

State of Nevada- 2020 Standards Update

Southern NV Carpenter Programs-JATC Name	File #
So NV Carpenters & Affiliated Trades JATC-Drywall Applicator	NV003114857
ONET/SOC Code: DW 47-2081.02	Rev-Approved 6-24-2011
So NV Carpenters & Affiliated Trades JATC-Drywall Finisher/Taper	NV003050011
ONET/SOC Code: 47-2082.00	Rev-Approved 12-03-2010
So NV Carpenters & Affiliated Trades JATC-Carpenter	NV001460001
ONET/SOC Code: Carpenter 47-2031.00	Rev-Approved 12-03-2011
So NV Carpenters & Affiliated Trades JATC-Scaffold Specialist (Erector)	NV003124858
ONET/SOC Scaffold 47-2031.02	Rev-Approved 6-24-2011
So NV Pile Drivers JATC	NV003050012
ONET/SOC Code: 47-2031.02	Rev-Approved 6-24-2011
So NV Millwrights & Machinery Erectors JATC	NV003114856
ONET/SOC Code: 49-9044.00	Rev-Approved 6-24-2011

Notice of changes to existing documents

	Description	Change	Location/Page
Body	Program	New Name, inclusion of previously approved trades	Cover page
	Table of Contents	Replaced old table of contents with new table of contents	ii
	Foreword	Included new statement and inclusion of all crafts previously approved.	iii
	National JATC Policy	Eliminated	N/A
	Section I; pg. 1	Moved/Program Registration Now/Program Administration	Section XXVI, page 13 Page 1
	Section II; pg. 3	Moved Policy/Program Administration	Section I, page 1

		Now/Equal Opportunity Pledge	Was Section 9, page 8
	Section III; pg. 3	Moved Modification of Standards Now/Affirmative Action and Selection Procedures	Section XVIII, page 9 Was Section 10, page 8
	Section IV; pg. 3	Moved Composition of JATC Now/Qualification for Apprenticeship	Section I, page 2 Was Section 11, page 8
	Section V; pg. 4	Moved Duties and Operations of the JATC Now/Apprenticeship Agreement	Section I, page 1 Was Section 5; page 4
	Section VI; pg. 4	Revised Qualification & Duties of Participating Employers Now/Supervision of Apprentices and Ratio	Was Section 6, page 6 Page 4
	Section VII; pg. 5	Term of Apprenticeship	Was Section 7, page 7; now page 5
	Section VIII; pg. 5	Moved Wages (Progression) Now/Probationary Period	Section X, page 8 Was Section 14, page 10
	Section IX; pg. 5	Moved Equal Opportunity Pledge Now/Hours of Work	Section II, page 2 Was Section 17, page 12
	Section X; pg. 6	Moved Affirmative Action Plan Now/Apprentice Wage Progression	Section III, page 3 Was Section 8, page 7
	Section XI; pg. 6	Moved Qualification for Apprenticeship and Selection Procedures Now/Credit for Previous Experience	Section IV, page 3 Was Section 12, page 9
	Section XII; pg. 6	Moved Credit for Previous Experience Now/Work Experience	Section XI, page 9 Was Section 18, page 13
	Section XIII; pg. 7	Moved Apprenticeship Agreement Now/Related Instruction	Section V, page 4 Was Section 15, page 11
	Section XIV; pg. 7	Moved Probationary Period Now/Safety and Health Training	Section VIII, page 5 Was Section 16, page 12
	Section XV; pg. 8	Moved Related Instruction Now/Maintenance of Records	Section XIII, page 7 Was Section 25, page 17
	Section XVI; pg. 8	Moved Safety and Health Training Now/Certificate of Completion of Apprenticeship	Section XIV, page 7 Was Section 23, page 16
	Section XVII; pg. 9	Moved Hours of Work Now/Notice to Registration Agency	Section IX, page 5 Added

	Section XVIII; pg. 9	Moved Work Experience Now/Registration, Cancellation, Deregistration	Section XXII, page 6 Section 24, page 17
	Section XXIV; pg. 9	Moved Apprentice Ratio Now/Amendments and Modifications	Section VI, page 4 Added
	Section XX; pg. 9	Moved Advancement of Apprentices Now/Adjusting Differences; Complaint Procedure	Section X, page 6 Was Section 22, page 15
	Section XXI; pg. 11	Moved JATC Rules and Policies Now/Collective Bargaining Agreement	Moved to Attachment to Standards Added
	Section XXII, pg. 11	Moved Adjustment of Differences, Cancellations, Complaints Now/Transfer of an Apprentice and Training Obligation	Section XXVII page 9/XX, page 9 Appendix C Qualification and Selection Procedures
	Section XXIII, pg. 11	Moved Completion Certificate Now/Responsibilities of the Apprentice	Section XVI, page 8 Was Section 13, page 10
	Section XXIV, pg. 12	Moved Program Deregistration Now/Technical Assistance	Section XVIII, page 9 Added
	Section XXV, pg. 12	Moved Maintenance of Records Now/Conformance with Federal Laws and Regulations; New;	Section XV, page 8 Added
	Section XXVI; pg. 12	New/Moved Definitions	Was v
	Section XXVII; pg. 16	New/Signatures	Added
APP C	Section I; pg. 2	Moved Equal Employment Opportunity Pledge Now/ added Introduction	Section II; page 2 Section I; page 2
	Section II; pg. 2	Moved Analysis and Establishment of Goals Now/Equal Employment Opportunity Pledge	Section III; page 2 Was Section I, page 1
	Section III; pg. 2	Moved Outreach Activities Now/Analysis and Goals	Section IV; page 2 Was Section II
	Section IV; pg. 2	Moved Annual Review of Affirmative Action Plan Now Outreach and Positive Recruitment	Section V; page 5 Was Section III
APP D	Section I; pg. 3	Applications Now/Minimum Qualifications	Removed Was Section II
	Section II; pg. 4	Moved Minimum Qualifications Now/ Application Procedures	Section I; page 3 Was Section II
	Section III; pg. 6	Moved Application Procedures	Section II; page 4

		Now/ Selection Procedures Note: removed certified mail	Was Section V
	Section IV; pg.	Ranking List Now/ Direct Entry	Removed Added Section; was "Exceptions" to Section V (now Section III)
	Section V; pg. 7	Moved Selection of Ranked Applicant Now/ Complaint Procedure	Section III, page 6 Added
	Section VI; pg.	Indenturing of Apprentices Now/Maintenance of Records	Removed Added
	Section VII; pg. 12	Signature page	Added

STANDARDS OF APPRENTICESHIP

DEVELOPED BY

Southwest Carpenters Training Fund
For the
Southern Nevada Carpenters and Affiliated Trades Joint
Apprenticeship and Training Committee

FOR THE OCCUPATION(S) OF

MILLWRIGHT/MACHINERY ERECTOR

SOC CODE: **49.9044.00** / RAPIDS: **0335/0335-HV**



DEVELOPED IN COOPERATION WITH THE
U. S. DEPARTMENT OF LABOR
OFFICE OF APPRENTICESHIP

APPROVED BY:


Printed Name & Title

Office of the Nevada Labor Commissioner
State Apprenticeship Council
555 E. Washington Avenue, Suite 4100
Las Vegas, NV 89101

DATE OF REGISTRATION: MAY 22 2017

PROGRAM ID: NV003114856

TABLE OF CONTENTS

		Page
Foreword.....		iv
Definitions.....		v
SECTION I	Program Administration.....	1
SECTION 11	Equal Opportunity Pledge.....	3
SECTION III	Affirmative Action Plan.....	4
SECTION IV	Qualifications for Apprenticeship.....	4
SECTION V	Selection of Apprentices.....	4
SECTION VI	Apprenticeship Agreement.....	5
SECTION VII	Ratio of Apprentices to Journey workers.....	5
SECTION VIII	Term of Apprenticeship.....	5
SECTION IX	Probationary Period.....	6
SECTION X	Hours of Work.....	6
SECTION XI	Apprentice Wage Progression.....	6
SECTION XII	Credit for Previous Experience.....	6
SECTION XIII	Work Experience.....	7
SECTION XIV	Related Instruction.....	7
SECTION XV	Safety and Health Training.....	8
SECTION XVI	Supervision of Apprentices.....	8
SECTION XVII	Records and Examinations.....	9
SECTION XVIII	Maintenance of Records.....	9
SECTION XIX	Certificate of Completion of Apprenticeship.....	9
SECTION XX	Notice to Registration Agency.....	10
SECTION XXI	Cancellation and Deregistration.....	10
SECTION XXII	Amendments and Modifications.....	10
SECTION XXIII	Adjusting Differences/Complaint Procedure.....	10
SECTION XXIV	Collective Bargaining Agreements.....	12
SECTION XXV	Transfer of an Apprentice and Training Obligation.....	12
SECTION XXVI	Responsibilities of the Apprentice.....	12
SECTION XXVII	Technical Assistance.....	13
SECTION XXVIII	Signature Page Adopting Apprenticeship Standards.....	14

- Appendix A - Work Process Schedule and Related Instruction Outline
- Appendix B - Sample Apprenticeship Agreement
- Appendix C - Affirmative Action Plan
- Appendix D - Qualifications and Selection Procedures

Foreword	ii
----------------	----

SECTION I	Program Administration.....	1
SECTION II	Equal Opportunity Pledge	2
SECTION III	Affirmative Action Plan and Selection Procedures	3
SECTION IV	Qualifications for Apprenticeship	3
SECTION V	Apprenticeship Agreement.....	4
SECTION VI	Supervision of Apprentice and Ratio	4
SECTION VII	Term of Apprenticeship	5
SECTION VIII	Probationary Period	5
SECTION IX	Hours of Work.....	5
SECTION X	Apprentice Wage Progression	6
SECTION XI	Credit for Previous Experience	6
SECTION XII	Work Experience.....	6
SECTION XIII	Related Instruction.....	7
SECTION XIV	Safety and Health Training.....	7
SECTION XV	Maintenance of Records.....	7
SECTION XVI	Certificate of Completion of Apprenticeship	8
SECTION XVII	Notice to Registration Agency	8
SECTION XVIII	Registration, Cancellation, and Deregistration	9
SECTION XIX	Amendments and Modifications	9
SECTION XX	Adjusting Differences; Complaint Procedure	9
SECTION XXI	Collective Bargaining Agreements.....	10
SECTION XXII	Transfer of an Apprentice and Training Obligation.....	11
SECTION XXIII	Responsibilities of the Apprentice	11
SECTION XXIV	Technical Assistance.....	11
SECTION XXV	Conformance with Federal Laws and Regulations.....	12
SECTION XXVI	Definitions.....	12
SECTION XXVII	Official Adoption of Apprenticeship Standards	15

Appendix A -	Work Process Schedule and Related Instruction Outline
Appendix B -	Apprentice Agreement
Appendix C -	Affirmative Action Plan
Appendix D -	Qualifications and Selection Procedures

FOREWORD

The employment and training of the Apprentice in a skilled occupation. — NRS 610.020, 5 and NRS 610.144, 3(a)

These ~~Southern Nevada Carpenters and Affiliated Trades Joint Apprenticeship and Training Committee~~ Apprenticeship Standards have as their objective, the training of ~~MILLWRIGHT~~ skilled in all phases of the industry. The JATC recognizes that in order to accomplish this, there must be well-developed on-the-job learning combined with related instruction.

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

These individual joint Southwest Carpenter and Affiliated Trades Joint Apprenticeship and Training Committee (JATC) apprenticeship standards have as their objective the training of Carpenter, Drywall Applicator, Drywall Finisher, Millwright, Pile Driver, Scaffold Erector apprenticeable occupations skilled in all phases of various industries. Southwest Carpenter and Affiliated Trades Joint Apprenticeship and Training Committee (JATC) acting as sponsor, recognize that in order to accomplish this, there must be well-developed on-the-job learning combined with related instruction.

Pursuant to Title 29, CFR part 29.4 and NRS 610.202 these occupations are apprenticeable because each meet the following criteria:

- (a) Involve skills that are customarily learned in a practical way through a structured, systematic program of on-the-job supervised learning;
- (b) Be clearly identified and commonly recognized throughout an industry;
- (c) Involve the progressive attainment of manual, mechanical or technical skills and knowledge which, in accordance with the industry standard for the occupation, would require the completion of at least 2,000 hours on on-the-job learning to attain; and
- (d) Require related instruction to supplement the on-the-job learning.

