STANDARDS of APPRENTICESHIP

Sponsored by

LABORERS INTERNATION UNION
OF
NORTH AMERICA LOCAL # 872
~~4201 E. Bonanza Road~~
~~Las Vegas, NV 89110~~
(1750 E. Sahara Avenue)
Las Vegas, Nevada 89104)

FOR THE TRADE OF

CONSTRUCTION CRAFT LABORER
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REGISTERED WITH:
~~OFFICE FOR WORKFORCE INNOVATION FOR THE NEW NEVADA &~~
NEVADA STATE APPRENTICESHIP COUNCIL
(Switched places)
Developed in cooperation with

THE BUREAU OF APPRENTICESHIP AND TRAINING
UNITED STATES DEPARTMENT OF LABOR

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ATTACHMENT 1 – WORK PROCESSES

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OFFICIALLY ADOPTED
Signature sheets

FORWARD

The Laborers Joint Apprenticeship and Training Committee, recognizes the need for continuous training to maintain the high levels of skill and competence demanded in this industry, to provide adequate numbers of skilled workers, and to (e)~~(i)~~nsure public satisfaction and provide for the growth and progress of the industry within the community and the Nation.

Experience has demonstrated that the only practical and sound method of preparing workers for skilled occupation is through planned training, providing for employment and training under actual job conditions by skilled workers and at wages commensurate with the apprentice skill. In addition, the apprentices' knowledge and understanding of the trade is broadened through participation in approved courses of related and supplemental training.

Further, recognizing that the responsibility for training rests with those in this industry, who are users of those skills, the association has formulated and adopted these apprenticeship standards for the training of apprentices in this industry.

I. **DEFINITIONS**: As herein referred to as:

APPRENTICE: Shall mean a person who is covered by a written agreement, issued pursuant to a program with an employer, or with an association of employers or an organization of employees acting as agent for an employer (NRS 610.010.)

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 JATC 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. *

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. *

COLLECTIVE BARGAINING AGREEMENT: The negotiated agreement between the Union and signatory employer that sets forth the terms and conditions of employment. *

COORDINATOR: The person designated by the local JATC to perform the duties stated in the standards of apprenticeship. *

ELECTRONIC MEDIA: Media that utilizes electronic 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 The Associated General Contractors of America, Southern Nevada Chapter and/or other signatory contractors, association, or subscribing employers approved by the signatory partied to these standards.

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. 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 *Attachment 4 Selection Procedures. (if applicable)* *

JOINT APPRENTICESHIP AND TRAINING COMMITTEE (JATC): Means the Laborers Joint Apprenticeship Committee (JATC) is responsible for operating the program as described In Section II of these Standards, hereinafter referred to as the "Committee."

JOURNEYWORKER: 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.) *

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.

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

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 ~~Governor's Office of Workforce Innovation (OWINN).~~ The Nevada State Apprenticeship Agency (SAA).

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-appendixes and attachments hereto, and any future modifications or additions approved by the Registration Agency.

UNION: Means the Laborers' International Union of North America and any of its affiliated Local Unions party to an appropriate labor agreement between the 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 HSE 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)*

II. JOINT APPRENTICESHIP AND TRAINING COMMITTEE

A. Authority and Scope

There is hereby established a Joint Apprenticeship and Training Committee which shall establish and administer rules and procedures governing the selection, training and transfer of apprentices, and for the training of journeyman and others.

B. Composition

1) The Committee shall be the Board of Trustees of the Training Trust or a committee of equal numbers of Labor and Management representatives composed of not less than three (3) members representing the Southern Nevada Chapter of the Associated General Contractor Association and three (3) members representing the union, selected by the groups they represent.

2) The employers and the union shall at all times be equally represented on this Committee, and members named to fill any vacancy shall be selected in the same manner as the original selection.

3) Members may be elected to succeed themselves and may be removed for cause and replaced by the organizations they represent.

