)		7. Term Remaining (Hrs., Mos., Yrs.)	
140				8. Date Apprenticeship Begins	
9b. Apprentice Wages for Related Instruction		9c. Related Training Instruction Source			
<input type="checkbox"/> Will Be Paid <input checked="" type="checkbox"/> Will Not Be Paid		D.C. 16 J.A.T.T.F.			
10. Wages:					
10a. Pre-Apprenticeship Hourly Wage \$		10b. Apprentice's Entry Hourly Wage \$17.65		10c. Journeyworker's Hourly Wage \$44.12	
Check Box					
10d. Term					
<input type="checkbox"/> Hrs., <input checked="" type="checkbox"/> Mos., or <input type="checkbox"/> Yrs.					
10e. Wage Rate (Mark one) % <input checked="" type="checkbox"/> or \$ <input type="checkbox"/>					

11. Signature of Sponsor's Representative		Date Signed		12. Name and Address of Sponsor Designee to Receive Complaints	
				Alex Beltran 2020 Williams Street Suite A San Leandro, CA. 94577	

PART C: TO BE COMPLETED BY REGISTRATION AGENCY

1. Registration Agency and Address: NEVADA LABOR COMMISSIONER 3300 West Sahara Avenue Ste 225, Las Vegas NV 89102		2. Signature State Apprentice Director		3. Date Registered	
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Program Registration and Apprenticeship Agreement



NEVADA LABOR COMMISSIONER NEVADA STATE APPRENTICESHIP COUNCIL

APPRENTICE REGISTRATION

Warning: This agreement does not constitute a certification under NRS 610, NAC 610, Title 29, CFR, Part 5 for the employment of the apprentice on Federally financed or assisted construction projects. Current certifications must be obtained from the Office of Apprenticeship (OA) or the recognized State Apprenticeship Agency shown below. (Item 24)

The program sponsor and apprentice agree to the terms of the Apprenticeship Standards incorporated as part of this Agreement. The sponsor will not discriminate in the selection and training of the apprentice in accordance with the Equal Opportunity Standards in Title 29 CFR Part 30, and Executive Order 11246. This agreement may be terminated by either of the parties, citing cause(s), with notification to the registration agency, in compliance with Title 29, CFR, Part 29 and NRS & NAC 610.

PART A: TO BE COMPLETED BY APPRENTICE. NOTE TO SPONSOR: PART A SHOULD ONLY BE FILLED OUT BY APPRENTICE.

Apprentice Identification Number:

1. Name of Apprentice:

Last Name, First Name, Initial

Address

City State Zip Code

2. Date of Birth (Mo., Day, Yr.)

3. Sex (Mark one)

☐ Male ☐ Female

Answer Both A and B (Voluntary)

4. a. Ethnic Group (Mark one)

☐ Hispanic or Latino
☐ Not Hispanic or Latino

b. Race (Mark one or more)

☐ American Indian or Alaska native
☐ Asian
☐ Black or African American
☐ Native Hawaiian or other Pacific Islander
☐ White

5. Veteran Status (Mark one)

☐ Non-Veteran
☐ Veteran

6. Education Level (Mark one)

☐ 8th grade or less
☐ 9th to 12th grade
☐ GED
☐ High School Graduate or Greater
☐ Post-Secondary or Technical Training

7a. Employment Status (Mark one)

☐ New Employee ☐ Existing Employee

7b. Career Connection (Mark one) (Instructions on reverse) ☐ None ☐ Pre-Apprenticeship ☐ Technical Training School ☐ Military Veterans

☐ Job Corps ☐ YouthBuild ☐ HUD/STEP-UP ☐ Career Center Referral ☐ School-to-Registered Apprenticeship

8. Signature of Apprentice

Date

9. Signature of Parent/Guardian (if minor)

Date

PART B: SPONSOR: EXCEPT FOR ITEMS 6, 7, 8, 10a. - 10c, REMAINDER OF ITEMS REPOPULATED FROM PROGRAM REGISTRATION.

1. Sponsor Program No. NV001490001

Sponsor Name

Northern California and Nevada Finishing Trades Institute
1701 Whitney Mesa Drive
Henderson NV. 89014.,

2a. Occupation (The work processes listed in the standards are part of this agreement).

Drywall Finisher

2b Occupation Code:

3. Occupation Training Approach (Mark one)

3a. ☒ Time-Based
3b. ☐ Competency-Based
3c. ☐ Hybrid

4. Term (Hrs., Mos., Yrs.)

4 Years

5. Probationary Period (Hrs., Mos., Yrs.)

6 Months

6. Credit for Previous Experience (Hrs., Mos., Yrs.)

7. Term Remaining (Hrs., Mos., Yrs.)

8. Date Apprenticeship Begins

9a. Related Instruction (Number of Hours Per Year)
140

9b. Apprentice Wages for Related Instruction
☐ Will Be Paid ☒ Will Not Be Paid

9c. Related Training Instruction Source
D.C. 16 J.A.T.T.F.