This recognition has resulted in the development of these standards of apprenticeship. They were developed in accordance with the basic standards recommended by the U.S. Department of Labor, Office of Apprenticeship, as well as the Nevada Office of Workforce Innovation (OWINN) and the Nevada State Apprenticeship Council, as a basis from which the sponsor can work to establish an apprenticeship training program that meets the particular needs of the area.

DEFINITIONS

{The following definitions apply to terms and acronyms commonly used throughout this document.}

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

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

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

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

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

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

CANCELLATION: Termination of the apprenticeship agreement.

CAREER LATTICE: Career lattice apprenticeship programs include occupational path ways that move an apprentice laterally or upward within an industry. These programs may or may not include an interim credential leading to the Certificate of Completion of Apprenticeship credential. *{If applicable}*

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

CERTIFICATE OF TRAINING: A Certificate of Training may be issued by the U.S. Department of Labor's, Office of Apprenticeship Administrator to those registered apprentices that the JATC has certified in writing to the Registration Agency that the apprentice has successfully met the requirements to receive an interim credential. *{If applicable}*. Time based programs are not eligible.

CEU: Continuing Education Units.

CITF: Carpenters International Training Fund.

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

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

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

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

EEQ: Equal Employment Opportunity.

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

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

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

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

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

JATC: Joint Apprenticeship and Training Committee.

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

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

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

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

NJATC: National Joint Apprenticeship and Training Committee.

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

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

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

OSHA: Occupational Safety and Health Act.

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

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

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

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

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

REGISTRATION AGENCY: Means the U.S. Department of Labor, Office of Apprenticeship or a recognized State Apprenticeship Agency that has responsibility for registering apprenticeship programs and apprentices; providing technical assistance; conducting reviews for compliance with Title 29, CFR parts 29 and 30 and quality assurance assessments. In these standards the registration agency will be the **Nevada State Apprenticeship Council** which follows Nevada Administrative Code Chapter 610 and the Nevada State Plan for EEO. NSAC: **NRS 610.144, 3(p)**

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

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

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

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

TRANSFER: A shift of apprenticeship agreement from one program to another or from one employer within a program to another employer within that same program, where there is agreement between the apprentice and the affected apprenticeship committee or Program Sponsor.

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

UNION: Means the affiliated locals of the **Southwest Carpenters Regional Council** and party to an appropriate labor agreement between the management parties.

YOUTHBUILD U.S.A.: YouthBuild is a youth and community development program that simultaneously addresses core issues facing low-income communities: housing, education, employment, crime prevention, and leadership development. In YouthBuild programs, low-income young people ages 16-24 work toward their GED or high school diploma, learn job skills and serve their communities by building affordable housing, and transform their own lives and roles in society. *(If applicable)*

SECTION 1-PROGRAM ADMINISTRATION

The ~~MILLWRIGHT Joint Apprenticeship and Training Program~~, shall be administered Southern ~~Nevada Carpenters and Affiliated Trades Joint Apprenticeship and Training Committee (JATC)~~ in conjunction with the Southwest Carpenters Training Fund. The Southwest Regional Council of Carpenters, local Unions 1977, 897, 1780, 1607, 2375 (local Union), Employers, JATC, and all apprentices shall conform to these Standards.

Structure of the Joint Apprenticeship and Training Committee (JATC)

- A. ~~Members of the JATC will be selected by the groups they represent.~~
- B. ~~Membership will be composed of an equal number of representatives of labor and management represented by a bona fide collective bargaining agent(s). In addition thereto, one apprenticeship consultant representing the Registration Agency and one advisor from the local school district(s), and others as determined by the committee, shall act as advisors. Such advisors shall act without vote.~~
- C. ~~Technical Assistance such as that from the U.S. Department of Labor, Office of Apprenticeship, State Apprenticeship Agencies, and vocational schools may be requested to advise the JATC.~~

Administrative Procedures:

- A. ~~The JATC shall consist of equal numbers of labor and management representatives. The JATC members shall elect a Chairperson and a Secretary from the committee. When the Chairperson represents the Contractors, the Secretary shall represent the Union, and vice versa. The term of the Chairperson and Secretary shall be one (1) year.~~

- ~~B. A quorum of 1 labor and 1 management representative must be present to conduct JATC business.~~
- ~~C. The term of JATC membership shall be for Five (5) years. Committee members are not limited to one term. However, all reappointments shall be in writing for the same specified term.~~
- ~~D. The length of a term served shall be alternate years to prevent the entire committee from changing all at one time. Fund Trustees may serve as members of the JATC and members of the JATC may serve as Trustees.~~
- ~~E. The Chairperson and Secretary will have the power to vote on all questions affecting apprenticeship.~~
- ~~F. The Chairperson and Secretary should rotate among members of the JATC.~~

Responsibilities of the Joint Apprenticeship and Training Committee:

- ~~A. Cooperate in the selection of apprentices as outlined in this program.~~
- ~~B. Ensure that apprentices are under a written Apprenticeship Agreement and register the local apprenticeship standards and agreements with the appropriate Registration Agency.~~
- ~~C. The local apprenticeship and training program shall be administered by the Joint Apprenticeship and Training Committee (JATC). The Regional Council, Local Union, Employers, JATC, and all apprentices shall conform to these Standards.

 - ~~1. The JATC may employ a Training Coordinator and/or Training Director. The Training Coordinator and/or Director shall assume such responsibility and authority for the day to day operation of the apprenticeship and training programs as delegated by the JATC. However, all governing responsibility for the apprenticeship program rests with the JATC to assure full compliance with these Standards, the Affirmative Action Plan and Selection Procedures.~~~~
- ~~D. All respective JATC standards will be approved by the National Joint Apprenticeship and Training Committee (NJATC) prior to being submitted to the appropriate Registration Agency. Before respective JATC standards are implemented they must be registered with the NJATC. The registration files will be maintained by the Carpenters International Training Fund.

 - ~~1. These Standards, after proper registration with the Registration Agency, shall supersede all previous JATC Standards. However, Apprenticeship Agreements in force under preceding Standards shall remain in force unless changed by written consent of the apprentice.~~
 - ~~2. The provisions of these Standards shall not be construed as permitting violation of any applicable Local, State, or Federal law or regulation having the effect of law, including the Fitzgerald Act, Title 29, Code of Federal Regulations parts 29 and 30.~~
 - ~~3. These Standards shall not be interpreted as being inconsistent with existing or subsequent CBA language that establishes higher standards—the higher standards shall always prevail.~~
 - ~~4. The geographical area covered by these Standards shall be the geographical area covered by the respective CBA(s).~~~~

- ~~E. — Review and recommend apprenticeship activities in accordance with this program.~~
- ~~F. — Establish the minimum standards of education and experience required of apprentices.~~
- ~~G. — Meet at least every three (3) months to review records and progress of each apprentice in training and recommend improvement or modification in training schedules, schooling and other training activities. Written minutes of the meeting will be kept.~~
- ~~H. — Determine the quality and quantity of experience on the job which apprentices should have and to make every effort toward their obtaining it.~~
- ~~I. — Hear and resolve all complaints of violation of Apprenticeship Agreements.~~
- ~~J. — Arrange tests or evaluations for determining the apprentice's progress in manipulative skills and technical knowledge.~~
- ~~K. — Maintain a record of all apprentices, showing their education, experience, and progress in learning the occupation.~~
- ~~L. — Determine the physical fitness of qualified applicants to perform the work of the occupation that may require a medical examination prior to their employment as apprentices.~~
- ~~M. — Advise apprentices on the need for accident prevention and provide instruction with respect to safety in the workplace.~~
- ~~N. — Certify that apprentices have successfully completed their apprenticeship program.~~
- ~~O. — Notify the appropriate Registration Agency of all new apprentices to be registered, credit granted, suspensions for any reason, reinstatements, extensions, completions and cancellations with explanation of causes and notice of completions of Apprenticeship Agreements.~~
- ~~P. — Supervise all the provisions of the local standards and be responsible, in general, for the successful operation of the standards by performing the duties here listed by cooperating with public and private agencies which can be of assistance by obtaining publicity to develop public support of apprenticeship and by keeping in constant touch with all parties concerned including apprentices, employers and journey workers.~~
- ~~Q. — Provide apprentices with a copy of the written rules and policies and the apprentice will sign an acknowledgment receipt of same. This procedure will be followed whenever revisions or modifications are made to the rules and policies~~
- ~~R. — A JATC that covers more than one local union may establish advisory committees for each local union. Based on local union requirements, advisory committees will make recommendations to the JATC on the following topics:

 - ~~• — Apprentice Intake~~
 - ~~• — Apprentice Advancement~~
 - ~~• — Training Content~~
 - ~~• — Apprentice Complaints~~
 - ~~• — Apprentice Discipline~~~~
- ~~S. — The JATC will make all final decisions on recommendations of advisory committees.~~

SECTION 1 - PROGRAM ADMINISTRATION NRS 610.144 3 (f)

Program Sponsors are responsible for the administration of all aspects of a Registered Apprenticeship program. Sponsor means any person, association, committee, or organization operating an apprenticeship program and in whose name the program is (or is to be) registered or approved. Sponsors will establish a Joint Apprenticeship Training Committee (JATC) to carry out the responsibilities and duties required of a Program Sponsor as described in these Standards of Apprenticeship.

Responsibilities of the JATC

- A. Cooperate in the selection of apprentices as outlined in this program.
- B. Ensure that all apprentices are under written apprenticeship agreements.
- C. Review and recommend apprenticeship activities in accordance with this program.
- D. Establish the minimum standards of education and experience required of apprentices.
- E. Register the local apprenticeship standards with the Nevada Apprenticeship Office (Registration Agency).
- F. Hear and resolve all complaints of violations of apprenticeship agreements.
- G. Arrange evaluations of apprentices' progress in manipulative skills and technical knowledge.
- H. Maintain records of all apprentices, showing their education, experience, and progress in learning the occupation.
- I. Certify to the Nevada Apprenticeship Office (Registration Agency) that apprentices have successfully completed their apprenticeship program.
- J. Notify, within 45 days, the Nevada Apprenticeship Office (Registration Agency) of all new apprentices to be registered, credit granted, suspensions for any reason, reinstatements, extensions, completions, and cancellations with explanation of causes.
- K. Supervise all the provisions of the local standards and be responsible, in general, for the successful operation of the standards by performing the duties here listed. Cooperate with public and private agencies, which can be of assistance in obtaining publicity to develop public support of apprenticeship. Keep in contact with all parties concerned, including apprentices, employers, and journeyworkers.
- L. Provide each apprentice with a copy of these standards, along with any applicable written rules and policies. Require the apprentice to sign an acknowledgment receipt of same. Follow this procedure whenever revisions or modifications are made to the rules and policies.
- M. When notified that an apprentice's related instruction or on-the-job progress is found to be unsatisfactory, the sponsor will determine

whether the apprentice should continue in a probationary status and may require the apprentice to repeat a process or series of processes before advancing to the next wage classification. Should it be found in the course of this determination that the apprentice does not have the ability or desire to continue the training to become a journeyworker, the sponsor will, after the apprentice has been given adequate assistance and opportunity for corrective action, terminate the apprenticeship agreement, as provided in 29 CFR § 29.7(h)(1)(2)(i) and (ii).

- N. The sponsor will provide each registered apprentice with continuous employment sufficient to provide the opportunity for completion of his or her apprenticeship program. If the sponsor is unable to fulfill its training and/or employment obligation in conformance with these standards, the sponsor will, per Section XXIII of these standards and with the apprentice's consent, make a good-faith effort to facilitate a transfer of the apprentice to another registered sponsor for completion of the apprenticeship.

If conditions of business make it necessary to temporarily suspend the period of apprenticeship. Apprentices suspended for this reason will be given the opportunity to resume their active apprenticeships before any additional apprentices are employed. The suspension and reinstatement of apprentices shall be done in relation to retention of the most advanced apprentice and in accordance with the company policy for breaks in seniority.

Structure of the Joint Apprenticeship and Training Committee (JATC)

- A. Members of the JATC will be selected by the groups they represent.
- B. Membership will be composed of an equal number of representatives of the employer(s) and of the employees represented by a bona fide collective bargaining agent(s).

Administrative Procedures

- A. The JATC will select a chairperson and a secretary and will determine the time and place of regular meetings. Meetings will be held as frequently as needed to effectively manage the program. Written minutes of the meetings will be kept.
- B. The chairperson and secretary will have the power to vote on all questions affecting apprenticeship.
- C. The offices of chairperson and secretary will rotate annually among members of the sponsor.