C. Procedures

1) The Committee shall elect from its members a Chairperson, and a Co-Chairperson, who shall retain right of vote on all matters. When the Chairperson is an employer representative, the Co-Chairman shall be a union representative.

2) A quorum at meetings shall consist of at least one (1) member representing the employers and one (1) member representing the union. Each group shall have a total vote equal to the total number designated Committee members.

3) The Committee shall schedule regular meetings and shall establish the time and place of such as judged necessary.

4) The Committee shall establish such other rules and regulations governing the administration of this program as it finds necessary, but all actions must show in the minutes.

5) The Committee shall designate a Chairperson to be charged with establishing a regular order of business and with conducting meetings in a business-like manner. The Chairperson may also name a regular or special committee to handle particular assignments.

6) The Committee shall designate a secretary, or designee, who shall be responsible for keeping minutes for all meetings, apprentice files, the registration of apprenticeship agreements, and all other records and reports of the Committee.

7) The name and address of all apprentice cancellations, terminations, suspensions and completions shall be reported to the ~~OWINN~~. Nevada State Apprenticeship Agency.

D. Duties

1) To conduct surveys and studies to determine industry training needs and skill requirements, and to develop other data essential to establishing adequate and effective plans and programs of training

2) To periodically review these Standards and keep them consistent with National Standards and changes within the industry.

3) To establish minimum qualifications for apprentice applicants within the area covered by these Standards and to devise a system of apprentice selection that will assure the industry of competent workers and all candidates of equal opportunity.

4) To indenture, under a written agreement, all apprentices accepted for training under the provisions of these Standards.

5) To determine the kind and amount of on-the-job training and experience to be required of apprentices and to arrange for such experience and training through the participating employers.

6) To determine the kind and amount of supplemental related instruction to be required of apprentices and to arrange for such instruction to be provided. (minimum of ~~one hundred fifty (150)~~ (minimum of one hundred forty four) (144) hours per year.

7) To strive to keep apprentices continuously employed, however, if the employer is unable to fulfill his training obligation or to provide such employment for an Apprentice, the Committee will be notified immediately and prior to any lay-off so that efforts can be made to transfer the apprentice to another employer under this program or a similar program with the consent of the Apprentice.

8) To determine the adequacy of employers to provide adequate and reasonably continuous job training and supervision of apprentices and to regulate the number of apprentices to be allowed an employer within the established ratio of apprentices to journeyworker.

9) To establish a system of permanent records, reports and examinations that will provide means of determining the progress and conduct of each apprentice in both on-the-job training and related instruction requirements throughout his/her apprenticeship and all records that may be required by ~~OWINN.~~ The Nevada State Apprenticeship Agency.

10) To adjust such differences as they may arise between the parties of an Apprenticeship Agreement that are within the scope of these Standards.

11) To determine when apprentices have satisfactorily met all requirements of their apprenticeship~~,~~ and to request a "Certificate of Completion of Apprenticeship" to those satisfactorily completing all requirements of their Apprenticeship Agreement.

12) To register all Apprenticeship Agreements with (the) ~~OWINN~~ (Nevada State Apprenticeship Agency) within ten (10) days of signature and to notify the Registration Agency of all subsequent apprentice actions taken by the Committee affecting these arrangements, such as suspensions, cancellations, and completions of apprenticeships.

13) In general, to be responsible for the successful operation of this Apprenticeship and Training Program through appropriate administration and supervision of all phases of training, cooperation with national state organizations in programs and activities for the improvement of apprentice and journeyworker training and appropriate public information.

14) To provide adequate and safe equipment and facilities for training and supervision, and safety training for apprentices on-the-job and in related instructional training that are in compliance with either the Occupational Safety and Health Standards promulgated by the Secretary of labor under Public law 91-596, dated December 29, 1970, as amended, by Public Law 101-552, section 3101, November 5, 1990 as amended by Public Law 105-198, July 16, 1998, as amended by Public Law 105-241 September 29, 1998, or State Standards that have been found to be at least as effective as the Federal Standards.

