

STANDARDS of APPRENTICESHIP

Sponsored by

LABORERS INTERNATIONAL UNION  
OF

NORTH AMERICA LOCAL # 872

1750 E. Sahara Avenue  
Las Vegas, Nevada 89104

FOR THE TRADE OF

CONSTRUCTION CRAFT LABORER

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REGISTERED WITH:

NEVADA STATE APPRENTICESHIP COUNCIL

Developed in cooperation with

THE BUREAU OF APPRENTICESHIP AND TRAINING  
UNITED STATES DEPARTMENT OF LABOR

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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 ensure 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 parties 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 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 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. A 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 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 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. RESPONSIBILITIES 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.
- 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 Agency with sufficient copies that, following registration, a copy may be furnished to the following by SNLTT.
  - a. The Committee
  - b. The Apprentice
  - c. 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 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 INSTRUCTION

- 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 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 overturned.

- 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.

2. Lack of interest, application to, or unsatisfactory progress in the work and training on-the-job.
3. Failure to properly prepare and submit required reports.
4. Undesirable attitude or conduct.
5. Failure to successfully pass a drug/alcohol test or refusing to submit to a drug/alcohol test.
6. Other area's addressed in the procedures and policies.

XII. HOURS OF WORK

Apprentices shall work the same number of hours as journeyworkers employed in the Trade, except-apprentices shall not be allowed to work overtime if it interferes with their attendance at related instruction classes. Further, Apprentices may work fewer hours as necessary to complete the course work. Apprentices will be required to attend 40 hours, and maybe required to attend up to 80 hours of classroom course work per quarter. Only actual hours worked will be credited on the term of apprenticeship.

XIII APPRENTICE WAGES

Apprentices shall be paid a progressively increasing schedule of wages based on a percentage of the current negotiated journeyworker wage rate which is as follows:

THREE AND SIX MONTH PERIODS

1 <sup>st</sup> 500 hours	2 <sup>nd</sup> 500 hours	2 <sup>nd</sup> 1,000 hours	3 <sup>rd</sup> 1,000 hours	4 <sup>th</sup> 1,000 hours
50%	60%	70%	80%	90%

Thereafter: Journeyworkers Wage Rates

Apprentices shall not be paid other than the wage rate specified for their correct period of apprenticeship except as may be authorized by the Committee.

XIV. RATIO OF APPRENTICES TO JOURNEYWORKERS

Subject to XXII, In order to secure maximum production and to make adequate provisions for apprentices to learn this trade, the following mandatory ratios of apprentices to journeyworker will apply:

One (1) Apprentice for the first journeyworker at the job site and not more than one for every two (2) additional journeyworker thereafter.

Example. One (1) Apprentice = One (1) Journeyworker  
 Two (2) Apprentice = Three (3) Journeyworker  
 Three (3) Apprentice = Five (5) Journeyworker

For additional journeyworkers, a continuation of these ratios will apply.

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

1750 E. Sahara Ave.  
Las Vegas, Nevada 89104

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

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, 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<sup>th</sup>) 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 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 statutes or the rules and regulations of the Nevada State Apprenticeship Council pursuant to NRS 610.190. 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 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-REGISTRATION OF APPRENTICESHIP STANDARDS

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

The sponsor may request cancellation of the program at any time through written notification to the Registration Agency 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.

## **Attachment 1-A**

### **Work Process Schedule Construction Craft Laborer (CCL) O\*NET-SOC CODE: 47-2061.00 RAPIDS CODE: 0661R**

This schedule is attached to and a part of these Standards for the above identified occupation.

**1. TERM OF APPRENTICESHIP**

The term of the occupation shall be approximately two years with an on-the-job learning (OJL) attainment of 4000 hours supplemented by 320 hours of related instruction.

**2. RATIO OF APPRENTICES TO JOURNEYWORKERS**

See section XIV of CCL Standards.

**3. APPRENTICE WAGE SCHEDULE**

Apprentices shall be paid a progressively increasing schedule of wages based on a percentage of the current journeyworker wage rate, or as per the CBA

	% of the journeyworker rate
0 - 500 hours	<u>50%</u>
501 – 1000hours	<u>60%</u>
1001 - 2000 hours	<u>70%</u>
2001 - 3000 hours	<u>80%</u>
3001 - 4000 hours	<u>90%</u>

**4. SCHEDULE OF WORK EXPERIENCE (Appendix A)**

JATCs may modify the work experience to meet local industry, employer and/or labor needs prior to submitting these Standards to the appropriate Registration Agency for approval. All apprentices without documented proof of experience will attain a minimum total of 4000 hours of OJL. This total will consist of a minimum 2000 OJL hours for CCL core work experience and a minimum of 2000 OJL hours in one or more CCL areas of concentration. The CCL areas of concentration will be determined by the JATC assessment of industry, employer and/or labor needs.

**5. SCHEDULE OF RELATED INSTRUCTION (Appendix B)**

All apprentices will complete a minimum total of 320 hours of related training. This total will consist of a minimum 175 hours of related instruction for CCL core skills, and a minimum 145 hours of related instruction for CCL areas of concentration. JATCs may modify the related instruction to meet local industry; employer and/or labor needs prior to submitting these Standards to the appropriate Registration Agency for approval, but total training hour requirements will remain the same.

## **WORK EXPERIENCE AND RELATED TRAINING – PREFACE**

The CCL works in a high performance driven industry, on a wide variety of jobs. CCLs build, renovate and demolish structures such as high rises, power plants, shopping centers, office complexes, and medical facilities; build, renovate and demolish infrastructure such as roads, bridges, locks, dams and tunnels; build, renovate and demolish utilities including pipelines, treatment plants and delivery systems, power generation and distribution facilities and telecommunications; CCLs build, maintain, repair, renovate and demolish parks, recreation areas, and cemeteries; and CCLs remediate several kinds of hazardous materials including hazardous waste, asbestos and lead.