SECTION II - EQUAL OPPORTUNITY PLEDGE

- Title 29 CFR 29.5(b)(21) and 30.3(b)

-NSAC: NRS 610.144, 2 NRS 610.144, 3(t) NAC 610.510 thru NAC 610.990, Inclusive

~~The recruitment, selection, employment, and training of apprentices during their apprenticeship, shall be~~

~~without discrimination because of race, color, religion, national origin, or sex, sexual orientation, age, disability, national origin or any other classification that is protected by Title 29 of the Code of Federal Regulations, part 30. The Program Sponsor will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations (CFR), part 30, as amended; and all regulations on equal opportunity of employment in the State of Nevada.~~

Southwest Carpenter and Affiliated Trades JATC will not discriminate against apprenticeship applicants or apprentices based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older. Southwest Carpenter and Affiliated Trades JATC will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, part 30.

SECTION III -AFFIRMATIVE ACTION PLAN

-Title 29 CFR 29.S(b)(21) and 30.4

~~The JATC will adopt an Affirmative Action Plan and Selection Procedures as required under Title 29, CFR part 30 and will follow the Nevada State Plan for EEO. It will be attached as Appendix C.~~

Sponsors with 5 or more registered apprentices are required to adopt an affirmative action plan (Appendix B) and selection procedures (Appendix C), which will become part of these standards of apprenticeship. However, the Nevada Apprenticeship Office (Registration Agency) encourages the development of these two plans for all programs regardless of apprentice numbers. For programs with fewer than 5 apprentices, these plans are not required, and the sponsor may continue to select apprentices in conformance with its current human resources and equal employment opportunity hiring policies.

SECTION IV- Q UA LIFICATIONS FOR APPRENTICESHIP

-Title 29 CFR 29.S(b)(10) - NSAC: NRS 610.144, 30) NAC 610,815 to 610.860, inclusive

~~Applicants will meet the following minimum qualifications:~~

Applicants will meet the following minimum qualifications. These qualification standards, and the score required on any standard for admission to the applicant pool, must be directly related to job performance, as shown by a statistical relationship between the score required for admission to the pool and performance in the apprenticeship program:

- A. Minimum age - seventeen (17) years of age at the time of application. If applicant is under eighteen (**18**) years of age at the time of indenture, the Apprentice Agreement must be signed by the applicant's parent or guardian. (*Applicant must provide evidence of minimum age respecting any applicable State Laws or regulations.*)

All applicants must be eligible for employment in the United States and have a Social Security Card or other proper Immigration and Naturalization Service papers (green card) for working in the United States.

- B. Education

Applicant must provide ~~proof of:~~ an official transcript(s) of education achieved, if seeking additional eligibility points during the application process.

- (a) a high school diploma or its equivalent before being accepted into a program; or
- (b) Receive a high school diploma or its equivalent: (1) within 1 year after being indentured as an apprentice

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

C. Physical

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

D. Tests

Applicants will be informed upon acceptance into the program about pre-job and employment conditions that may lead to screening for the current illegal use of drugs prior to reporting to the jobsite. ~~being employed and also drug screening may occur throughout the duration of their apprenticeship.~~

Aptitude

Not madatory

E. Other

~~No other minimum qualifications are required.~~

1. **A valid state issued photo ID is required.**
2. **Applicants must submit a DD-214, or any similar documentation, used to verify military.**
3. **Applicants will be informed upon acceptance into the program about employment conditions that may lead to screening for the current illegal use of drugs prior to reporting to the jobsite.**

SECTION V – SELECTION OF APPRENTICES – Title 29 CFR 30.5

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

SECTION V - APPRENTICESHIP AGREEMENT – 29 CFR §§ 29.3(d), 29.3(e), and 29.5(b)(11) NRS 610.144 3(k)

After an applicant for apprenticeship has been selected, but before employment as an apprentice or enrollment in related instruction, the apprentice will be covered by a written apprenticeship agreement which can be submitted electronically through the RAPIDS, using the Apprentice Electronic Registration process by the sponsor and the apprentice and approved by and registered with the Nevada Apprenticeship Office (Registration Agency). Such agreement will contain a statement making the terms and conditions of these standards a part of the agreement as though expressly written therein. The sponsor shall provide a copy of the apprenticeship agreement to the apprentice, the Registration Agency, the employer, and the union. An additional copy will be provided to the veteran’s state approving agency for those veteran apprentices desiring access to any benefits to which they are entitled.

Prior to signing the apprenticeship agreement, each selected applicant will be given an opportunity to read and review these standards, the sponsor’s written rules and policies, the apprenticeship agreement, and the sections of the collective bargaining agreement (CBA) that pertain to apprenticeship.

The Nevada Apprenticeship Office (Registration Agency) will be advised within 45 days of the execution of each apprenticeship agreement and will be given all the information required for registering the apprentice.

SECTION VI – APPRENTICESHIP AGREEMENT

~~– Title 29 CFR 29.3(d) and (e) and 29.5(b)(11) –~~ NSAC: **NRS 610.144, 3(k) NAC 610.013**

~~After an applicant for apprenticeship has been selected, but before employment as an apprentice or enrollment in related instruction, the apprentice will be covered by a written Apprenticeship Agreement in compliance with NAC Chapter 610, Nevada State Plan for EEO, and Title 29, Code of Federal Regulations 29.7 (Appendix B-Official Registration Agency Form) signed by the JATC and the apprentice and approved by and registered with the Registration Agency. Such agreement will contain a statement making the terms and conditions of these standards a part of the agreement as though expressly written therein. A copy of each Apprenticeship Agreement will be furnished to the apprentice, the JATC, the Registration Agency, and the employer and the Union. An additional copy will be provided to the Veteran’s State Approving Agency for those veteran apprentices desiring access to any benefits to which they are entitled. Prior to signing the Apprenticeship Agreement, each selected applicant will be given an opportunity to read and review these Standards, the respective JATC’s written rules and policies, the Apprenticeship Agreement and the sections of the Collective Bargaining Agreement (CBA) that pertain to apprenticeship.~~

~~The Registration Agency will be advised within ten (10) days of the execution of each new Apprenticeship Agreement, modification or amendment to, and will be given all the information required for registering the apprentice.~~

SECTION VI - SUPERVISION OF APPRENTICES AND RATIOS – 29 CFR § 29.5(b)(14) and 29 CFR

§ 29.5(b)(7) . NRS 610.144 3(n)

No apprentice shall work without proper or adequate supervision of the journeyworker.

For the purpose of these apprenticeship standards, adequate or proper supervision of the apprentice means the apprentice is under the supervision of a fully qualified journeyworker or supervisor at all times who is responsible for making work assignments, providing OJL, and ensuring safety at the worksite.

To adequately or properly supervise an apprentice does not mean the apprentice must be within eyesight or reach of the supervisor, but that the supervisor knows what the apprentice is working on; is readily available to the apprentice; and is making sure the apprentice has the necessary instruction and guidance to perform tasks safely, correctly, and efficiently.

The sponsor shall establish a numeric ratio of apprentices to fully proficient workers (journeyworkers) consistent with proper supervision, training, safety, continuity of employment, and applicable provisions in CBAs, except where such ratios are expressly prohibited by the CBAs.

The ratio language must be specific and clearly described as to its application to the jobsite, workforce, department, or plant. The ratio of apprentices to fully proficient workers (journeyworkers) will be as noted in Appendix A.

~~SECTION VII - RATIO OF APPRENTICES TO JOURNEY WORKERS~~

~~Title 29 CFR 29.5(b)(7) NSAC: NRS 610.144, 3(g) NAC 610.438~~

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

~~The ratio language must be specific and clearly described as to its application on the job site, workforce, department or plant. The ratio of apprentices to journeyworkers will be in compliance with respective CBA.~~

~~The ratio is: An employer who employs three (3) **MILLWRIGHT** journeymen may have one (1) **MILLWRIGHT** apprentice, and when the employer employs five (5) or more **MILLWRIGHT** journeymen, including the foreman, the sixth millwright must be an apprentice when available. Thereafter he must have one (1) additional apprentice for each five (5) journeymen employed when available.~~

SECTION VII - TERM OF APPRENTICESHIP -29 CFR § 29.5(b)(2) NRS 610.144 3 (b)

The term of the occupation will be **hybrid** with an OJL attainment of **5,200-8000 (except for Millwright 6,500-8,000)** supplemented by the required hours of related instruction as stated on the Work Process Schedule and Related Instruction Outline (Appendix A).

The sponsor may utilize a career lattice as a pathway for apprentices to move upward in the organization, which may or may not include interim credential leading to the Certificate of Completion of Apprenticeship (insert career lattice requirements, if applicable).

SECTION VIII – TERM OF APPRENTICESHIP

~~–Title 29 CFR 29.S(b)(2) – NSAC: NRS 610.144,3(b) and – 29 CFR 29.S(b) (16)~~

The term of the occupation ~~MILLWRIGHT/Machinery Erector~~ will be hybrid in nature with an on-the-job learning training term of ~~6000–8000 HOURS~~. This occupation will be supplemented by the required hours of related instruction as stated on the Sample Work Process Schedule and Related Instruction Outline (Appendix A).

~~MILLWRIGHT/Machinery Erector: 5 Years/ 6000-8000 Hours~~

SECTION VIII - PROBATIONARY PERIOD – 29 CFR §§ 29.5(b)(8), and 29.5(b)(20) NRS 610.144 3 (h); NAC 610.442 NRS 610.144 (s)

Every applicant selected for apprenticeship will serve a probationary period. The probationary period cannot exceed 25 percent of the length of the program or 1 year, whichever is shorter. The probationary period shall be **1,000 OJL hours and a minimum of 72 hours related and supplement instruction.**

During the probationary period, either the apprentice or the sponsor may terminate the apprenticeship agreement, without stated cause, by notifying the other party in writing. The records for each probationary apprentice will be reviewed prior to the end of the probationary period. Records may consist of periodic reports regarding progression made in both the OJL and related instruction, and any disciplinary action taken during the probationary period.

Any probationary apprentice evaluated as satisfactory after a review of the probationary period will be given full credit for the probationary period and continue in the program. After the probationary period, the apprenticeship agreement may be cancelled at the request of the apprentice or may be suspended or cancelled by the sponsor for reasonable cause after documented due notice to the apprentice and a reasonable opportunity for corrective action. In such cases, the sponsor will provide written notice to the apprentice and to the Nevada Apprenticeship Office (Registration Agency) of the final action taken.

SECTION IX – PROBATIONARY PERIOD

~~–Title 29 CFR 29.S(b)(S), (b)(20) – NSAC: NRS 610.144, 3(s)~~

All applicants selected for apprenticeship will serve a probationary period of **1,000 hours** for all occupations. The probationary period cannot exceed twenty five (25) percent of the length of the program, or one year (1), whichever is shorter.

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

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

After the probationary period the Apprenticeship Agreement may be canceled at the request of the apprentice, or may be suspended or canceled by the JATC for reasonable cause after documented due

notice to the apprentice and a reasonable opportunity for corrective action. In such cases, the JATC will provide written notice to the apprentice and to the Registration Agency within ten (10) days of the final action taken.

SECTION IX - HOURS OF WORK

Apprentices will generally work the same hours as fully proficient workers (journeyworkers), except that no apprentice will be allowed to work overtime if it interferes with attendance in related instruction classes.

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

SECTION X HOURS OF WORK

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

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

SECTION X - APPRENTICE WAGE PROGRESSION – 29 CFR § 29.5(b)(5) NRS 610.144 3 (e); NAC 610.480, NAC 610.485

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

The progressive wage schedule and fringe benefits will be an increasing percentage of the fully proficient or journeyworker wage rate as established in the CBA. The percentages that will be applied to the applicable fully proficient or journeyworker rate are shown on the attached Work Process Schedule and Related Instruction Outline (Appendix A). In no case will the starting wages of apprentices be less than that required by any minimum wage law that may be applicable.

SECTION XI – APPRENTICE WAGE PROGRESSION

~~Title 29 CFR 29.5(b)(5) NSAC: NRS 610.144,3(e) NAC 610.480~~

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

The progressive wage schedule will be an increasing percentage of the journey-worker wage rate as

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

**SECTION XI - CREDIT FOR PREVIOUS EXPERIENCE – 29 CFR §§ 29.5(b)(12) and 30.4(c)(8)
NRS 610.144 3(l)**

The sponsor may grant credit toward the term of apprenticeship to new apprentices. Credit will be based on demonstration of previous skills or knowledge equivalent to those identified in these standards.