15) Provide apprentices with a copy of the written rules and policies and the apprentice will sign an acknowledgment receipt of the same. This procedure will be followed whenever revisions or modifications are made to the rules and policies.

III. QUALIFICATIONS FOR AND SELECTION OF APPRENTICES

A. Qualifications

1) Must be at least eighteen (18) years of age.
    a) All apprentices shall enter into and sign a written Apprenticeship Agreement with the Joint Apprenticeship and Training Committee.

2) The Following must be presented when submitting application:
    a) A high school diploma or its equivalent at time of applying to program.
    b) Valid Picture I.D.
    c) Birth Certificate

3) At the time of selection be physically able to perform the work of the trade with reasonable accommodations.

4) Must pass a drug screening test upon selection and cooperate in all subsequent random drug screening tests throughout the Apprenticeship Program.

5) At the time of selection have a basic understanding of how to read, write and communicate in the English language as would enable the apprentice to perform the tasks of the Construction Craft Laborer in a safe manner and comprehend the subject matter taught in related instruction.

6) Take a new Entrant Test.

7) Participate in a personal interview.

B. Procedures

1) The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, color, religion, national origin, or sex (including pregnancy or gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years or older. The sponsor will take affirmative action to provide equal opportunity in the apprenticeship program and will operate the apprenticeship program as required Title 29 of the Code of Federal regulations, Part 30, and equal employment Opportunity regulations of the State Nevada.

2) All apprentices shall be recruited and selected in accordance with the plans and procedures attached to and made a part of these Standards and Identified as "Attachment 4".

IV. RESPONSIBILITES OF APPRENTICES

The Joint Apprenticeship and Training Committee should impress upon all indentured apprentices, that in signing the apprentice agreement, they have voluntarily agreed to abide by the provisions of these Apprenticeship Standards and inform the apprentices of their responsibilities and obligations under the apprenticeship system.

1) To diligently and faithfully perform the work of the occupation and other pertinent duties as assigned by the Employer or the Association in accordance with the provisions of the Standards.
2) To respect the property of the Employer and abide by the working rules and regulations of the State Apprenticeship Council(.) ~~and OWINN~~
3) Attend and satisfactorily complete the required hours in the OJL and in related instruction as provided under these Standards.
4) To develop safe working habits and conduct themselves in their work in such a manner as to ensure their own safety as well as that of their fellow workers.
5) 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 JATC.
6) To conduct themselves at all times in a credible, ethical and moral manner, realizing that much time, money and effort will be spent in affording them an opportunity to become a skilled crafts person and worker.
7) To cooperate in and successfully pass any required drug test and remain drug free at all times while at school and work.
8) To abide by the procedures and policies as established by the Training Committee.
9) To remain in the employ of an employer to whom he/she has been assigned unless approval to leave is granted by the Committee.

V. APPRENTICESHIP AGREEMENT

1) All apprentices, shall enter into and sign a written Apprenticeship Agreement with the Joint Apprenticeship and Training Committee. The signing of the Apprenticeship Agreement with the Committee does not obligate the Committee to actually employ the apprentice, but does obligate the Committee to use its best efforts to see that the apprentice is assigned to an employer and is kept as continuously employed as is possible, when work is available.
2) The Apprenticeship Agreement shall contain a statement making the terms and conditions of these Apprenticeship Standards a part of the agreement. For this reason, every apprentice applicant will be required to read these Standards before signing the
3) Each Apprenticeship Agreement will be registered with the Nevada State Apprenticeship ~~Director~~ (Agency) with sufficient copies that, following registration, a copy may be furnished to the following by (SNLTT).
    a. The Committee
    b. The Apprentice
    c. ~~OWINN~~ (Nevada State Apprenticeship Agency)
    d. The Department of Veterans Affairs, if a veteran