CCLs perform many tasks on these projects, including clearing for roads and buildings; installing water and sewer lines; placing concrete and asphalt; building and maintaining scaffolding; operating equipment; mixing concrete, plaster and mortar; cutting and burning metal; surveying and measuring; signaling, hoisting and rigging loads; digging, planting, trimming and maintaining shrubbery and trees; installing, maintaining and expanding fencing; and estimating, preparing, stocking and supplying materials to other trades.

To perform these tasks, CCLs operate a variety of equipment including chainsaws, soil compactors, compressors and pneumatic tools; a variety of mixers for concrete and masonry work; oxy-fuel and plasma arc cutting equipment; mechanical hoists, rough terrain forklifts, skid steers, aerial lifts, survey equipment including GPS and Total Station; and a large number of hand and power tools. In general, the skills used by CCLs represent competencies in managing and understanding resources, information technology systems, and interpersonal relations.

This variety of skill sets has defined the Laborers' International Union of North America (LIUNA) and the Laborers' trade since 1903. Over the years, in partnership with employers on local, state and national levels LIUNA established world-class, labor-management training funds. In 1994 LIUNA established and received Federal DOL OA approval for the first national CCL apprenticeship program.

LIUNA is known as the first trade on the job and the last trade to leave a project. CCLs possess a wide range of skill sets that cut across a variety of industries. As an example, a Laborer could be dispatched to a concrete crew working on a new high-rise in the building industry, only to be placed three (3) months later on a pipe crew working on a drainage system associated with highway industry.

At the same time, especially in larger metropolitan areas, generations of Laborers have spent entire careers in one "concentration" within the industry. For example, many Laborers find career-long employment building scaffolding, mixing mortar, tending masons, and running rough terrain forklifts for masonry contractors.

Employers, faced with challenges in technology, economy and regulations, look to apprenticeship to stabilize an already diminishing workforce. As a result employers are reluctant to displace apprentices after investing both time and resources in their professional development. Mobility of apprentices is further hindered by downturns in the construction industry as a whole or in individual industry concentrations. When jobs are scarce, any apprentice is fortunate to be employed much less have the ability to move from project to project.

Lastly, a key component of any apprenticeship program is the availability to access training opportunities before during and, more importantly, after an apprenticeship program. A life-long learning and training structure must be in place to ensure ongoing education and employment skills development. As apprentices move from foundational knowledge and skills to journeyworker status, training and education programs must be available to provide career pathways.

In an effort to address these issues, LIUNA through their international training organization, sought industry wide input of employers, labor, training and agency representatives to create a flexible structure that benefits the employer, labor, industry and most importantly the worker. As a result LIUNA's CCL Apprenticeship Program combines work experience and related instruction reflective of job site practices and is reactive to changes in the economy.

### **The CCL Apprenticeship Program Overview**

LIUNA's CCL Apprenticeship Program consists of a minimum of 4000 hours of OJL and a minimum of 320 hours of Related Instruction. The program is divided into two parts: completion of 2000 hours of OJL in core skills and 175 hours of related training; and completion of 2000 hours of OJL in one or more areas of concentration and 145 hours of related training.

**Part 1:** All CCL apprentices will attain a set of core work competencies that will provide a foundation for movement through one or more areas of concentrations. The CCL Core Work Experience will consist of 2000 hours of OJL and a minimum of 160 hours of Related Instruction.

**Part 2:** In addition to completing the CCL core competency requirements, apprentices will be placed into one or more areas of concentration that span the construction and/or environmental remediation industries. The CCL apprenticeship program has defined eight (8) areas of concentration as potential pathways: Building Construction, Heavy/Highway and Utility Construction, Pipeline, Tunneling, Environmental Remediation, Masonry, Deconstruction/Demolition, and Landscaping. Placement in one or more areas of concentration will be dependent upon local need. The CCL Area of Concentration Work Experience will consist of 2000 hours of OJL and a minimum of 125 hours of Related Instruction.

Apprentices will have two (2) options to successfully complete the 2000 hours OJL requirement under the CCL Area of Concentration Work Experience.

**Option 1:** An apprentice will be placed into one area of concentration, completing a minimum of 2000 hours of OJL for the skills listed in that one concentration.

*Example* – The apprentice, based on local need, is placed in the Pipeline concentration. The apprentice satisfies 2000 hours of OJL and 175 hours of related training under the core requirements and 2000 hours of OJL and 145 hours of related training in the Pipeline concentration to gain the CCL required 4000 hours of OJL and 320 hours of related training.

**Option 2:** An apprentice will be placed into two or more areas of concentration. OJL hour requirements for this path are calculated by dividing 2000 hours by the number of concentrations in which the apprentice is placed.

Example – The apprentice successfully completes the CCL core required 2000 hours of OJL and 175 hours of related training. The apprentice, based on local need, is placed in two (2) areas of concentration: Building Construction and Deconstruction/Demolition. The apprentice must complete 1000 hours of OJL for each of the two (2) concentrations for a total of 2000 OJL, and 145 hours of related training.

The division of hours is as follows: two (2) concentrations require 1000 OJL hours each; three (3) concentrations require 667 OJL hours each; four (4) concentrations require 500 OJL hours each; five (5) concentrations require 400 OJL hours each; six (6) concentrations require 334 OJL hours each; seven (7) concentrations require 286 OJL hours each; and eight (8) concentrations areas require 250 OJL hours each.

The following schedule is an example of work experience and knowledge needed to become a skilled, safe and productive CCL journeyworker. Appendix A – Schedule of Work Experience is divided into two schedules: CCL Core Work Experience and CCL Area of Concentration Work Experience.

## **APPENDIX A – SCHEDULE OF WORK EXPERIENCE**

### **CCL Core Work Experience Schedule**

Minimum 2000 Hours

Apprentices will gain a minimum of 2000 hours of experience in the core work skills to produce a strong foundation necessary to move forward within the Laborers' trade.