Apprentice applicants seeking credit for previous experience gained outside the supervision of the sponsor must submit the request at the time of application and furnish such records, and affidavits to substantiate the claim. An applicant who is a veteran and who wishes to receive consideration for military training and/or experience must submit a DD-214. Applicants requesting credit for previous experience who are selected into the apprenticeship program will start at the beginning wage rate. The request for credit will be evaluated and a determination made by the sponsor during the probationary period, when actual on-the-job and related instruction performance can be examined. Prior to completion of the probationary period, the amount of credit to be awarded will be determined after review of the apprentice's previous work and training/education record and evaluation of the apprentice's performance and demonstrated skill and knowledge during the probationary period.

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

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

SECTION XII – CREDIT FOR PREVIOUS EXPERIENCE

~~– Title 29 CFR 29.5(b)(12) and 30.4(c)(8) – NSAC: NRS 610.144, 3(1) – NAC 610.245~~

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

- ~~1. The JATC will use consistent and equal ways and means for measuring and evaluating individuals to determine how much credit to award, for both OJL and related training.~~
- ~~2. The JATC will award as much credit as possible based on an equitable, nondiscriminatory evaluation of both OJL and related instruction. Those awarded credit will be assigned to the appropriate pay period classification. The granting of advanced standing or credit for previously acquired experience, training, or skills shall be applied equally to all applicants and measured against the work processes and related instruction, with commensurate wages for any progression step so granted.~~

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

~~Apprentice applicants seeking credit for previous experience gained outside the supervision of the JATC must submit the request at the time of application and furnish such records, affidavits, and other~~

documentation to substantiate the claim. Applicants requesting such credit who are selected into the apprenticeship program will start at the beginning wage rate. The request for credit will be evaluated and a determination made by the JATC.

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

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

SECTION XII - WORK EXPERIENCE - 29 CFR § 29.5(b)(3) NRS 610.144.3 (c)

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

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

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

SECTION XIII - RELATED INSTRUCTION – 29 CFR § 29.5(b)(4) NRS 610.144.3 (d); NAC 610.433

Every apprentice is required to participate in coursework related to the job as outlined in Appendix A. A minimum of 144 hours of related instruction is recommended for each year of the apprenticeship. Apprentices agree to take such courses as the sponsor deems advisable. The sponsor will secure the instructional aids and equipment it deems necessary to provide quality instruction. In cities, towns, or areas having no vocational schools or other schools that can furnish related instruction, the sponsor may require apprentices to complete the related instruction requirement through electronic media or other instruction approved by the Nevada Apprenticeship Office (Registration Agency).

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

The sponsor will inform each apprentice of the availability of college credit (if applicable).

Any apprentice who is absent from related instruction will satisfactorily complete all coursework missed before being advanced to the next period of training. In cases of failure of an apprentice to fulfill the obligations regarding related instruction without due cause, the sponsor will take appropriate disciplinary action and may terminate the apprenticeship agreement after due notice to the apprentice and opportunity for corrective action.

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

The sponsor will secure competent instructors whose knowledge, experience, and ability to teach will be carefully examined and monitored. The sponsor may require the instructors to attend instructor training to meet the requirements of 29 CFR § 29.5(b)(4)(i)(ii) or state regulations.

SECTION XIV – RELATED INSTRUCTION

~~Title 29 CFR 29.5(b)(4) — NSAC: NRS 610.144,3(d) — NAC 610.433~~

~~During each segment of training each apprentice is required to participate in coursework related to the job as outlined in Appendix A. For each occupation, the recommended term of apprenticeship will include no less than 144 hours of related instruction for the **MILLWRIGHT** trade for each year of the apprenticeship. Apprentices agree to take such courses as the JATC deems advisable. The JATC will secure the instructional aids and equipment it deems necessary to provide quality instruction. In cities, towns or areas having no vocational school or other schools that can furnish related instruction; the apprentice may be required to take an alternate form of instruction that meets the approval of the Program Sponsor and the Registration Agency.~~

~~Apprentices **"WILL NOT"** be paid for hours spent attending related instruction classes.~~

~~If applicable, the JATC will inform each apprentice of the availability of college credit through the applicable community college.~~

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

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

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

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

~~When possible, the JATC may require the instructors to attend **The CITE National Training Center** and earn related college credit/degrees as deemed appropriate.~~

SECTION XIV – SAFETY AND HEALTH TRAINING – 29 CFR § 29.5(b)(9) NRS 610.144.3(i)

All apprentices will receive instruction in safe and healthful work practices both on the job and in related instruction that are in compliance with the Occupational Safety and Health Administration standards promulgated by the Secretary of Labor under 29 U.S.C. 651 et seq., as amended, or state standards that have been found to be at least as effective as the federal standards.

SECTION XV – SAFETY AND HEALTH TRAINING

~~Title 29 CFR 29.5(b)(9) — NSAC: NRS 610.144, 3(i) — NRS 618 — NAC 618~~

~~All apprentices will receive instruction in safe and healthful work practices both on the job and in related~~

instruction that are in compliance with the Occupational Safety and Health Standards promulgated by the Secretary of Labor under 29 U.S.C. 651 et seq., as amended December 29, 1970, and subsequent amendments to that law, or State Standards that have been found to be at least as effective as the Federal Standards

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

SECTION XV - MAINTENANCE OF RECORDS – 29 CFR §§ 29.5(b)(6), 29.5(b)(23), 30.8 NRS 610.144 3(v); NAC 610.910

Program sponsors are responsible for maintaining, at a minimum, the following records:

- summary of the qualifications of each applicant;
- basis for evaluation and for selection or rejection of each applicant;
- records pertaining to interview;
- the original application;
- records of each apprentice's OJL;
- related instruction reviews and evaluations;
- progress evaluations;
- record of job assignments, promotions, demotions, layoffs, or terminations, rates of pay; and
- any other actions pertaining to the apprenticeship

Program sponsors will also maintain all records relating to apprenticeship applications (whether selected or not), including, but not limited to, the sponsor's outreach, recruitment, interview, and selection process. Such records will clearly identify minority and female (minority and nonminority) applicants and must include, among other things, the basis for evaluation and for selection or rejection of each applicant. For a complete list of records that each sponsor is required to maintain under 29 CFR § 30, please refer to 29 CFR § 30.8.

All such records are the property of the sponsor and will be maintained for a period of 5 years from the date of last action. They will be made available to the Nevada Apprenticeship Office (Registration Agency) upon request.

SECTION XVI - SUPERVISION OF APPRENTICES

~~Title 29 CFR 29.5(b)(14)~~ — NSAC: **NRS 610.144, 3(n)**

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

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

SECTION XVI - CERTIFICATE OF COMPLETION OF APPRENTICESHIP – 29 CFR § 29.5(b)(15), and Circular 2015-02 NRS 610.144 3(o)

Upon satisfactory completion of the requirements of the apprenticeship program as established in these Standards, the Sponsor will so certify to the Registration Agency and request the awarding of a Certificate of Completion of Apprenticeship to the completing apprentice(s). Such requests may be completed electronically using the Registered Apprenticeship Partners Information Data System (RAPIDS) or in writing using the supplied U. S. Department of Labor, ETA, Office of Apprenticeship, Nevada Apprenticeship Office, Application for Certification of Completion of Apprenticeship Form accompanied by the appropriate documentation for both on-the-job learning and the related instruction as may be required by the Nevada Apprenticeship Office (Registration Agency).

Certificate of Training

A Certificate of Training may be requested from and issued by the U.S. Department of Labor's Office of Apprenticeship, Office of the Administrator (or the Registration Agency), only for a registered apprentice who has been certified by the sponsor as having successfully met the requirements to receive an interim credential as identified in these standards. The Registration Agency may require that a record of completed OJL and related instruction for the apprentice accompany such requests.

SECTION XVII - RECORDS AND EXAMINATIONS

~~Title 29 CFR 29.5(b)(6)~~ — NSAC: **NRS 610.144, 3(f)**

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

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

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

SECTION XVII - NOTICE TO REGISTRATION AGENCY – 29 CFR §§ 29.3(d), 29.3(e), and 29.5(b)(19) NRS 610.144 3 (p) NRS 610.144 (r)

The Nevada Apprenticeship Office (Registration Agency) must be notified within 45 days of any apprentice action - e.g., registered, reinstated, extended, modified, granted credit, completed, transferred, suspended, canceled - and a statement of the reasons therefor.

SECTION XVIII - MAINTENANCE OF RECORDS

~~Title 29 CFR 29.5(b)(23)~~ — NSAC: **NRS 610.144, 3(v)** — **NAC 610.910**

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

SECTION XVIII - REGISTRATION, CANCELLATION, AND DEREGISTRATION – 29 CFR §§ 29.5(b)(18), 29.8(a)(2), and 29.8(b)(8) NRS 610.144 (q)

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

The sponsor reserves the right to discontinue at any time the apprenticeship program set forth herein. The sponsor will notify the Nevada Apprenticeship Office (Registration Agency) within 45 days in writing of any decision to cancel the program.

The Nevada Apprenticeship Office (Registration Agency) may initiate deregistration of these standards for failure of the sponsor to abide by the provisions herein. Such deregistration will be in accordance with the Nevada Apprenticeship Office (Registration Agency) regulations and procedures.

The sponsor will notify each apprentice of the cancellation of the program and the effect of same. If the apprenticeship program is cancelled at the sponsor's request, the sponsor will notify the apprentice(s) within 15 days of the date of the Nevada Apprenticeship Office (Registration Agency) acknowledgment of the sponsor's request. If the Registration Agency orders the deregistration of the apprenticeship program, the sponsor will notify the apprentice(s) within 15 days of the effective date of the order. This notification will conform to the requirements of 29 CFR § 29.8.

SECTION XIX. CERTIFICATE OF COMPLETION OF APPRENTICESHIP

~~–Title 29 CFR 29.5(b)(18)– NSAC: NRS 610.144, 3(e) NAC 610.465~~

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

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

SECTION XIX - AMENDMENTS AND MODIFICATIONS - 29 CFR § 29.5(b)(18)

These standards may be amended or modified at any time by the sponsor provided that no amendment or modification adopted will alter any apprenticeship agreement in force at the time without the consent of all parties. Such amendment or modification will be submitted to the Nevada Apprenticeship Office (Registration Agency) for approval and registration prior to being placed in effect. A copy of each amendment or modification adopted will be furnished to each apprentice to whom the amendment or modification applies.

SECTION XX. NOTICE TO REGISTRATION AGENCY

~~–Title 29 CFR 29.3(2)(d) and (e) and 29.5(b)(19)– NSAC : NRS 610.144, 3(p)~~

~~The Nevada State Apprenticeship Council is the Registration Agency for these standards.~~

~~The Registration Agency will be notified within ten (10) days of the following events:~~

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

SECTION XX - ADJUSTING DIFFERENCES; COMPLAINT PROCEDURE - 29 CFR §§ 29.5(b)(22), 29.7(k), and 30.11 NRS 610.144 3(u)

The sponsor will have full authority to enforce these standards. Its decision will be final and binding on the employer, the sponsor, and the apprentice, unless otherwise noted below.

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

29 CFR § 29.7(k)

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

The sponsor will hear and resolve all complaints of violations concerning the

apprenticeship agreement or standards for which written notification is received within 15 days of the alleged violations. The sponsor will make such rulings as it deems necessary in each individual case within

30 days of receiving the written notification. Either party to the apprenticeship agreement may consult with the Nevada Apprenticeship Office (Registration Agency) for an interpretation of any provision of these standards over which differences occur. The name and address of the appropriate authority to receive, process, and dispose of complaints is **Louis Ontiveros, Director, Southwest Carpenters Training Fund, 4245 Sunset Road, Las Vegas, NV 89118 (fundoffice@swctf.org)**

29 CFR § 30.14

Any apprentice or applicant for apprenticeship who believes that he/she has been discriminated against on the basis of race, color, religion, national origin, or sex with regard to apprenticeship or that the equal opportunity standards with respect to his/her selection have not been followed in the operation of an apprenticeship program may, personally or through an authorized representative, file a complaint with the Nevada Apprenticeship Office (Registration Agency) or, at the apprentice or applicant's election, with the private review body established by the program sponsor (if applicable).