VI. CREDIT FOR PREVIOUS EXPERIENCE

1) All applicants shall undergo the selection procedure described in Section III of these Standards. Those requesting credit for previous craft experience and training, outside the supervision of this Committee, must submit their request at the time of their application and furnish such records, affidavits, and other bona-fide evidence as the Committee may require.
2) They shall undergo the regular probationary period and requests for credit will be evaluated and a determination made on or before the end of the probationary period when the reports covering actual on-the-job performance can be evaluated. Requests for such credit will not be considered at any other time.
3) After its evaluation, the Committee may grant such credit on the term of apprenticeship as their evaluation may justify.
4) Apprentices who are granted credit shall be advanced to the wage rate for the period to which such credit advances them.

VII. PROBATIONARY PERIOD

The first one-thousand (1,000) hours worked (approximately six months) of the term of apprenticeship under the supervision of this Committee shall be the probationary period. Apprentices can be cancelled by either party without stated cause during this time.

After the probationary period, the Agreement may be cancelled at the request of the Apprentice, or may be suspended, cancelled or terminated by the committee for good cause with due notice to the Apprentice, and a reasonable opportunity for corrective action, and with written notice to the apprentice and to the Registration Agency of the final action taken. Apprentices will be advised of their appeal rights to ~~OWINN~~ (Nevada State Apprenticeship Agency) (.)

VIII. TERM OF APPRENTICESHIP

The term of apprenticeship shall be a period of four thousand (4,000) hours (approximately two (2 years) of reasonably continuous employment and training on-the-job, supplemented by the required hours of related technical instruction.

IX. SUPPLEMENTAL RELATED INSTRUTION

1) The Committee shall annually schedule courses of instruction in subjects related to the trade, and each apprentice shall be required to attend all sessions scheduled during each year of apprenticeship. Not less than ~~one fifty (150)~~ (one hundred forty-four (144)) hours of such instruction shall be scheduled each year.
2) Failure of apprentices to fulfill their obligations as to related instruction, attendance and progress shall constitute just cause for disciplinary action by the Committee. Therefore, if apprentices are unable to attend sessions due to illness or other just cause, they shall be expected to obtain an official excuse from the Committee or its designated representative.
3) Hours spent in related instruction shall not be classed as hours of work.

4) The Committee will secure competent instructors whose knowledge, experience, and ability to teach will be carefully examined and monitored. Apprentice instructors must meet their State Department of Education's requirements for vocational-technical instructor or be a subject matter expert and be credentialed as an instructor through LIUNA Training and Education Fund (LIUNA Training).
5) If applicable, when possible, the Committee may require the instructors to attend the LIUNA Training Annual Instructor Conference (AIC) and other necessary training required by the Committee. The Committee will require instructors to maintain their LIUNA Training Instructor Credential.

X. ON-THE-JOB TRAINING AND EXPERIENCE

1) Under the supervision of a qualified journeyworker, each apprentice shall be given such practical experience and training in the various branches and job processes of the trade as is necessary to develop a proficient and skilled journeyworker. The schedule of work experience to be received is set forth in "Attachment1" of these standards.
2) Apprentices shall receive instruction in accident prevention and safe work habits. Such instruction shall be coordinated with the actual work being performed on-the-job and with the tools and equipment being used.
3) The Committee will secure the cooperation of the employers and the journeyworkers in providing the varied experience and training on-the-job.; and if necessary, to assure a rounded training of the trade, may transfer or rotate apprentices from one employer to another.
4) Schedule of Work Experience for the Apprentices. (see Attachment 1)

XI. DISCIPLINARY ACTION

A. The Committee shall have authority, and/or transfer their authority to the Apprentice Coordinator, to discipline an apprentice who; fails to comply with the Apprenticeship Agreement or rules and instructions of the Committee and all parties agree to abide by this provision. Disciplinary action which may be employed at the discretion of the Committee and/or the Apprentice Coordinator includes:
    1. Postponement of scheduled advancement.
    2. Suspension- Temporary removal from the job causing loss of employment for a day or more.
    3. Cancellation- Causing termination of the apprenticeship. If it is the Apprentice Coordinator who took such action the Apprentice has the right to appeal the decision to the full committee.