CORE WORK SKILLS	APPROXIMATE MINIMUM HOURS
Site preparation, layout, cleanup and security	400
Use and understand basic blueprint symbols and views	25
Recognize, secure and maintain job site safety	500
Identify and work safely around environmental hazards	25
Erect, dismantle, maintain and work from scaffold or lifts	100
Operate and maintain hand and power tools	300
Operate and maintain equipment as required by the job	125
Identify, estimate, move, supply, stock, and store materials	500
Use appropriate hand signals	25

## **APPENDIX A – SCHEDULE OF WORK EXPERIENCE**

### **CCL Areas of Concentration Work Experience Schedule**

Minimum 2000  
Hours

In addition to completion of the 2000 hours of OJL Core Work Experience an apprentice must complete a minimum of 2000 hours of OJL in one (1) or more of the following CCL areas of concentrations: Masonry, Deconstruction/Demolition, Building Construction, Heavy/Highway ~~and~~ /Utility Construction, **Clean Energy Construction**, Pipeline, Tunneling, Environmental Remediation, and Landscaping.

Each area of concentration offers examples of work experience and knowledge needed to become a skilled, safe and productive CCL journeyworker. Apprentices will be placed in an area or areas of concentration depending upon industry need.

## 1. Building Construction

2000 hours

CCLs perform the following activities in association with the construction of buildings, and the maintenance of existing buildings such as industrial plants, schools, hotels, stores, high-rise structures, etc. Building construction may consist of, but not be limited to, the following activities:

1. Concrete placement - mixing, placement **including hand, truck, precast, pumped, self-compacting concrete, sprayed concrete, grout injection, slipform, and operation, programming and maintenance of 3D concrete printer; consolidation of concrete**, vibration of concrete, build and place forms, remove and clean forms, cure concrete
2. Pipe laying and making of connections for any utility piping
3. Hoisting and rigging
4. Cutting and burning
5. Traffic control/flagging
6. Trenching and excavating
7. Grade setting/checking
8. Clearing, bucking and falling
9. Site preparation/cleanup and security including installation and dismantling of all types of fencing.
10. Layout and staking
11. Erect, dismantle and maintain scaffold
12. Identify, inspect, use and maintain all tools, **equipment and technologies including but not limited to, hand, electric, gas, pneumatic, powder, computers, robotics, and remote-control devices.**
  - i. ~~hand~~
  - ii. ~~electric~~
  - iii. ~~gas~~
  - iv. ~~pneumatic~~
  - v. ~~powder~~
13. Install erosion control systems
14. Forklift operation
15. Aerial lift operation

## 2. Heavy/Highway and Utility Construction

2000 hours

CCLs perform ~~the following activities~~ **work** in association with the construction, expansion, reduction, maintenance of new and existing ~~of~~ infrastructure such as roads, railroads, bridges, locks, dams. All types of utility installation, including but not limited to: hydro, on and offshore wind turbine installation, solar farm construction, nuclear ~~reactors~~, and **other heavy/highway, utility, and renewable/clean energy construction**. Heavy/Highway and Utility Construction may consist of, but not be limited to, the following activities:

1. Concrete placement - mixing, placement **including precast, pumped, self-compacting concrete, sprayed concrete, grout**

injection, slipform, and operation, programming and maintenance of 3D concrete printer; consolidation of concrete, vibration of concrete, build and place forms, remove and clean forms, cure concrete

2. Concrete cutting and coring
3. Pipe laying and making of connections for any utility piping
4. Hoisting and rigging
5. Traffic control/flagging
6. Trenching and excavating
7. Grade setting/checking
8. Layout and staking
9. Site preparation/clean up and security including installation and dismantling of all types of fencing.
10. Drilling
11. Asphalt - raking, placement, compaction and preparation of the base
12. Construct and maintain clean energy installations including, but not limited to: Utility-scale solar arrays, on and offshore wind towers, geothermal systems, small module reactors.
13. Build railroad beds and all related bridges and tunnels, and install tracks
14. Erect, dismantle and maintain scaffold
15. Identify, inspect, use and maintain all tools, equipment and technologies including but not limited to, hand, electric, gas, pneumatic, powder, computers, robotics, and remote-control devices.
  - i. hand
  - ii. electric
  - iii. gas
  - iv. pneumatic
  - v. powder
16. Install erosion control systems
17. Forklift operation
18. Aerial lift operation
19. Site/roadside remediation

### 3. Masonry

2000 hours

CCLs perform the following activities in association with masonry construction. Types of projects include, but are not limited to, new construction, renovation, and refractory work. Basic trade requirements include: estimation, preparation and delivery of all materials. Masonry may consist of, but not be limited to, the following activities:

1. Erect/dismantle and maintain scaffold
2. Estimate, stock and maintain supply areas



3. Identify, inspect, use and maintain tools and technologies including but not limited to hand, electric, gas, pneumatic, computers, robotics, and remote-control devices.
    - i. ~~hand~~
    - ii. ~~electric~~
    - iii. ~~gas~~
    - iv. ~~pneumatic~~
  4. Forklift operation
  5. Aerial lift operation
  6. Mason tender/plaster tender
    - i. Bracing walls
    - ii. Mixing mortar or plaster including colored mortar or colored plaster
    - iii. Estimating and stocking masonry units
    - iv. Cutting masonry units
    - v. Supply, stock and dispense mortar, plaster, block/brick, reinforcement and other materials
    - vi. Plaster or grout pump operation/maintenance
    - vii. Plaster or grout pump hose layout/cleaning
    - viii. Fireproofing operations
    - ix. Exterior insulation finish systems
    - x. Interior plaster operations
  7. Clean masonry walls
4. Demolition and Deconstruction 2000 hours
- CCLs perform the following activities in association with the demolition or deconstruction of buildings and other structures. Demolition/deconstruction may consist of, but not be limited to, the following activities:
1. Identify and work safely around environmental hazards
  2. Erect/dismantle and maintain scaffold
  3. Cutting and burning
  4. Hoisting and rigging
  5. Trenching and excavating
  6. Aerial lift operation
  7. Site preparation/cleanup and security including installation and dismantling of all types of fencing.
  8. Identify, inspect, use and maintain all tools and technologies including but not limited to hand, electric, gas, pneumatic, computers, robotics, and remote-control devices.
    - i. ~~hand~~
    - ii. ~~electric~~
    - iii. ~~gas~~
    - iv. ~~pneumatic~~
  9. Fire watch
  10. Concrete cutting and sawing