The complaint shall be in writing and shall be signed by the complainant. It must include the name, address, and telephone number of the person allegedly discriminated against, the program sponsor involved, and a brief description of the circumstances of the failure to apply the equal opportunity standards provided in 29 CFR § 30.

The complaint must be filed not later than 300 days from the date of the alleged discrimination or specified failure to follow the equal opportunity standards, and in the case of complaints filed directly with the review body designated by the program sponsor to review such complaints, any referral of such complaint by the complainant to the Registration Agency must occur within the time limitation stated above or 30 days from the final decision of such review body, whichever is later. The time may be extended by the Nevada Apprenticeship Office (Registration Agency) for good cause shown.

Complaints of discrimination and failure to follow equal opportunity standards in the apprenticeship program may be filed and processed under 29 CFR § 30 and the procedures set forth above.

The sponsor shall provide written notice of its complaint procedure to all applicants for apprenticeship and all apprentices. Should cancellation from the program occur in accordance with the procedures above, apprentices may appeal cancellation from the program with the Office of Workforce Innovation (OWINN), 555 E. Washington Ave., Ste. 4900, Las Vegas, NV 89101.

SECTION XXI CANCELLATION AND DEREGISTRATION

~~— Title 29 CFR 29.5(b)(15) and 29.8(a)(2) — NSAC: NRS 610.144, 3(r)~~

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

~~**Southern Nevada Carpenters and Affiliated Trades Joint Apprenticeship and Training Committee**~~

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

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

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

SECTION XXI - COLLECTIVE BARGAINING AGREEMENTS – 29 CFR § 29.11

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

- (a) Any apprenticeship provision in any CBA between employers and employees establishing higher apprenticeship standards; or
- (b) Any special provision for veterans, minority persons, or women in the standards, apprentice qualifications or operation of the program, or in the apprenticeship agreement, which is not otherwise prohibited by law, executive order, or authorized regulation.

SECTION XXII - AMENDMENTS MODIFICATIONS – Title 29 CFR 29.5(b)(1B)

These Standards may be amended or modified at any time by joint agreement between the **Southwest Regional Council of Carpenters and Southern Nevada Carpenters and Affiliated Trades Joint Apprenticeship and Training Committee** that no amendment or modification adopted will alter any Apprenticeship Agreement in force at the time without the consent of all parties. Such amendment or modification will be submitted promptly to the JATC for approval and will then be submitted promptly to the Registration Agency for approval and registration prior to being placed in effect. A copy of each amendment or modification adopted will be furnished to each apprentice to whom the amendment or modification applies.

SECTION XXII - TRANSFER OF AN APPRENTICE AND TRAINING OBLIGATION – 29 CFR § 29.5(13) NRS 610.144 3(m)

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

- i. The transferring apprentice must be provided a transcript of related instruction and OJL by the committee or program sponsor;
- ii. Transfer must be to the same occupation; and
- iii. A new apprenticeship agreement must be executed when the transfer occurs between the program sponsors.

The apprentice must receive credit from the new sponsor for the training already satisfactorily completed.

SECTION XXIII – ADJUSTING DIFFERENCES/COMPLAINT PROCEDURE

~~Title 29 CFR 29.5(b)(22), 29.7(k) and 30.11 — NSAC: NRS 610.144, 3(u)~~

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

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

~~Title 29 CFR 29.7(i)~~

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

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

Chair, **Southern Nevada Carpenters and Affiliated Trades
Joint Apprenticeship and Training Committee**
Apprenticeship Complaints trade of **MILLWRIGHT**
4245 W. Sunset Road, Ste. #137
Las Vegas, NV 89118

~~C/O~~

~~Bobbie Whitmore, Coordinator
Southwest Carpenters Training Fund — LasVegas@swctf.org
4245 W. Sunset Road, Ste. #137, Las Vegas, NV 89118~~

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

Title 29 CFR 30.11

Any apprentice or applicant for apprenticeship who believes that he/she has been discriminated against on the basis of race, color, religion, sex, sexual orientation, age, disability, national origin or other classification protected under State and Federal law with regard to apprenticeship or that the equal opportunity standards with respect to his/her selection have not been followed in the operation of an apprenticeship program, may personally or through an authorized representative, file a complaint with the Registration Agency or, at the apprentice or applicant's election, with the private review body established by the Program Sponsor (if applicable).

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

The complaint must be filed not later than one hundred eighty (180) days from the date of the alleged discrimination or specified failure to follow the equal opportunity standards, and in the case of complaints filed directly with the review body designated by the Program Sponsor to review such complaints, any referral of such complaint by the complainant to the Registration Agency must occur within the time limitation stated above or thirty (30) days from the final decision of such review body, whichever is later. The time may be extended by the Registration Agency for good cause shown.

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

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

SECTION XXIII - RESPONSIBILITIES OF THE APPRENTICE

Apprentices, having read these standards formulated by the sponsor, agree to all the terms and conditions contained herein and agree to abide by the sponsor's rules and policies, including any amendments, and to serve such time, perform such manual training, and study such subjects as the sponsor may deem necessary to become a skilled journeyworker.

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

- A. Maintain and make available such records of work experience and training received on the job and in related instruction as may be required by the sponsor;
- B. Develop and practice safe working habits and work in such a manner as to assure his/her personal safety and that of fellow workers.
- C. Work for the employer to whom the apprentice is assigned for the duration of the apprenticeship, unless the apprentice is reassigned to another employer or the apprenticeship agreement is terminated by the sponsor.

SECTION XXIV. • COLLECTIVE_BARGAINING GREEMENTS - Title 29 CFR 29.11

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

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

SECTION XXIV - TECHNICAL ASSISTANCE

Technical assistance, such as that from the U.S. Department of Labor's Office of Apprenticeship, Nevada Apprenticeship Office (Registration Agency), and vocational schools, may be requested to advise the sponsor.

The sponsor is encouraged to invite representatives from industry, education, business, private organizations, and public agencies to provide consultation and advice for the successful operation of its training program.

SECTION XXV - TRANSFER OF AN APPRENTICE AND TRAINING OBLIGATION

~~Title 29 CFR 29.5(13) NSAC: NRS 610.144, 3(m)~~

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

~~A. The transferring apprentice must be provided a transcript of related instruction and on-the-job learning by the committee or program sponsor;~~

~~B. Transfer must be to the same occupation;~~

~~C. A new apprenticeship agreement must be executed when the transfer occurs between the program sponsors.~~

SECTION XXV - TRANSFER OF AN APPRENTICE AND TRAINING OBLIGATION (continued)

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

SECTION XXV - CONFORMANCE WITH FEDERAL LAWS AND REGULATIONS

~~No Section of these Standards of Apprenticeship shall be construed as permitting violation of any Federal Law or Regulation.~~

SECTION XXVI - RESPONSIBILITIES OF THE APPRENTICE

~~Apprentices, having read these Standards formulated by the JATC and signed an Apprenticeship Agreement with the JATC agree to all the terms and conditions contained therein and agree to abide by the JATC's rules and policies, including any amendments, serve such time, perform such manual training, and study such subjects as the JATC may deem necessary to become a skilled **MILLWRIGHT**.~~

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

~~A. Perform diligently and faithfully the work of the occupation and other pertinent duties assigned by the JATC and the employer in accordance with the provisions of these Standards.~~

~~B. Respect the property of the employer and abide by the working rules and regulations of the employer, union and the JATC.~~

~~C. Attend and satisfactorily complete the required hours in the On-the-job and in related instruction in subjects related to the occupation as provided under these Standards.~~

- D. ~~Maintain and make available such records of work experience and training received on the job and in related instruction as may be required by the Sponsor.~~
- E. ~~Develop and practice safe working habits and work in such a manner as to assure his/her personal safety and that of fellow workers.~~
- F. ~~Work for the employer to whom the apprentice is assigned for the completion of apprenticeship, unless reassigned to another employer or the Apprenticeship Agreement is terminated by the JATC.~~

SECTION XXVI - DEFINITIONS

Some of these definitions may not apply to all registered apprenticeship programs – sponsors may add or delete definitions depending on their needs.

APPRENTICE: Any individual employed by the employer meeting the qualifications described in the standards of apprenticeship who has signed an apprenticeship agreement with the local sponsor providing for training and related instruction under these standards and who registers with the Registration Agency.

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

APPRENTICESHIP AGREEMENT: The written agreement between the apprentice and the sponsor setting forth the responsibilities and obligations of all parties to the apprenticeship agreement with respect to the apprentice's employment and training under these standards. Each apprenticeship agreement must be registered with the Nevada Apprenticeship Office (Registration Agency).

APPRENTICESHIP COMMITTEE (COMMITTEE): Those persons designated by the sponsor to act as agents for the sponsor in the administration of the program. A joint committee is composed of an equal number of representatives of the employer(s) and of the employees represented by a bona fide collective bargaining agent(s).

CAREER LATTICE: Career lattice apprenticeship programs include occupational pathways that move apprentices laterally or upward within an industry. These programs may or may not include an interim credential leading to the Certificate of Completion of Apprenticeship.

CERTIFICATE OF COMPLETION OF APPRENTICESHIP: The credential issued by the Nevada Apprenticeship Office (Registration Agency) to those registered apprentices certified and documented as having successfully completed the apprentice training requirements outlined in these standards of apprenticeship.

CERTIFICATE OF TRAINING: A credential that may be issued by the U.S. Department of Labor's Office of Apprenticeship Administrator to those registered apprentices whom the sponsor has certified in writing to the Registration Agency as having successfully met the requirements to receive an interim credential.

COLLECTIVE BARGAINING AGREEMENT: The negotiated agreement between the signatory union and signatory employer(s) that sets forth the terms and conditions of employment.

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

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

EMPLOYER: Any person or organization employing an apprentice, whether or not such person or organization is a party to an apprenticeship agreement with the apprentice. A person, business, or company signatory to this sponsor's standards that is responsible for providing hours of work, supervision, wages, and/or benefits to apprentices in its employ as registered under these standards.

HYBRID OCCUPATION: An occupation using an apprenticeship approach that measures the individual apprentice's skill acquisition through a combination of a specified minimum number of hours of on-the-job learning and the successful demonstration of competency as described in a work process schedule.

INTERIM CREDENTIAL: A credential issued by the Registration Agency, upon request of the appropriate sponsor, as certification of competency attainment by an apprentice.

JOB CORPS CENTER: Any of the federally funded Job Corps centers throughout the U.S. and Puerto Rico. Job Corps serves youths and young adults 16-24 years of age. Sponsors that wish to hire Job Corps graduates who are trained in any occupation covered under these standards and who meet the minimum qualifications for apprenticeship may do so via the direct entry provision described in Appendix C: Qualifications and Selection Procedures.

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

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

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

PROVISIONAL REGISTRATION: The 1-year initial provisional approval of newly registered programs that meet the required standards for program registration, after which program approval may be made permanent, continued as provisional, or rescinded following a review by the Registration Agency, as provided for in 29 CFR § 29.3(g) and (h).

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

REGISTRATION AGENCY and FIELD REPRESENTATIVE: The U.S. Department of Labor's Office of Apprenticeship or Office of Workforce Innovation (OWINN/Registration Agency) that has responsibility for registering apprenticeship programs and apprentices, providing technical assistance, conducting reviews for compliance with 29 CFR §§ 29 and 30, and conducting quality assurance assessments. The field representative shall mean the person designated by the Registration Agency to service this program. The Registration Agency and field representative identified are the United States Office of Apprenticeship Office, 333 S. Las Vegas Blvd., Ste. 5520, Las Vegas, NV 89101.

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

SPONSOR: Any person, association, committee, or organization that operates an apprenticeship program and in whose name the program is registered. That assumes the full responsibility for administration and operation of the apprenticeship program.

STANDARDS OF APPRENTICESHIP: This entire document, including all appendices and attachments hereto, and any future modifications and additions approved by the Office of Workforce Innovation, 555 E. Washington Ave., Ste 4900, Las Vegas, NV 89101 (OWINN/ Registration Agency).

SUPERVISOR OF APPRENTICE(S): An individual designated by the program sponsor to supervise or have charge and direction of an apprentice.

TIME-BASED OCCUPATION: An occupation using an apprenticeship approach that measures skill acquisition through the individual apprentice's completion of at least 2,000 hours of on- the-job learning as described in a work process schedule.

TRANSFER: A shift of apprenticeship registration from one program to another or from one employer within a program to another employer within that same program, where there is agreement between the apprentice and the affected apprenticeship committees or program sponsors.