   The Committee shall notify the apprentice to appear before the Committee for a hearing before such disciplinary action can be over turned.

B. Some of the reasons considered as just cause for disciplinary action may include, but is not limited to the following:
    1. Failure to meet related class attendance and progress requirements.

XV. ADJUSTMENT OF DIFFERENCES

The employer and the apprentice shall have the right and privilege of appeal to the Apprenticeship and Training Committee in the event if a dispute of controversy arises over interpretations of the provisions of these Apprenticeship Standards. The Committee shall hear all affected parties and make such adjustments, as it considers necessary. Persons wishing the Committee to hear such matters should make a request in writing, prior to the Committee meetings, so that they may be placed on the agenda. The name and address of the appropriate authority under this program to receive, process and make disposition of complaints is:

The Apprenticeship Coordinator
So. NV. Laborers Local #872 Training Trust
~~4201 E. Bonanza Road~~
~~Las Vegas, Nevada 89110~~

1750 E. Sahara Ave.
Las Vegas, Nevada 89104

Either of the parties may appeal the decision of the Committee to:

~~Governor's Office of Workforce Innovation (OWINN)~~
~~555 E. Washington, Room # 4900~~
~~Las Vegas, Nevada 89101~~

Nevada State Apprenticeship Council
3300 West Sahara Ave. Ste. 225
Las Vegas, Nevada 89102

XVI. SUPERVISION OF APPRENTICES

1) The Committee may employ a coordinator or other person to perform such services as it deems necessary to assure proper supervision of apprentices and administration of this program. Such persons shall perform only those functions as are delegated to them by the Committee.

2) The facilities selected for related technical instruction shall be responsible for supervision of the related instruction classes under the general direction of the Apprenticeship and Training Committee.

3) The Committee will insist that apprentices work under competent journeyworker at all times and each employer shall designate a person who may be a superintendent, foreman or journeyworker, to be responsible for the apprentices' work experience on the job, the recording and rating of same on forms providing for this purpose, and to see that the apprentice attends the related instruction classes.

4) The employer or designated supervisor may be required to appear before the Committee at intervals to keep the Committee informed as to an apprentice's progress, conduct, interest, and attitude.

5) The employer or designated supervisor will be required to carry out the intent and purpose of the local apprenticeship program.

XVII. SAFETY AND HEALTH TRAINING

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, dated 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.

XVIII. APPRENTICESHIP RECORDS

1) All records relating to the recruitment, application, selection and employment of apprentices, as required by the Registration Agency ~~OWINN~~, (the Nevada State Apprenticeship Agency) including identification of minority participants shall be maintained for a period of five (5) years and made available to authorized representatives upon request

2) An individual record will be maintained by the Committee, showing the status, conduct and progress of each apprentice.

3) To maintain this record, apprentices will be furnished a "Monthly Work Record" form. It will be the responsibility of the apprentices to keep this record up daily, then to deliver or mail it to the Committee no later than the fifth (5^{th}) of the following month.

4) Failure to keep and submit the required reports on time, properly authenticated, may result in the apprentice losing credit for the entire period covered, or in other disciplinary action by the Committee.

XIX. APPRENTICE EXAMINATIONS AND COUNCIL

1) Apprentices may be called before the Committee, and/or the Apprentice Coordinator at any time for examinations or consultation regarding their apprenticeship.

2) Examination and review of the apprentices progress and conduct, both on the job and in the related instruction work, will be conducted by or under the direction of the Committee before each advancement period.

3) Apprentices not showing satisfactory progress may be held in current period at any time during the terms of apprenticeship or subject to such other action as the Committee and/or the Apprentice Coordinator may determine.