11. Demolition debris handling and management (recycling, reuse, disposal)

## 5. Pipeline

2000 hours

CCLs perform the following activities in association with the construction and maintenance of gas, oil, and other material pipelines. Pipeline construction may consist of, but not be limited to, the following activities:

1. Hoisting and rigging
2. Trenching and excavating
3. Site preparation/cleanup and security including installation and dismantling of all types of fencing.
4. Identify, inspect, use and maintain all tools and technologies specific to the concentration including, but not limited to, hand, electric, gas, pneumatic, computers, robotics, and remote-control devices.
  - i. hand
  - ii. electric
  - iii. gas
  - iv. pneumatic
5. Grade setting/checking
6. Layout and staking
7. Clearing and maintaining the right of way (ROW)
8. Pump water
9. Locate utilities
10. Build and dismantle fences
11. Load and unload pipe
12. Fill and place sandbags
13. Load, unload and place skids
14. Install erosion control systems
15. Pipe surface preparation/sand blasting
16. Apply pipe coating
17. Inspect pipe coating visually and with a holiday detector
18. Patch coating
19. Install pipe coating protection
20. Install corrosion protection
21. "Pig" the pipe
22. ROW remediation, including drone operation.

## 6. Tunneling

2000 hours

CCLs perform the following activities in association with all work underground or in compression chambers, including tending of the outer air lock. Tunnel construction may consist of, but not be limited to, the following activities:

1. Drilling
2. TBM use and support.
3. Identify, inspect, use and maintain all tools and technologies specific to the concentration, including but not limited to hand, electric, gas, pneumatic, computer, robotic, remote-control devices.
  - i. hand
  - ii. electric
  - iii. gas
  - iv. pneumatic
4. Hoisting and rigging
5. Concrete pump operation and maintenance
6. Install services (track laying, conveyors, vents, water, compressed air pipes etc.)
7. Install tunnel supports (steel ribs, mesh, rock bolts)
8. Shaft and tunnel grouting
9. Shotcrete/gunite application
10. Cutting and burning

## 7. Environmental Remediation

2000 hours

CCLs perform the following activities in association with the remediation of areas, buildings and materials contaminated with chemical, biological, and physical hazards. Environmental remediation may consist of, but not be limited to, the following activities:

1. Asbestos abatement
2. Hazardous waste remediation
3. Lead abatement
4. Infection Control Risk Assessment (ICRA)
5. Microbial remediation
6. Radiation protection/radioactive material handling
7. Water damage/fire restoration
8. Erect, dismantle and maintain scaffold
9. Identify, inspect, use and maintain all tools and technologies specific to this concentration including but not limited to hand, electric, gas, pneumatic, computers, robotics, and remote-control devices.
  - i. hand
  - ii. electric
  - iii. gas
  - iv. pneumatic
10. Aerial lift operation

8. Landscaping	2000 hours
CCLs perform the following activities in association with landscape work in commercial applications. Landscaping may consist of, but not be limited to, the following activities:	
<ol style="list-style-type: none"> <li>1. Trim and prune hedges, trees and shrubs</li> <li>2. Seed and sod lawns</li> <li>3. Install irrigation systems</li> <li>4. Install retaining walls</li> <li>5. Install brick pavers for walks and patios</li> <li>6. Apply fertilizers and pesticides – traditional use and alternative “green” applications</li> <li>7. Plant and maintain flowers and ground covers</li> <li>8. Install and maintain fences, planters and other landscaping features (playgrounds, gazebos, fountains)</li> <li>9. Small engine maintenance/repair</li> <li>1. Identify, inspect, use and maintain all tools and technologies specific to the concentration including but not limited to hand, electric, gas, pneumatic, computers, robotics, and remote-control devices. <ol style="list-style-type: none"> <li>i. hand</li> <li>ii. electric</li> <li>iii. gas</li> <li>iv. pneumatic</li> </ol> </li> <li>10. Traffic control/flagging</li> <li>11. Operate all landscape equipment related to the occupation</li> </ol>	
CORE SKILLS OJL	2000 Hours
CONCENTRATION(s) OJL	2000 Hours
TOTAL CCL OJL	4000 Hours

**Attachment 2-A**  
**Related Instruction Outline**  
**Construction Craft Laborer (CCL)**  
**O\*NET-SOC CODE: 47-2061.00 RAPIDS CODE: 0661R**

The following schedule is an example of related instruction designed to complement the CCL OJL requirements. Appendix B – Schedule of Related Instruction is divided into two schedules: CCL Core and CCL Areas of Concentration.

**APPENDIX B – SCHEDULE OF RELATED INSTRUCTION**

**Construction Craft Laborer Core**

A minimum of 175 hours of related instruction is required to satisfy CCL Core.

**Required Classroom Instruction for Core Skills**

**Recommended  
Class Hours**

Common Four

40 hours (total)

Rough Terrain Forklift

16 hours

Rough Terrain Forklift training complies with OSHA 1926.602(c) requirements, teaches participants about the hazards involved with operating a forklift, and explains what they can do to prevent accidents and injuries when operating these forklifts.

Walk behind saw

8 hours

Walk behind saw provides general training on blade types utilized, description of hazards associated with sawing/cutting concrete and control methods, proper Inspection techniques and operating procedures.

Core Drill

8 hours

Concrete Coring/Drilling provides general training on drilling safety and PPE, standard procedures and precautions, and bit use and performance.

Compaction

8 hours

Soil Compaction provides the participants with an understanding of the reasons for having a properly compacted base, what type of equipment to use for different soil types, why it is necessary to compact fill in lifts of a specific depth, and how to operate the different types of compaction machinery.