UNION: The signatory union and any of its affiliated local unions party to a labor agreement with the signatory employer(s).

YOUTHBUILD: A youth and community development program that addresses core issues facing low-income communities: housing, education, employment, crime prevention, and leadership development. In YouthBuild programs, low-income young people ages 16-24 work toward their high school diploma or General Educational Development (GED) equivalency, learn job skills and serve their communities by building affordable housing, and transform their own lives and roles in society. Sponsors that wish to hire YouthBuild students who are trained in any occupation covered under these standards and who meet the minimum qualifications for apprenticeship may do so via the direct entry provision described in Appendix D: Selection Procedures.

SECTION XXVII – TECHNICAL ASSISTANCE

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

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

SECTION XXVIII - OFFICIAL ADOPTION OF APPRENTICESHIP STANDARDS:

The **Southern Nevada Carpenters and Affiliated Trades Joint Apprenticeship and Training Committee** hereby adopt these Standards of Apprenticeship for the **MILLWRIGHT** trade presented at NSAC meeting 05/22/2017.

CJ

Signature of Management
Dan O'shea
Nevada Contractors Association

Signature of Labor
Frank Hawk
Southwest Regional Council of Carpenters

o Am

Signature of Program Coordinator
Bobbie Whitmore
Southwest Carpenters Training Fund

Signature of Registration Agency
Nevada State Apprenticeship Council
Shannon M. Chambers

NSAC Approval Date:

MAY 22 2017

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



STATE OF NEVADA
Office of the Labor Commissioner
Nevada State Apprenticeship Council
APPLICATION FOR APPROVAL ON THE JOB TRAINING & APPRENTICESHIP

Program Name: Southern Nevada Carpenters and Affiliated Trades Joint Apprenticeship and Training Committee

Program # NV003114856 Address: 4245W. Sunset Rd. Ste 137 Las Vegas NV 89118 702-452-5099 lasvegas@swctf.org

Contact Person: Bobble Whitmore Title: Coordinator Type of Program: Construction Sic Code: C1742 EIN# CBB-0371452

Type of Action: <input type="checkbox"/> Checked A. Wage Increase B. Revision of Standards <input checked="" type="checkbox"/> C. New Occupation D. New Program	Type of Program: <input type="checkbox"/> Individual A. Individual Union B. Individual Non Union C. Group Union <input checked="" type="checkbox"/> D. Group Non Union E. If Union Bargaining Unit	Journey Workers (JW) A. No. JW <u>134+</u> B. No. of Employers <u>20</u>	Pay Period <input type="checkbox"/> 1 Weekly <input checked="" type="checkbox"/> Bi-Weekly Semi Monthly Pay Increases (Months) 3 6 12 <input checked="" type="checkbox"/> Other
---	---	--	--

TRADE INFORMATION

Occupation	Term (OJT hours)	RTI (Class III hours)	# Of JYM Workers	# Apprentices in Training	JIN Hourly Rate	Osys ptr Week
MILLWRIGHT/ MACHINERY ERECTOR 49.9044.00 RAPIDS: 0335-HY	6,000	160	134+	34	\$36.69	5

FULL WAGE Detail Including Benefits as to southwest Regional Council of Carpenters CBA dated July 1 2016 for Southern Nevada

Period	1-60%	2-58%	4-55%	5-70%	8-75%	7	8-18	8-90%	1G-95%	10%-A	
Base Hourly	\$18.35	\$20.18	\$22.01	\$23.85	\$25.68	\$27.52	\$29.35	\$31.19	\$33.02	\$34.86	\$36.69
Health & Welfare	6.85	6.85	6.85	6.85	6.85	6.85	6.85	6.85	6.85	6.85	6.85
Supplemental Dues	1.17	1.17	1.17	1.17	1.17	1.17	1.17	1.17	1.17	1.17	1.17
Vacation	4.56	4.56	4.56	4.56	4.56	4.56	4.56	4.56	4.56	4.56	4.56
Pension A	5.97	5.97	5.97	5.97	5.97	5.97	5.97	5.97	5.97	5.97	5.97
Pension B	2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1
Apprenticeship	0.42	0.42	0.42	0.42	0.42	0.42	0.42	0.42	0.42	0.42	0.42
CCCC	0.21	0.21	0.21	0.21	0.21	0.21	0.21	0.21	0.21	0.21	0.21
Grievance & Mediation	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15
National Training Fund	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
MNL Labor Mgmt Committee	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15
UBC	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Totals	\$40.08	\$41.91	\$43.74	\$45.58	\$47.41	\$49.25	\$51.08	\$52.92	\$54.75	\$56.59	\$58.42

Instructor Doug Lockhart	n, n, n, n, n Trade Instructor	Years 25+ Years
Stephan Ranaldi	Trade Instructor	15+ Years

03/032017

Originally submitted 6/24/16. Reviewed at NSAC Meeting 11/04/12016, re-submitted with NSAC recommended changes on 3/31/2017.

Signature of Program Director or Coordinator

DO NOT WRITE BELOW THIS LINE

Approved: **MAY 22 2017**

-MAY 22 2017

Disapproved: _____

Secretary Director of Apprenticeship

Date

Appendix C

AFFIRMATIVE ACTION PLAN

ADOPTED BY

Southwest Carpenters Training Fund
For the
Southern Nevada Carpenters and Affiliated Trades Joint
Apprenticeship and Training Committee

FOR THE OCCUPATION(S) OF

MILLWRIGHT/MACHINERY ERECTOR

SOC CODE: **49.9044.00** / RAPIDS: **0335/0335-HY**

AS REQUIRED UNDER TITLE 29, CODE OF FEDERAL REGULATIONS, PART 30
AMENDED MAY 12, 1978



DEVELOPED IN COOPERATION WITH THE
U. S. DEPARTMENT OF LABOR
OFFICE OF APPRENTICESHIP

APPROVED BY:

Office of the Nevada Labor Commissioner
State Apprenticeship Council
555 E. Washington Avenue, Suite 4100
Las Vegas, NV 89101

Signature

Printed Name Title

DATE OF REGISTRATION: **MAY 22 2017**

PROGRAM ID: NV003114856

SECTION I - INTRODUCTION

The JATC enters this Affirmative Action Plan (AAP) with good faith for the purpose of promoting equality of opportunity into its Registered Apprenticeship Program. The JATC seeks to increase the recruitment of qualified women and/or minorities for possible selection into the apprenticeship program in the event women and/or minorities are underutilized in the apprenticeship program. The JATC hereby adopts the following nondiscriminatory pledge and the AAP.

This AAP is a supplement to the Apprenticeship Standards. Any changes made by the JATC will become part of this written **AAP**, once approved by the Registration Agency.

SECTION II - EQUAL OPPORTUNITY PLEDGE

The JATC commits to the following Equal Opportunity Pledge:

~~"The recruitment, selection, employment, and training of apprentices during their apprenticeship, shall be without discrimination because of race, color, religion, national origin, sex, sexual orientation, age, disability, or any other classification protected under State and Federal laws. The Sponsor will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, part 30" and all regulation on equal opportunity of employment in the State of Nevada.~~

The JATC commits to the following Equal Opportunity Pledge:

Southwest Carpenter and Affiliated Trades Joint Apprenticeship and Training Committee will not discriminate against apprenticeship applicants or apprentices based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older. Southwest Carpenter and Affiliated Trades Joint Apprenticeship and Training Committee will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, part 30.

SECTION III - UTILIZATION AND ANALYSIS, GOALS AND TIMETABLES

~~In order to allow positive recruitment and full utilization of minorities and women in the apprenticeship program, the JATC pledges to identify and analyze outreach efforts under Section IV which will be undertaken. The purpose of the analysis is to determine the minority and women's labor force in the JATC's labor market area. (See attached Affirmative Action Plan Workforce Analysis Worksheet)~~

SECTION III - ANALYSES AND GOALS

In order to allow positive recruitment and full utilization of minorities and women in the apprenticeship program, the JATC pledges to identify and analyze outreach efforts under Section IV which will be undertaken. The purpose of the analysis is to determine the minority and women's labor force in the JATC's labor market area. (See attached Affirmative Action Plan Workforce Analysis Worksheet)

SECTION IV - OUTREACH AND POSITIVE RECRUITMENT

The JATC's AAP includes the following "checked" outreach and positive recruitment efforts that would reasonably be expected to increase minority and women's participation in apprenticeship by expanding the opportunity of minorities and women to become eligible for

apprenticeship selection. **Once those efforts have been checked, the JATC will set forth the specific steps they intend to take under each identified effort.** The JATC will identify a **significant number of activities** in order to enable it to meet its obligation under Title 29, CFR part 30.4(c).

- A. X Applications will be accepted throughout the year, and the program will regularly disseminate the information not less than twice each year. Dissemination information will be given to the following agencies/organizations:

Registration Agency
Women's Organizations/Centers
Local Schools
Employment Service Centers
One Stop Centers
Vocational Education Schools
Other Organizations/Centers (which can effectively reach minorities and women)
Newspapers (which are circulated in the minority community and among women)

The announcement will include the nature of the apprenticeship, requirements for admission to apprenticeship, availability of apprenticeship opportunities, sources of apprenticeship applications, and the JATC's equal opportunity policy. The period for accepting applications as established by the JATC is: *throughout the year*.

- B. X Participation in annual workshops conducted by employment service agencies for the purpose of familiarizing school, employment service and other appropriate personnel with the apprenticeship program and current opportunities.
- C. X Cooperation with school boards and vocational educational systems to develop programs for preparing students to meet the standards and criteria required to qualify for entry into the apprenticeship program.
- D. X Internal communication of the JATC's equal opportunity policy should be conducted in such a manner to foster understanding, acceptance, and support among the JATC's various officers, supervisors, employees, and members, and to encourage such persons to take the necessary action to aid in meeting its obligation under Title 29, CFR part 30 and the Nevada State Plan for EEO.
- E. X Engaging in programs such as outreach for the positive recruitment and preparation of potential applicants for apprenticeships; where appropriate and feasible, such programs will provide for pre-testing experience and training. In initiating and conducting these programs, the JATC may be required to work with other JATCs and appropriate community organizations. The JATC will also initiate programs to prepare women and encourage women to enter traditionally male programs.
- F. X Encouraging the establishment and utilization of programs of pre-apprenticeship, preparatory trade training, or others designed to afford related work experience or prepare candidates for apprenticeship. The JATC will make appropriate provisions in its AAP to assure that those who complete such programs are afforded full and equal opportunity for admission into the apprenticeship program.
- G. G. X Utilizing journey workers to assist in the implementation of affirmative action in the apprenticeship program.
- H. H. X Granting advance standing or credit on the basis of previously acquired experience, training, skills, or aptitude for all applicants equally.
- J. I. X Other appropriate action to ensure that the recruitment, selection, employment, and training of apprentices during their apprenticeship will be without discrimination because of race, color, religion, national origin, sex, or any other classification protected by State or Federal law (e.g., general publication of apprenticeship opportunities and advantages in advertisements, industry reports, articles, etc., use of present minority and women apprentices and journey workers as recruiters; career counseling; development of reasonable procedures to ensure employment opportunity, including reporting systems, on-site reviews, briefing sessions).