4) It is mutually agreed that no apprentice shall be advanced to the next period or to journeyworker classification except with the prior approval of the Apprenticeship Committee and/or the Apprentice Coordinator.

XX. CERTIFICATION OF COMPLETION OF APPRENTICESHIP

Upon successful and satisfactory completion of the requirements of the Apprentice Agreement, the Committee will notify the Registration Agency ~~(OWINN)~~ (Nevada State Apprenticeship Agency) to obtain and issue to the Apprentice a "Certificate of Completion of Apprenticeship"

XXI. CONSULTANTS

Representatives of the USDOL Office of Apprenticeship Bureau of Apprenticeship and Training, State Apprenticeship Council, and State and local Departments of Education may be called upon for advice or assistance in the formulation, operation, and improvement of this apprenticeship and training system. Also, such persons shall serve in the advisory capacity at the request of the Committee, and without vote in the Committee decisions.

XXII. RELATION OF STANDARDS TO BARGAINING AGREEMENT

No section of these Standards shall be in conflict with the Bargaining Agreement, and terms of the current working agreement shall supersede any section or sections of these Standards, provided the provisions of the Collective Bargaining Agreement are not in violation of State statues or the rules and regulations of the Nevada State Apprenticeship Council (pursuant to NRS 610.190) ~~and OWINN~~. The contents of these Standards are intended only for the training and supervision of apprentices.

Notwithstanding anything to the contrary in these Standards, an employer will not be deemed non-compliant with the apprentice/journeyman ratios in Section XIV if the employer maintains the 1/1, 1/2 apprentice to journeyman ratios for all Laborers on all employer jobs under the jurisdiction of the Bargaining Agreement. The purpose of this provision is to enable an employer to count the entire pool of Laborers on all its job sites governed by the Bargaining Agreement to determine compliance with the ratios.

XXIII. REVISION OF STANDARDS

These Apprenticeship Standards may be revised at any time by the action of the Committee and approval of the sponsoring parties. Copies of any revisions must be registered and approved by the Registration Agency ~~(OWINN)~~ (Nevada State Apprenticeship Agency) before becoming effective.

Revision of these standards shall not alter Apprenticeship Agreements already in effect without consent of all parties to the Agreement.

As used in these Standards, the masculine, feminine or neuter gender, and the singular or plural number, shall each be deemed to include the others whenever the context so indicated.

XXIV. REGISTRATION / CANCELLATION / DE-REGISRATION OF APPRENTICESHIP STANDARDS

After these Standards have been approved officially by the Committee, they may request the Approval and registration with ~~OWINN.~~ (Nevada State Apprenticeship Agency.)

The sponsor may request cancellation of the program at any time through written notification to the Registration Agency ~~(OWINN)~~. (Nevada State Apprenticeship Agency)

De-registration of a program may be effected upon the voluntary action of the Committee by request for cancellation of the registration, or upon reasonable cause by the Registration Agency (OWINN) instituting formal de-registration procedures in accordance with the provisions of Part 29 CFR 29 or 29 CFR 30, NRS. 610.144, Nevada State E.E.O.

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.

The forgoing Apprenticeship Standards were adopted this 27th day of June, 2022

The Apprenticeship and Training Committee of Laborers International Union

of North America Local #872

~~**4201 East Bonanza Road, Las Vegas, NV 89110**~~

1750 E. Sahara Ave. Las Vegas, Nevada 89104

_____	_____
Co-Chairperson	**Co-Chairperson**
Tommy White	~~**Sean Stewart**~~ **(James Barker)**
Laborers Local 872	~~**AGC/NCA**~~
	Las Vegas Paving

Approved and registered with the

OFFICE FOR WORKFORCE INNOVATION FOR THE NEW NEVADA

NEVADA STATE APPRENTICESHIP COUNCIL

this _____ day of _____, 2022

_____

Date of Original Registration <u>May 19, 1995</u> **Program Number** <u>NV001950001</u>

OFFICIALLY ADOPTED