Aerial Lift

8 hours

Aerial Lift training provides participants with a general understanding of the safe and efficient operation of “Power Operated Mobile Work Platforms.” Participants learn to identify specific health and safety hazard associated with a variety of aerial work platform.

### Pneumatic Tool Operation

8 hours

Pneumatic Tools Operation gives participants a general understanding of what air compressors are, how they work, and how to perform basic maintenance procedures. They will also learn to identify various pneumatic tools and understand what their purpose is, how to use them safely, and how to keep them working properly.

### Craft Orientation

8 hours

Craft Orientation training introduces participants to the construction industry in general and a career as a CCL in particular. Emphasis is placed on developing good work habits, being productive on the job, working under a collective bargaining agreement, being aware of growth areas in construction employment, and background information on the LIUNA and its related funds. Participants are also introduced to the history of the labor movement in general, and of LIUNA in particular. Emphasis is placed on the origin of the union and the challenges that have been faced and overcome from its beginning to the present.

### First Aid/CPR

8 hours

First Aid/CPR training is designed for participants to learn first aid skills for treating a variety of injuries, such as burns, wounds, head, neck and back injuries, and heat and cold emergencies. Participants also learn to manage sudden illnesses, strokes, seizures, animal and insect bites and poisoning. Adult CPR teaches participants how to perform CPR and care for breathing and cardiac emergencies in adults.

### General Construction

40/80 hours

General Construction training introduces participants to a wide variety of concepts, tools, and skills that are important to successfully begin a career as a CCL. Participants receive instruction on the work and the role of a CCL, commonly encountered safety issues, measurement in construction, basic construction math, safe hand and power tool operation, and identification and handling of materials frequently used in construction.

### OSHA Construction Safety and Health

11 hours

OSHA Construction Safety and Health training is designed to meet the requirements for OSHA's 10-hour training program. The program provides safety and health information as it relates to the many hazards found on construction projects and offers insight into ways to reduce them.

### Scaffold User

8 hours

Scaffold User training presents a variety of scaffold types, the hazards associated with each, and how to figure load capacities and their effect on scaffold performance.

### Flagger

4 hours

Flagger training provides information to participants about flagger safety procedures on highway work zone projects. Participants are provided with information to help them demonstrate proper procedures for stopping, slowing and releasing traffic. Topics include communication methods for two-person flagging operations, the correct positioning of flaggers in work zones, the proper high visibility clothing that must be worn by flaggers, and when specific hand-signaling devices should be used.

## **Attachment 2-A – SCHEDULE OF RELATED INSTRUCTION**

### **Construction Craft Laborer Areas of Concentration**

A minimum of 145 hours of Related Instruction is required to satisfy CCL Areas of Concentration.

NOTE: Each training course is considered Related Instruction for the courses indicated. Each can also be an elective for any other concentration.

<b><u>Required Classroom Instruction for Areas of Concentration</u></b>	<b><u>Recommended Class Hours</u></b>
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<b><u>Mason/Brick/Plaster Tending</u></b>	40 hours
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Mason/Brick/Plaster Tending training provides instruction on the mason tender's duties, proper job task performance, and health and safety issues associated with mason tending. Participants use mathematical and scientific concepts to achieve an understanding of working with masonry units, mortars, plasters, and admixtures. In addition, the fundamentals of cutting and cleaning masonry and tending plasterers are covered.

Related Instruction for concentration(s): 3

<b><u>Scaffold Builder</u></b>	40 hours
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Scaffold Builder training addresses the needs of CCLs who are responsible for building scaffolding on the jobsite or are required to perform job tasks while using scaffolding. Designed to meet the training requirements of 29 CFR Part 1926.454, the comprehensive program includes frame, tube and coupler, systems, non-powered adjustable and powered mast-climbing scaffold with hands-on training for each.

Related Instruction for concentration(s): 1, 3, 4

<b><u>Aerial Lift</u></b>	8 hours
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Aerial Lift training provides participants with a general understanding of the safe and efficient operation of "Power Operated Mobile Work Platforms." Participants learn to identify specific health and safety hazards associated with a variety of aerial work platforms. Aerial Lift training also provides participants the opportunity to operate aerial lifts in a safe manner.

Related Instruction for concentration(s): 1, 2, 3, 4, 7

<b><u>Hoisting and Rigging</u></b>	40 hours
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Hoisting and Rigging training is designed to educate CCLs in the rules, processes, and procedures to safely rig, signal, and hoist loads on construction projects. The program incorporates federal regulatory requirements as well as equipment manufacturers' standards. Training provides participants the opportunity to practice rigging and signaling.

Related Instruction for concentration(s): 1, 2, 4, 5, 6



### Demolition/Deconstruction

40 hours

Demolition/Deconstruction training introduces participants to the similarities and differences of demolition and deconstruction work. Particular attention is paid to safety in all aspects of the work. Topics covered include planning projects, mechanical demolition equipment, material handling, site control, and special conditions that sometimes exist during this work.

Related Instruction for concentration(s): 4

### Fire Watch

4 hours

Fire Watch training teaches participants what a fire watch is, how it is conducted, and why it is important. Topics covered include classifications of fires, preventing fires, types of extinguishers, and extinguishing fires.

Related Instruction for concentration(s): 1, 4, 6

### Cutting and Burning

24 hours

Cutting and Burning training provides participants with an understanding of how to safely use heat to cut different types of metals using a variety of methods. Topics covered include the personal protective equipment (PPE) necessary for each process, the types and health effects of various fumes given off during the process, and how to protect the area from fire hazards. Participants will also be able to identify the components of the cutting systems and how to properly assemble and disassemble the systems. Systems taught include oxy-acetylene, oxy-gasoline, and plasma arc cutting.

Related Instruction for concentration(s): 1, 4, 6

### Concrete

40 hours

Concrete training provides the basic knowledge and skills CCLs need to work safely and productively in this potentially hazardous field. Safety issues associated with the mixing, forming, placement, and curing of concrete materials are covered, as well as the associated skills needed to complete these tasks. Ample time is given for hands-on practice for all skills.