10. Wages:

10a. Pre-Apprenticeship Hourly Wage \$ _____

10b. Apprentice's Entry Hourly Wage **\$17.65**

10c. Journeyworker's Hourly Wage **\$44.12**

Check Box

10d. Term
☐ Hrs., ☒ Mos., or ☐ Yrs.

Period	1	2	3	4	5	6	7	8	9	10
6	6	6	6	6	6	6	6	6		
40%	45%	50%	55%	65%	75%	85%	95%			

10e. Wage Rate (Mark one) % ☒ or \$ ☐

12. Name and Address of Sponsor Designee to Receive Complaints

Alex Beltran
2020 Williams Street Suite A
San Leandro, CA. 94577

11. Signature of Sponsor's Representative

Date Signed

PART C: TO BE COMPLETED BY REGISTRATION AGENCY

1. Registration Agency and Address:
NEVADA LABOR COMMISSIONER
3300 West Sahara Avenue Ste 225, Las Vegas NV 89102

2. Signature State Apprentice Director

3. Date Registered

APPENDIX C

AFFIRMATIVE ACTION PLAN

The Southern Nevada Finishing Trades Joint Apprenticeship and Training Committee pledges that the recruitment, selection and training of Apprentices during their apprenticeship shall be without discrimination because of race, color, religion, national origin, sex, sexual orientation, age (40 or older) genetic information, and disability.. The following activities shall constitute the Affirmative Action Plan. The Committee will make a good faith effort to participate in these activities to accomplish the goals of N.A.C. 610.510 through 610.990 and to comply with 29 CFR 30.

This program has opted to use Alternative Selection Method number four (4) as provided by the Nevada State Plan for Equal Opportunity of Apprenticeship.

1. Announcement of apprenticeship opportunities shall be made at least semi-annually. Announcements shall be made to:
 - a. Office of the Labor Commissioner
 - b. Bureau of Apprenticeship and Training, Department of Labor.
 - c. Nevada Employment Service in each of its offices within the Committees jurisdiction.
 - d. Representative groups identified with minorities and/or females.
 - e. Such other appropriate groups as directed by the Nevada State Apprenticeship Council, i.e., local newspaper.
2. Participate in workshops conducted by the Nevada State Apprenticeship Council, bona fide organizations of apprenticeship coordinators for the purpose of furthering apprenticeship opportunities available.
3. Cooperate with local school boards and vocational education systems to develop a familiarization with the needs of the industry and the qualifications required of Apprentices.
4. The Southern Nevada Finishing Trades Joint Apprenticeship and Training Committee shall communicate this plan to its participating parties to promote understanding, acceptance and support among the parties.
5. Grant advance standing or credit on the basis of previously acquired experience, training, skill or aptitude for all applicants equally.
6. Engage in such other activities that may further the entry of minorities and/or females into apprenticeship.
7. The selection of Apprentices shall be by means of a selection procedure consistent

with the provisions of the Nevada State Plan.

- 8; The Southern Nevada Finishing Trades Institute Joint Apprenticeship and Training Committee shall make an annual study of participation of minorities and females, in its apprenticeship Program and the hiring practice of participating employers in order to compare its utilization of these groups with the rates of their participation in the labor force in this jurisdiction. A percentage participation rate of minorities and/or females in apprenticeship which is less than their respective participation rate in the labor force signifies a utilization deficiency to be corrected through Affirmative Action.
9. Direct placement shall be permitted for graduates of the Job Corps, Youth-build, Building Trades MC3, or other pre-apprenticeship programs which are concurrent with the Office of Apprenticeship.
10. Every reasonable attempt will be made for the utilization of minorities and females in the program in the same percentage as minorities and females, respectively, exist in the total population of the Southern Nevada area, as determined by the most recent Standard Metropolitan Statistical Area (S.M.S.A.) report.
 - (a) Utilization of minorities
 - 1) Minority Labor Force= 28%
Total Labor Force
 - 2) Minority Apprentices = 28%
Total Apprentices
 - (b) Utilization of females
 - (1) Female Labor Force= 44.8%
Total Labor Force
 - (2) Female Apprentice (Painter)= 15%
Female Apprentice (Drywall Finisher/Taper)= 6%
Female Apprentice (Floor Coverer)= 4.1%
Total Apprentices
11. A listed employee of a new participating Employer, not otherwise qualified as a Journeyman when the Employer becomes signatory, shall be evaluated by the JATC and its Coordinator, and may be indentured at the appropriate period of apprenticeship based on previous work experience and related training provided they meet the minimum qualifications.
12. If otherwise eligible for selection under these Standards, an individual who signs an authorization card during an organizing effort by the Union, where a majority of the company's covered employees have authorized the Union as bargaining representative, and whether or not the Employer becomes signatory, may be evaluated by the Committee and Coordinator and indentured at the appropriate period of apprenticeship based on previous work experience and related training provided they meet the minimum qualifications.