(Identify Action;)

01.	Southwest Carpenters Training Fund Website
02.	Brochures and Marketing Materials promoting apprenticeship programs and description of trades
03.	Three Generation Campaign Posters, Brochures encouraging journey workers to present apprenticeship opportunities to female family members.
04.	Cooperation with Sisters in the Brotherhood Committees to support female journey workers and female apprentice mentoring activities
05.	Participation in Career Fairs aimed at Female Population

FOR EACH ITEM CHECKED IN SECTION IV, LIST EACH SPECIFIC STEP THAT THE JATC WILL UNDERTAKE TO FULFILL THAT OUTREACH AND RECRUITMENT Step

01.	Maintain Outreach List to include State, City, Local Agencies, and Community Based Organization in geographic areas served
02.	Maintain Southwest Carpenters Training Fund website
03.	Dissemination of Announcement Apprenticeship Opportunities biannually including media outlets and mailings.
04.	Web posting and mailing of How To Join and An ^o 1ication Procedures
05.	Employment of Full-time Female Program Outreach Coordinator
06.	Written Policy for granting advanced standing or credit for previous experience
07.	Participation and cooperation with Educators and Sponsors of Career and Job Fairs in geographic areas served
08.	Interaction with Workforce Development Agencies and Sponsors of workforce training and ore-apprenticeship programs
09.	Conducting Anti-harassment training for applicants, apprentices, instructors, administrative staff, and posting Equal Opportunity Pledge and complaint procedures
10.	Educating and coordinating Anti-harassment training for contractors and journey worker working closely or coming in contact with apprentices.
11.	Conduct pre-job training for participants enrolled in Brothers' Keepers program as part of the Southwest Carpenter Regional Council's African-American Taskforce
12.	Conduct pre-job training for disadvantaged populations, and women seeking non-traditional employment in the Southwest Carpenters' Training Fund "Brother's Keeper (BK) and "Building Outstanding Opportunities with Tradeswomen Skills (B.O.O.T.S)

SECTION V -ANNUAL REVIEW OF AFFIRMATIVE ACTION PLAN

The JATC will make an annual review of its current AAP and its overall effectiveness and institute any revisions or modifications warranted. The review will analyze (independently and collectively) the affirmative action steps taken by the JATC for evaluating the positive impact, as well as the adverse impact in the areas of outreach and recruitment, selection, employment, and training. They will work diligently to identify the cause and affect that result from their affirmative action measures. The JATC will continually monitor these processes in order to identify the need for a new affirmative action effort and/or deletion of ineffective existing activity(ies). All changes to the AAP must be submitted to the Registration Agency for approval. The JATC will continually monitor the participation rates of minorities and women in the apprenticeship program in an effort to identify any type of underutilization. If underutilization exists, corrective action will be immediately implemented. The goals and timetables also will be reviewed periodically as determined by the Registration Agency and updated where necessary.

SECTION VI - OFFICIAL ADOPTION OF AFFIRMATIVE ACTION PLAN

The **Southern Nevada Carpenters and Affiliated Trades Joint Apprenticeship and Training Committee** hereby adopt this Affirmative Action Plan for the hereby adopt this Affirmative Action Plan for the **MILLWRIGHT/Machinery Erector** trade for NSAC meeting 05/22/2017.

Signature of Management
Dan O'shea
Associated General Contractors- Las Vegas

Signature of Labor
Frank Hawk
Southwest Regional Council of Carpenters

Signature of Southwest Carpenters Training Fund
Bobbie Whitmore

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

AFFIRMATIVE ACTION PLAN WORKFORCE ANALYSIS WORKSHEET

A. SPONSOR INFORMATION

Program Number:	NV003114856	
Name of Sponsor:	Carpenters MILLWRIGHT/Machinery Erector JATC	
Address:	4245 West Sunset Road.	
City/State/Zip Code:	Las Vegas, NV 89118	
Contact Person:	Bobbie Whitmore	
Phone Number:	702-452-5099	FAX Number: 702-452-0677
E-Mail Address:	lasvegas@swctf.org	

B. OCCUPATIONAL INFORMATION

Occupational Title: *	MILLWRIGHT/Machinery Erector	
RAPIDS Code:	0335/0335 HY	O*NET/SOC Code: 49-9044.00
Type of selection method used:	Alternative	
Labor Market Area description:	Las Vegas SMSA	

C. LABOR MARKET AREA & OCCUPATIONAL PARTICIPATION DATA

C.1 Total Labor Force in Labor Market Area *		
Number of Women:	405,570	45% of labor force
Number of Minorities:	423,340	46.9% of labor force
C.2 Working Age Population in Labor Market Area *		
Number of Women:	405,570	45% of labor force
Number of Minorities:	423,340	46.9% of labor force
C.3 Apprentice Participation in Craft/Occupation in National Apprenticeship System **		
Southern Nevada Number of Women:	3	8.3% of apprentices
Southern Nevada Number of Minorities:	20	55.5% of apprentices
C.4 The General Availability of Minorities and Women with the Present or Potential Capacity for Apprenticeship in Program Sponsor's Labor Market Area. ***		
Number of Women:	45%	
Number of Minorities:	46.9%	

Resources for obtaining labor market information.

* http://www.census.gov/hhes/www/eeoindex/page_c.html

....

RAPIDS Data available from Registration Agency.

■ Program Sponsors may use any reasonable method for determining the general availability of minorities and women with the present or potential capacity for apprenticeship, including relying on the data recorded in Section C.1 for "Total Labor Force", C.2 for "Working Age Population", and C.3 "Apprentice Participation in Particular Craft/Occupation" to propose the entries for "The General Availability of Minorities and Women."

D. SPONSOR'S WORKFORCE DATA

0.1 Total Number of Journey/Craft Workers Employed:	134	
Number of Women:	3	2.2% of work force
Number of Minorities:	29	21.6% of work force
0.2 Total Percentage of Apprentices or of Applicant Pool (depending on selection method used)		
Numerical percentage of Women apprentices or women in applicant pool:	NIA	
Numerical percentage of Minority apprentices or minorities in applicant pool:	NIA	

E. ADDITIONAL RESOURCE DATA FOR CONSIDERATION IN ESTABLISHING GOALS

Industry Source Data	Minority rate of participation	Female rate of participation
E.1 Registered Apprenticeship Partners Information Data System (RAPIDS): *	20- 55.5%	3-8.3%
E.2 EEOC Occupational Employment Data: **	0-0%	0-0%

* Data available from Registration Agency

** <http://www.eeoc.gov/stats/jobpat/jobpat.html>

F. DETERMINATION OF UTILIZATION

Analysis	Yes	No
Minority Underutilization:		.e
Female Underutilization:	.e	

G. SPONSOR'S GOALS:

The program sponsor proposes and agrees to make a good faith effort to attain the goal of selecting **46.9% minorities and 10.3% women** during the next EEO Review cycle. These goals will not be used to discriminate against any qualified applicant on the basis of race, color, religion, national origin or sex.

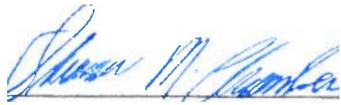
The number of new apprentices to be hired during the next year (or selection period) is estimated to be: 10

H. REGISTRATION AGENCY APPROVAL:

Sponsor

Bobbie Whitmore
 Typed Name
Coordinator
 Title
03/03/2017
 Date Signed

Registration Agency



MAY 22 2017
 Date Signed

Appendix D

QUALIFICATIONS AND SELECTION
PROCEDURES

ADOPTED BY

Southwest Carpenters Training Fund
For the
Southern Nevada Carpenters and Affiliated Trades Joint
Apprenticeship and Training Committee

FOR THE OCCUPATION(S) OF

MILLWRIGHT/MACHINERY ERECTOR

SOC CODE: **49.9044.00** / RAPIDS: **0335/0335-HY**



DEVELOPED IN COOPERATION WITH THE
U. S. DEPARTMENT OF LABOR
OFFICE OF APPRENTICESHIP


Office of the Nevada Labor Commissioner
State Apprenticeship Council
555 E. Washington Avenue, Suite 4100
Las Vegas, NV 89101

DATE OF REGISTRATION: _____

PROGRAM ID: NV003114856

Section I

Minimum Qualifications:

Applicants will meet the following minimum qualifications. These qualification standards, and the score required on any standard for admission to the applicant pool, must be directly related to job performance, as shown by a statistical relationship between the score required for admission to the pool and performance in the apprenticeship program:

- A. Minimum age - seventeen (17) years of age at the time of application. If applicant is under eighteen (18) years of age at the time of indenture, the Apprentice Agreement must be signed by the applicant's parent or guardian. (*Applicant must provide evidence of minimum age respecting any applicable State Laws or regulations.*)

All applicants must be eligible for employment in the United States and have a Social Security Card or other proper Immigration and Naturalization Service papers (green card) for working in the United States.

B. Education

Applicant must provide an official transcript(s) of education achieved, if seeking additional eligibility points during the application process.

(a) a high school diploma or its equivalent before being accepted into a program; or

(b) Receive a high school diploma or its equivalent: (1) within 1 year after being indentured as an apprentice

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

C. Physical

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

Applicants will be informed upon acceptance into the program about employment conditions that may lead to screening for the current illegal use of drugs prior to being employed.

D. Tests

Applicants will be informed at the time of application to the program about pre-job and employment conditions that may lead to screening for the current illegal use of drugs prior to reporting to the jobsite.

E. Aptitude

Not mandatory

F. Others
None

Section II Application Process Procedures

A. Application Process

1. Applications will be accepted *throughout the year*. All persons requesting an application will have one made available upon signing the applicant log.
2. All applications will be identical in form and requirements. The application form will be numbered in sequence corresponding with the number appearing on the applicant log so that all applications can be accounted for. Columns will be provided on the applicant log to show race/ethnic and sex identification and the progress by dates and final disposition of each application. **(Digital form will be applicable)**
3. Before completing the application, each applicant will be required to review the Apprenticeship Standards and will be provided information about the program. If the applicant has any additional questions on the qualifications or needs additional information to complete the application, it will be provided by the JATC.
4. Receipt of the properly completed application form, along with required supporting documents **at the time of selection** will constitute the completed application:
 - a. Proof of age: driver's license, birth certificate, or other acceptable documentation.
 - b. Social Security Number or U.S. Work Authorization Document
 - c. Copy of High School Diploma or HSE Certificate, or copy of official transcript(s) for High School Diploma or its equivalent (year or years completed), and/or any post high school education and training ~~documents~~.
 - d. Applicants must submit a DD-214, or similar documentation used to verify military training and/or experience if they are a veteran and wish to receive consideration for such training/experience.
5. Completed applications will be checked for minimum qualifications. Applicants deficient in one or more qualifications or requirements or making false statements on their application will be notified in writing of their disqualification. The applicant will also be notified of the appeal rights available to them. No further processing of the application will be taken.
6. Applicants meeting the minimum qualifications and submitting the required documents will be notified where and when to appear for an interview (if applicable).
7. Applicants may appeal any handling and/or processing of an application by submitting in the facts to support a reversal of any negative decision or adverse outcome in writing within 10 days of official notification of the application status. All such appeals shall be sent to the JATC designated Appeals Committee as provided for in these Standards.

B. Qualification for Selection

- I. Individuals who meet the minimum qualifications are eligible to make application for selection. An applicant shall remain active in the Apprentice Application Record Log, subject to selection, for a period of two calendar years from the date of application.
2. An employee of a non-signatory employer not qualifying as a Journeyworker when the employer becomes signatory, shall be evaluated by the JATC, using consistent, standard, nondiscriminatory means and indentured at the appropriate period of apprenticeship based on the skill and knowledge of the applicant.
3. An individual who signs an authorization card during an organizing effort wherein fifty percent (50%) plus one of the employees have signed the authorization cards, whether or not the employer becomes signatory, and is an employee of the non-signatory employer and does not qualify as a Journeyworker, shall be evaluated by the JATC, using consistent, standard, nondiscriminatory means, and indentured at the appropriate period of apprenticeship based on previous work experience and related training.
4. Transfer of an apprentice from one registered program to another in compliance with Title 29, Code of Federal Regulations (CFR) part 29.5(b)(13). The apprentice must request the transfer. Both the sending and receiving JATCs must agree to the transfer. The transfer must be in the same craft as the apprentice was indentured in the original program, and the transferring apprentice must be provided a transcript of related instruction and on-the-job learning by the JATC and a new Apprenticeship Agreement must be executed when the transfer occurs.
5. If the JATC has an articulation agreement to include Pre-apprenticeship with an educational entity, Community-based Organization, a UBC or Local Union recognized Pre- apprenticeship program, a government program, or a similar program and the Registration Agency is agreeable, then a component for Pre-apprenticeship may be added to the Selection Procedures. Successful completers would then be eligible to make application.
6. An individual who successfully completes a UBC sponsored Job Corps program can apply for entry into a UBC affiliate sponsored apprenticeship program.
7. UBC members (journeyworkers) may request a change or revision of their classification and/or a change from their current occupation to another occupation and receive direct entry into the apprenticeship program sponsored by their local union.
8. Special Consideration for Military Veterans: Military veterans who have completed their military obligation may be granted special consideration into the program.
 - a. The JATC shall evaluate the military training received and/or any previous work experience for granting the appropriate credit on the term of apprenticeship and the appropriate wage rate.
 - b. The JATC will determine what training requirements they need to meet to ensure that they receive all necessary training for completion of the apprenticeship program. Entry of military veterans shall be done without regard to race, color, religion, national origin, or sex, or sexual orientation.

Section III Selection Procedure

A. The JATC shall adopt one of the following methods of selection (Title 29,CFR part 30.5):

Alternative selection methods.