Related Instruction for concentration(s): 1, 2

### Concrete 3D Printing

40 hours

Concrete 3D Printing provides classroom and hands-on information about 3D concrete printing operation, safety, and maintenance. Topics include types of printers, programming, mixtures, materials, operation, site setup and staffing.

Related Instruction for concentration(s): 1, 2

### Pipe Laying

40 hours

Pipe Laying training prepares CCLs to safely install pipe systems by introducing participants to the tools, equipment, and techniques typically used on a pipe laying job. Special attention is paid to proper work practices and protective measures used to install a variety of piping systems safely. Ductile iron, concrete, and high-density polyethylene piping are all covered.

Related Instruction for concentration(s): 1, 2

### Cured in Place Pipe

40 hours

Cured in Place Pipe training prepares CCLs to safely work on pipe infrastructure rehabilitation projects with minimal disturbance of the surrounding area. Topics covered include setup and traffic control, preparing the pipe, use of the remote-controlled camera, installing linings, techniques for curing the lining, and post-lining installation work.

Related Instruction for concentration(s) 1, 2

### Line and Grade

40 hours

Line and Grade training focuses on the skills, knowledge, and aptitude necessary to operate a variety of surveying instruments and record information for maintaining elevation and alignment control points on heavy and civil construction projects.

Related Instruction for concentration(s): 1, 2, 5

### Asphalt

40 hours

Asphalt training provides CCLs with the information they need to understand the safety precautions necessary when working with, raking and placing asphalt. In addition, participants practice the preparation of the surface, job preparation, and cleaning of the tools, and machinery. The patching of pot-holes and cracks is practiced along with proper raking techniques.

Related Instruction for concentration(s): 2

### Traffic Control

8 hours

Traffic Control training provides participants with an understanding of the types of traffic control devices and how they are used set-up and dismantled. Topics include the purpose of the Manual of Uniform Traffic Control Devices (MUTCD) and the methods to maintain pedestrian safety in traffic control zones.

Related Instruction for concentration(s): 2

### Pipeline

80 hours

Pipeline training instructs CCLs on the safe practices and procedures that need to be used on pipeline construction projects. All phases of pipeline construction are covered including the front-end work, pipe handling, pipe coating, and back-end work.

Related Instruction for concentration(s): 5

### Shotcrete

40 hours

Shotcrete training is designed to prepare participants to become certified Shotcrete Nozzlemen. Participants practice wet and dry mixing methods for below ground uses. Instruction also includes nozzle types and their maintenance and use. Hands-on opportunities to practice applying shotcrete are included.

Related Instruction for concentration(s): 6

### Solar Farm Construction

24 hours

Solar Farm Construction provides hands-on and classroom training to safely Construct utility-scale solar farms. Topics include how electricity is generated And supplied to the grid, key terms, and components, design considerations, and tasks involved in building a solar farm from the beginning to completion

Related Instruction for concentration 2

### Tunnel Worker

80 hours

Tunnel Worker training prepares CCLs to work safely and productively on a tunnel job. Topics covered include tunnel safety, an overview of tunnel construction, the duties of a CCL tunnel worker, and compressed air systems.

Related Instruction for concentration(s): 6

### Drilling

16 hours

The Drilling Operations program includes an introduction to drilling operations, how drilling operations work (construction applications, quarry applications, hand signals, and drill strings), how to operate and maintain the drill, and hands-on practice of drilling operations.

Related Instruction for concentration(s): 2, 6

### Asbestos Worker

40 hours

Asbestos Abatement Worker training prepares CCLs to work safely and productively on asbestos abatement projects. The program is designed to meet or exceed Occupational Safety and Health Administration and Environmental Protection Agency (EPA) training requirements under 29 CFR Part 1926.1101 and 40 CFR Part 763 respectively.

Related Instruction for concentration(s): 7

### Hazardous Waste Worker

80 hours

Hazardous Waste Worker training prepares CCLs to work safely and productively on hazardous waste remediation projects. The program meets all Occupational Safety and Health Administration training requirements under 29 CFR Part 1910.120 – Hazardous Waste Operations and Emergency Response.

Related Instruction for concentration(s): 7

### Infection Control Risk Assessment (ICRA)

40 hours

ICRA Worker training is designed for CCLs working in occupied facilities performing construction tasks, and have the responsibility for the building, maintenance, and deconstruction of structures and controls of work area containment to prevent the spread of infection

### Microbial Remediation

24 hours

Microbial Remediation training instructs CCLs on the health hazards, PPE requirements, and remediation processes and techniques associated with the removal of mold as well as other microbial contamination.

Related Instruction for concentration(s): 7

Lead Abatement Worker

40 hours

Lead Abatement Worker training prepares CCLs to work safely and productively on lead abatement projects. The course meets all Occupational Safety and Health Administration and Environmental Protection Agency training requirements under 29 CFR Part 1926.62 and 40 CFR Part 745.225 respectively.

Related Instruction for concentration(s): 7

Landscaping

40 hours

Landscaping training provides CCLs with the knowledge and skills they need to work as a landscaper with a concentration on using environmentally-friendly techniques whenever possible. Topics covered include the landscape laborer's duties; safety hazards of landscape work; safe use of pesticides, herbicides and fertilizers with an emphasis on using environmentally-friendly materials; controlling erosion on the jobsite; and planting and maintaining sod, grass, shrubs and trees.

Related Instruction for concentration(s): 8

Landscape Equipment Operation

40 hours

Landscape Equipment Operation training teaches CCLs how to safely and productively operate a skid steer, a trencher, and a mini excavator. Topics include safety, operation and maintenance procedures, along with ample time devoted to hands-on practice with the equipment.

Related Instruction for concentration(s): 8

Brick Paver Installation

40 hours

Brick Paver Installation training provides CCLs with the knowledge and skills they need to install walkways and patios with brick pavers. Topics covered include the hazards associated with installing brick pavers; laying out the work; estimating the amount of pavers required; preparing the base; cutting bricks accurately and to minimize waste; and installing pavers correctly. Ample time is devoted to hands-on practice with all the job tasks.