Appendix D

I. Selection of Apprentice Applicants:

Applicants will be selected by Method Number 4:

Method Number 4 consists of,

- A. Minimum age of all applicants shall be 18 years. No maximum age.
- B. Educational prerequisites for entry: High School Diploma, GED, or High School Proficiency.
- C. Physical prerequisites for entry: Applicants must be physically able to perform the work of the craft.
- D. Aptitude Proficiency Test. Applicants failing to achieve a passing score on the Aptitude Test will be allowed to re-test, one time, a minimum of 30 days after their first attempt. A Second failure will result in the applicant being ineligible for the apprenticeship.
 - Oral Interview: No
 - Minimum overall passing score: 70%
- E. Applications will be recorded on a chronological list according to application date and time received. All applicants will be notified in writing of acceptance or rejection. If rejected, reasons for rejection will be stated.
- F. A ranked and rated pool of eligible applicants subject to selection for two (2) years will be established and maintained as follows:
 - 1. Eligible applicants may seek employment and be referred by the employer for indenture.
 - 2. Employer may request an applicant from the eligibility list, and at such time, an applicant is referred from the top of the ranked list.
- G. Falsification of, any information furnished by the applicant to the Joint Apprenticeship and Training Committee shall be cause for rejection of the applicant by the JATC and/or cancellation of apprenticeship agreement at any subsequent date.
- H. It shall be the responsibility of the applicant to keep the Committee advised of any change of address or telephone number.
- I. All of an applicant's work experience and training will be evaluated by the committee at the time of indenture and appropriate credit will be given

toward a higher apprenticeship and/or wage bracket as appropriate.

J. Priority referrals:

The Committee may grant priority referrals into the apprenticeship program to persons who do not possess journeyman skills by alternate means as follows:

1. An applicant who becomes a member of District Council 16 as a result of the Union's Organizational efforts will be qualified for and be granted advanced credit for work and education experience based on their years of training in the trade and their educational background. Advanced credit will be granted after evaluation by the committee or its representative. The evaluation will consist of a written examination, an interview, hands-on testing by the JATC representative and be completed before referral is made. Such persons shall be given equal consideration without regard to their race, sex, minimum qualifications, the program's eligibility list, or the necessity of passing a written apprenticeship entrance test.
 2. If an applicant has graduated from an accredited and approved training school or pre-apprenticeship program that has been reviewed and approved by the JATC, including but not limited to such programs as Job Corp., then the applicant may start at the apprentice wage rate recommended by the JATC for graduates of the particular program. The JATC will determine the training requirements for this new apprentice in order to ensure all the necessary training for completion of the apprenticeship program is received. Such persons shall be given equal consideration without regard to their race, sex, minimum qualifications, the program's eligibility list, or the necessity of passing a written apprenticeship entrance test.
 3. If an applicant is a military veteran who has completed military training and participated in an apprenticeship program in the Finishing Trades occupations while in the Military,
including but not limited to such programs as Helmets to Hard Hats and Combat to Construction., then the JATC shall evaluate the training received, grant the appropriate credit on the term of apprenticeship and set the appropriate wage rate. The JATC will determine the training requirements for these new apprentices in order to ensure that they receive all the necessary training for completion of the apprenticeship program. Such persons shall be given equal consideration without regard to their race, sex, minimum qualifications, the program's eligibility list, or the necessity of passing a written apprenticeship entrance test.
- K. An Apprentice will be evaluated by the Committee within 90 days of indenture date with appropriate credit given toward a higher period of apprenticeship if previous training and experience merits.
- L. Any employee of a signatory employer of District Council 16 can be tested at the employer's request as a Direct Entry into the program,

circumventing the qualified applicant list.

- M. Applicants meeting the minimum qualifications and submitting the required documents will be notified where and when to appear for the aptitude proficiency testing.

SECTION IV - MAINTENANCE OF RECORDS

SOUTHERN NEVADA FINISHING TRADES INSTITUTE JATC will keep adequate records including a summary of the qualifications of each applicant, the basis for evaluation and for selection or rejection of each applicant, the records pertaining to orientation of applicants, the original application for each applicant, information relative to the operation of the apprenticeship program, including but not limited to job assignment, promotion, demotion, layoff, or termination, rates of pay or other forms of compensation or conditions of work, hours including hours of work and, separately, hours of training provided, and any other records pertinent to a determination of compliance with these regulations, as may be required by the Department of Labor, Bureau of Apprenticeship and Training or the Nevada State Apprenticeship Council. The records pertaining to individual applicants, selected or rejected, shall be maintained in such manner *as* to permit the identification of minority and female (minority and non-minority) participants.

Records shall be maintained for 5 years and made available upon request to the Registering Agency or other authorized representative.

APPENDIX D

**QUALIFICATIONS
AND
SELECTION PROCEDURE**

ADOPTED BY

**Southern Nevada Finishing Trades Institute
Joint Apprenticeship and Training Committee**

**DEVELOPED IN COOPERATION WITH THE
BUREAU OF APPRENTICESHIP AND TRAINING
U.S. DEPARTMENT OF LABOR**

APPROVED BY _____
NEVADA STATE APPRENTICESHIP COUNCIL

DATE APPROVED: _____

The certification of this selection procedure is not a determination that, when implemented, the selection procedure meets the requirements of the Uniform Guidelines on Employee Selection Procedures (41 CFR part 60-3) or Title 29 CFR Part 30 and the Nevada State EEO Plan