B. All applicants who have met the minimum qualifications and have submitted the required documents will have the application questionnaire reviewed. The JATC will schedule a review and evaluation session (if applicable).

C. The reviewer(s) will award each qualified applicant eligibility points based on applicable work experience, educational and vocational training, safety/trade qualifications, military experience, trade certifications/credentials on the applicant's questionnaire to establish total eligibility points. The reviewer will record the documented proof of the applicant's answers. The reviewer will then prepare a written summary verifying the applicant's statements from the review.

a. Applicants that meet the criteria in Qualification for Selection, Section II-B paragraphs 3-8, are eligible for direct entry under the application procedures outlined in this section

D. If multiple reviewers continue the apprenticeship application process and verify points for the applicants re-evaluation/additional applicable work experience, educational and vocational training, safety/trade qualifications, military experience, trade certifications/credentials, the reviewer(s) will add the points to any previous points to determine the applicant's re-evaluated application/eligibility points.

E. All qualified applicants will be placed on an "Eligible Applicant List" following the application review.

F. As part of an alternate selection method, when an applicant's score reaches twelve points at any time during the eligibility period, and a work opportunity is available, the JATC shall contact the applicant in person, by phone, or written communication (including email when applicable) regarding selection into the program.

a. Selected applicants will be scheduled to attend a two-day pre-job before reporting to the jobsite. Failure to attend or pass the pre-job will result in cancellation.

Selected applicants must respond to the notice of selection within (48) hours of notice. It will be the responsibility of the applicant to keep the JATC informed of their current mailing/email address and telephone number. If applicants cannot be reached by telephone, their names will be passed and notice sent by text to cellphone or/and to their email address by "~~Certified Mail Return Receipt Requested~~" to determine if the applicants are still interested. If no response is received in fifteen (15) working days from the written notice, the applicant's name will be removed from the list. Only one certified notice will be mailed.

G. Qualified applicants remaining on a preceding eligibility list will automatically be carried forward on the new pool of eligible applicants and slotted in wherever their eligibility score placed them for a period of two (2) years, unless the applicant has been removed from the list by their own written request or following failure to respond to an apprentice opening. Applicants on the list but not selected during the two-year (2) period eligibility period, will be required to reapply.

H. During the two-year (2) period, applicants who feel that their qualifications have improved since their original application may submit documented evidence of such additional

experience or training and request reevaluation and eligibility score at the next regular processing cycle.

Alternative Selection Method:

Applicant receives a Letter of Intent-To-Hire (Letter of Sponsorship, Letter of Subscription) from a signatory employer.

- a) A letter of Intent-To-Hire can be used as part of an "Alternative selection method" (See Section III Selection Procedures)
- b) The letter must be written, signed, and dated by a signatory employer and submitted to the JATC.

Section IV Direct Entry

The JATC may designate one or more of item B Qualifications for Selection methods 2 through 9 from Section II - "Application Process" as Direct Entry. These Direct Entry methods must be listed in the JATC Selection Procedures.

JATCs who wish to invoke the direct entry provision may do so without regard to the existing selection procedure or minimum qualifications used for entry into the apprenticeship program. Individuals selected into the apprenticeship program via direct entry shall only include those individuals described below who have received training or employment in an occupation directly or indirectly related to the occupation(s) registered in these Standards. The JATC will award Credit for Previous Experience in accordance with Section XII of these Standards, and will pay the apprentice(s) at the wage rate commensurate with their skill attainment. The Credit for Previous Experience shall be awarded without regard to race, color, religion, sexual orientation, age, disability or national origin. The methods for direct entry shall include the following:

- A. Youth who complete a Job Corps training program in any occupation covered in these Standards, who meet the minimum qualifications of the apprenticeship program, may be admitted directly into the program, or if no apprentice opening is available, the Job Corps graduate may be placed at the top of the current applicant ranking list and given first opportunity for placement. The JATC will evaluate the Job Corps training received for granting appropriate credit on the term of apprenticeship. Entry of Job Corps graduates will be done without regard to race, color, religion, sexual orientation, age, disability or national origin. (Note: This is a method of direct entry into the apprenticeship program.)
- B. Youth who complete a YouthBuild U.S.A. training program in any occupation covered in these Standards, who meet the minimum qualifications of the apprenticeship program, may be admitted directly into the program, or if no apprentice opening is available, the YouthBuild U.S.A. graduate may be placed at the top of the current applicant ranking list and given first opportunity for placement. The JATC will evaluate the YouthBuild U.S.A. training received for granting appropriate credit on the term of apprenticeship. Entry of YouthBuild U.S.A. graduates will be done without regard to race, color, religion, national origin, or sex. (Note: This is a method of direct entry into the apprenticeship program.)

- a. The JATC will accept other candidates for direct entry from youth/adult programs that meet the standard of training and have entered into an agreement with the JATC.

- ~~C. Graduates of a UBC recognized Pre Apprentice programs or UBC recognized federally funded training program or federally funded pre apprentice programs or individuals who complete training in a UBC or Local Union recognized Pre Apprenticeship program shall be permitted direct entry at a level determined by the JATC. The JATC shall evaluate the Pre Apprenticeship training received for granting appropriate credit on the term of apprenticeship and the appropriate wage rate. The JATC will determine what training requirements they need to meet to ensure they receive all necessary training for completion of the apprenticeship program. Entry of Pre Apprentices shall be done without regard to race, color, religion, sexual orientation, age, disability or national origin. (Note: This is a method of direct entry into the apprenticeship program.)~~
- D. Military Veterans who completed military technical training school and/or participated in a registered apprenticeship program or related craft while in the military in the occupations registered in the MILLWRIGHT/Machinery Erector **construction** trades, may be given direct entry into the apprenticeship program. The JATC shall evaluate the military training received for granting appropriate credit on the term of apprenticeship and the appropriate wage rate. The JATC will determine what training requirements they need to meet to ensure they receive all necessary training for completion of the apprenticeship program. Entry of Military Veterans shall be done without regard to race, color, religion, sexual orientation, age, disability or national origin. (Note: This is a method of direct entry into the apprenticeship program.)
- E. Former inmates of Department of Justice - Bureau of Prisons (BOP) who have participated in or have successfully completed a specific BOP apprenticeship program, where the Apprenticeship Program Sponsor agrees to admit such inmates without regard to race, color, religion, sexual orientation, age, disability or national origin and all individuals receive equal consideration. JATCs agreeing to admit such individuals into apprenticeship must agree to do so without regard to present minimum qualifications, eligibility lists or the necessity of passing written apprenticeship entrance tests. (Note: This is a method of direct entry into the apprenticeship program.)
- F. An employee of a non-signatory employer not qualifying as a journeyworker when the employer becomes signatory, will be evaluated by the JATC in accordance with the procedures for the granting of credit for previous experience, and registered at the appropriate period of apprenticeship based on previous work experience and related training. Any employee not eligible for receipt of credit must make application in accordance with the normal application procedures. Entry into the program through this method shall be done without regard to race, color, religion, sexual orientation, age, disability or national origin. (Note: This is a method of direct entry into the apprenticeship program.)
- G. An individual who signs an authorization card during an organizing effort, wherein fifty-one percent (51%) or more of the employees have signed authorization cards, whether or not the employer becomes signatory, and is an employee of the non-signatory employer and does not qualify as a journeyworker, will be evaluated in accordance with the procedures for the granting of credit for previous experience and registered by the JATC at the appropriate period of apprenticeship based on previous work experience and related training. Any employee not eligible for receipt of credit must make application in accordance with the normal application procedures. Entry into the program through this method shall be done without regard to race, color, religion, sexual orientation, age, disability or national origin. (Note: This is a method of direct entry into the apprenticeship program). For such applicants

to be considered they must:

- I. be employed in the JATC's jurisdiction when the authorization card was signed;
 2. have been employed by the employer before the organizational effort commenced;
 3. have been offered the opportunity to sign authorization cards and be evaluated along with all other employees of the employer; and
 4. provide reliable documentation to the JATC to show they were an employee performing MILLWRIGHT/Machinery Erector or affiliated work prior to signing the authorization card.
- H. An employee of a non-participating employer who becomes a new member employer of the sponsoring organization who does not qualify as a journeyworker when the employer becomes a member, will be evaluated by the Sponsor in accordance with the procedures for the granting of credit for previous experience, and registered at the appropriate period of apprenticeship based on previous work experience and related training. Any employee not eligible for receipt of credit must make application in accordance with the normal application procedures. (Note: This is a method of direct entry into the apprenticeship program, whereby all minimum qualifications are waived.)
- I. An individual who is or who has worked for a signatory or non-signatory employer and who, of his/her own choosing, solicits membership as a journeyworker and does not qualify as a journeyworker, will be evaluated in accordance with the procedures for the granting of credit for previous experience and registered by the JATC at the appropriate period of apprenticeship based on previous work experience and related training. Any employee not eligible for receipt of credit must make application in accordance with the normal application procedures. Entry into the program through this method shall be done without regard to race, color, religion, sexual orientation, age, disability or national origin. (Note: This is a method of direct entry into the apprenticeship program).

Applicants that meet the criteria in Qualification for Selection, Section 11-B paragraphs 3-8, are eligible for direct entry under the application procedures in Section III paragraphs A-I.

Section V

Complaint Procedure

- A. Any apprentice or applicant for apprenticeship who believes that he/she has been discriminated against on the basis of race, color, religion, national origin, or sex, with regard to apprenticeship or that the equal opportunity standards with respect to his/her selection have not been followed in the operation of an apprenticeship program, may personally or through an authorized representative, file a complaint with the Registration Agency or, at the apprentice or applicant's election, with the private review body established by the JATC (if applicable).
- B. The complaint will be in writing and will be signed by the complainant. It must include the name, address, and telephone number of the person allegedly discriminated against, the JATC involved, and a brief description of the circumstances of the failure to apply equal opportunity standards.
- C. The complaint must be filed not later than 180 days from the date of the alleged discrimination or specified failure to follow the equal opportunity standards, and, in the case of complaints filed directly with the review bodies designated by the JATC to review such complaints, any referral of such complaint by the complainant to the Registration Agency must occur within the time limitation stated above or 30 days from the final decision of such review body, whichever is later. The time may be extended by the Registration Agency for good cause shown. Complaints shall be mailed to:

~~Chair, Southern Nevada Southwest Carpenters and Affiliated
Trades Joint Apprenticeship and Training Committee
Apprenticeship Complaints trade of
MILLWRIGHT/Machinery Erector~~

C/O Louis Ontiveros

~~Bobbie Whitmore~~

4245 W. Sunset Road, Ste. #137

Las Vegas, NV 89118

LasVegas@swctf.org

- D. Complaints of discrimination in the apprenticeship program may be filed and processed under Title 29, CFR part 30, the Nevada State Plan for EEO, and the procedures as set forth above.
- E. The JATC will provide written notice of their complaint procedure to all applicants for apprenticeship and all apprentices.

Section VI

Maintenance of Records

The 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 interviews of the 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 the regulations at Title 29, CFR part 30, as may be required by the U.S. Department of Labor. The records pertaining to individual applicants, selected or rejected, will be maintained in such manner as to permit the identification of minority and women (minority and non-minority) participants.

Each JATC must retain a statement of its Affirmative Action Plan for the prompt achievement of full and equal opportunity in apprenticeship, including all data and analysis made pursuant to the requirements of Title 29, CFR part 30.4. Each JATC also must maintain evidence that its qualification standards have been validated in accordance with the requirements set forth in Title 29, CFR part 30.5(b) and the Nevada State Plan for EEO.

In addition to the above requirements, adequate records will include a brief summary of each interview and the conclusions on each of the specific factors, e.g., motivation, ambition, and willingness to accept direction which are part of the total judgment. Records will be maintained for five (5) years from the date of the last action and made available upon request to the U.S. Department of Labor or other authorized representative.

SECTION VI - OFFICIAL ADOPTION OF SELECTION PROCEDURES

The **Southern Nevada Carpenters and Affiliated Trades Joint Apprenticeship and Training Committee** hereby adopt these Selection Procedures for the **MILLWRIGHT** training program for NSAC meeting 05/22/2017.

Signature of Management

Dan O'shea

Associated General Contractors- Las Vegas

Signature of Labor

Frank Hawk

Southwest Regional Council of Carpenters

Signature of Southwest Carpenters Training Fund

Bobbie Whitmore

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