Related Instruction for concentration(s): 8

Retaining Wall Installation

40 hours

Retaining Wall Installation training provides CCLs with the knowledge and skills they need to install retaining walls for landscape work. Topics covered include the hazards associated with installing a retaining wall; the different types of retaining wall materials; laying out the retaining wall; estimating the amount of materials required; preparing the base; tying the wall back to the bank; and correct installation techniques for retaining wall blocks and timbers.

Related Instruction for concentration(s): 8

### Irrigation Installation

40 hours

Irrigation Installation training provides CCLs with the knowledge and skills they need to install irrigation systems. Topics covered include an overview of irrigation systems, with a focus on identifying those that best conserve water; the hazards associated with installing irrigation systems; how irrigation systems are best laid out for maximum efficiency; and how to maintain irrigation systems once they are installed. Ample time is devoted to hands-on practice assembling and installing an irrigation system.

Related Instruction for concentration(s): 8

**Elective Related Instruction****Recommended  
Class Hours**

The following elective courses can be used by apprentices to achieve their required hours in Related Instruction, depending on the work in the geographic jurisdiction. Courses listed in a concentration other than the apprentice's chosen concentration also qualify as elective courses.

**Aboveground Drilling**

32 hours

Aboveground Drilling training introduces CCLs to the unique working environment of aboveground drilling by providing instructor facilitated classroom instruction along with intensive, performance-based, hands-on training. The care and use of tools and equipment is presented, as well as drilling techniques. Basic information about rocks and their composition and characteristics are introduced, as drillers must know how geology affects the drilling process. The personal safety of CCLs working on a drilling site is reviewed in depth. Site safety, hazard communication, health hazards, personal protective equipment, and working around explosives are also covered.

**Construction Math**

40 hours

Construction Math training introduces CCLs to the basic math skills needed to perform calculations related to distance, area, volume, angles, and weight and measurement on construction projects. Participants are provided instruction and an ample opportunity to measure objects, calculate and perform basic math functions including addition, subtraction, multiplication, and division of whole and fractional numbers, measure and estimate volumes, convert fractions to decimals, (and decimals to fractions). In addition, participants learn practical applications of the Pythagorean Theorem, formulas for calculating perimeters, area, volume, and the use and function of square roots.

**Disaster Site Worker**

16 hours

Disaster Site Worker training prepares CCLs to safely and effectively work on disaster sites. It provides participants with an understanding of the Incident Command System (ICS) and how it relates to safe and efficient job performance, addresses the characteristics and hazards of man-made and natural disasters, and affords opportunities to learn and demonstrate different disaster response related skills, including use of PPE.

**Green Construction**

16 hours

Green Construction training provides CCLs with information about the major factors that affect a green construction project including conservation of natural resources; reduction of carbon emissions; water resource use and conservation; reduction of soil, water and air pollution; and indoor air quality. Participants learn how these emerging issues influence their work and the

potential future impact of growth in renewable energy, sustainable buildings, and green construction.

#### Green Roofs

24 hours

Green Roof training introduces participants to the various types of green roofs, the safety hazards associated with the installation of green roofs, and the practices and procedures used during installation of the roof.

#### Lead and Silica in Bridges

16 hours

Lead and Silica in Bridges training is designed to provide instruction to CCLs on two (2) common hazards found on bridge (and other construction) projects: lead and silica exposure. Emphasis is placed on the health hazards, PPE, regulations, and hazard mitigation methods.

#### Lead Renovator

16 hours

Lead Renovator training prepares participants to perform renovation work using lead safe work practices. It meets all EPA and OSHA training requirements under 40 CFR Part 745.225 and 29 CFR Part 1926.62. Lead Renovator training is mandatory for all workers conducting renovation activities where lead-based paint is present in target housing and child occupied facilities. Students participate in active learning through classroom exercises and hands-on training.

#### Material Hoist Attendant – “Bell Ringer”

8 hours

Material Hoist Attendant training provides training on the roles and responsibilities of the material hoist attendant (bell ringer) and inspection, operation, and maintenance procedures for material hoists used on construction projects.

#### Metric Measurement in Construction

8 hours

Metric Measurement in Construction training introduces experienced CCLs and new entrants to the metric system of measurements and application in the construction industry. Units of measure and conversions using practical applications are covered. Participants practice real-world measuring techniques in practical situations.

#### Nuclear Power Plant Worker

32 hours

Nuclear Power Plant Worker training is designed for CCLs involved in maintenance and shutdown activities at nuclear power plants or whose job assignments involve unescorted entry into areas controlled for radiological purposes. This program is divided into nine topics, which focus on the theory, basic radiological fundamentals, and the terms CCLs must know to work safely around radiological hazards.

#### Permit Required Confined Space

24 hours

Permit Required Confined Space training focuses on the identification of the different types of confined spaces as well as their associated hazards.

Participants receive detailed instruction on rules, regulations, and procedures to be followed when entering a confined space as well as methods to mitigate the associated hazards.

#### Radiation Remediation

24 hours

Radiation Remediation training provides CCLs with the information they need to work safely in and around radiological contaminated sites. Hands-on training is conducted in a mock training area. Respiratory protection and protective clothing and why they are required are also covered in this training.

#### Respiratory Protection

8 hours

Respiratory Protection training details the correct use of respirators when airborne hazardous substances are present. Topics include using exposure guides, respirator selection, proper use of respirators, and OSHA respiratory protection program requirements.

#### Restoration Technician

8 hours

Restoration Technician training focuses on commercial clean-up activities associated with fire and/or flood damaged structures. The Restoration Technician course is designed for participants who have received previous training in hazardous waste remediation, asbestos, and lead abatement as this course centers on the theory, application, and practices associated with restoration projects.

#### Solar Panel Installation

40 hours

Solar Panel Installation training teaches the proper system sizing, design, and prep work (associated with the construction, assembly installation and maintenance) of solar photovoltaic (PV) systems in industrial settings (solar fields) on roofs or other structures. Class training involves actual hands-on work associated with roof top, side of building and ground mounted applications.

Related Instruction for Concentration(s): 2

#### Silica Awareness

8 hours

Silica Awareness training provides information to CCLs regarding the hazards associated with work activities such as concrete sawing or stone cutting of materials, which contain silica.

#### Underground Storage Tank Removal

24 hours

Underground Storage Tank Removal training provides CCLs with knowledge about the safe removal of underground storage tanks. Trench safety, hazardous waste contaminants, and personal protection are all covered in this class.



ATTACHMENT 3  
AFFIRMATIVE ACTION PLAN

The Southern Nevada Laborers Training Trust (hereafter referred to as the Committee) pledges that the recruitment, selection, and training of apprentices and during their apprenticeship shall be without discrimination because of 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 or older.) To accomplish the purpose of the Nevada State Plan on Equal Employment Opportunities in Apprenticeship, the Committee pledges to take affirmative action to encourage minorities and women to apply for the apprenticeship program and will operate as required under Title 29 of the Code of Federal Regulations CFR, part 30.

The following activities shall constitute the affirmative action plan. The Committee will make a good faith documented effort to participate in these activities to accomplish the purpose and goals of the State Plan.

- I. Announcement of apprenticeship opportunities shall be disseminated regularly but not less than semi-annually. Openings will be announced at least 30 days in advance of earliest date for applications. Applications shall accepted on a yearly basis.

Announcement shall be made to:

- a. Nevada State Apprenticeship Agency
  - b. USDOL
  - c. Nevada Employment Services in each of their offices in the Committee's jurisdiction.
  - d. Representative groups identified with minority and/or women.
  - e. Such other appropriate groups as directed by the Nevada State Apprenticeship Agency i.e., newspaper, radio, etc.
- II. Participation in workshops conducted by the Nevada State Apprenticeship Council, Bona fide organizations of Apprenticeship Coordinators for the purpose of furthering apprenticeship training opportunities available.
- III. Cooperation with local school boards and vocational education systems to develop a familiarization with the needs of the industry and the qualifications required to apprentices.
- IV. The Committee shall communicate this plan to its membership, signatory contractors and participating parties to promote understanding, acceptance and support amongst the parties.
- V. Grant advance standing or credit on the basis of previously acquired experience, training, skills or aptitude for all applicants equally.

- VI. Engage in such other activities that may further the entry of minorities and/or women into apprenticeship.
- VII. The selection of apprentices shall be by means of a sudden procedure consistent with the provisions of the Nevada State Apprenticeship Agency Equal Opportunity in Apprenticeship State Plan.
- VIII. The Committee may utilize an age offset to assist in the acceptance of out of school youth.

Age Offset Chart	
18-20 Years Old	10 Points
21 Years Old	09 Points
22 Years Old	08 Points
23 Years Old	07 Points
24 Years Old	06 Points
25 Years Old	05 Points
26 Years Old	04 Points
27 Years Old	03 Points
28 Years Old	02 Points
29 Years Old	01 Points
30 Years Old	00 Points

## ATTACHEMENT 4 – SELECTION PROCEDURE

In accordance with the Nevada State Plan Equal Employment opportunities and the Code of Federal Regulations Title 29, Part 30, Equal Employment Opportunity in Apprenticeship and Training.

Applications will be available to be picked up at the training center, during normal business office hours. The completed applications will be accepted on a yearly basis.

The Committee will announce program openings at least 30 days in advance of the earliest date for applications in the newspaper, as well as notifying registration agencies; i.e. Employment services, outreach program offices, community minority organizations, organizations for women and other similar outlets in the area.

Direct referral shall be permitted for graduates of the Job Corps with prior approval from Nevada State Apprenticeship Agency and concurrence with the USDOL

Direct referral may be permitted for graduates of the Youth Build program with prior approval from Nevada State Apprenticeship Agency and concurrence with USDOL Office of Apprenticeship.

Direct placement shall be permitted to an employee of a nonsignatory employer not qualifying as a journeyworker, when the employer becomes signatory. The employee shall be evaluated by the JATC and indentured at the appropriate period of apprenticeship based on previous work experience and related training.

Direct placement shall be permitted to an individual not qualifying as a journeyworker who signs an authorization card during an organizing effort wherein fifty percent (50%) of the employees have signed, shall be evaluated by the JATC and indentured at the appropriate period of apprenticeship based on previous work experience and related training, whether or not the employer becomes signatory.

Military Veterans who completed military technical training school and/or participated in a registered apprenticeship program or related craft while in the military may be given direct referral into the apprenticeship program. The JATC may evaluate the military training received for granting appropriate credit on the term of apprenticeship and the appropriate wage rate.

Pre-Apprentices enrolled in the Laborers Local 872 Pre-Apprenticeship program who have successfully completed training as a pre-apprentice in classroom training and OJT may be given direct referral into the apprenticeship program

Former inmates of a Department of Justice – NDOC who have successfully completed a specific NDOC apprenticeship readiness program, where the Apprenticeship Program Sponsor may give direct referral to such inmates into the apprenticeship program upon completion.

The Committee will establish a subcommittee to:

1. Administer a New Entrant Test.
2. Administer a Personal Interview – The Committee will establish a sub committee to meet at least quarterly to review the applications and their scores integrating them into the established prior list.

#### Ranking Procedure

1. Evaluation of the NEW ENTRANT TEST will be: 25% of the total points with a maximum of 25 points awarded.
2. Work history in a trade-related area must be within the last 6 years: 5 points for each year of experience in the trade related work, with a maximum of 20 points.
3. Work history in a non-related area must be within the last 6 years: 2 points for each year of experience in the non-related work area, with a maximum of 10 points.
4. Previous experience in related classroom instruction: 5 points for each year of related classroom instruction, with the possibility of 20 points (C or higher grade required).
5. Personal interview: 25% of total points with a maximum of 25 points awarded.
6. The Committee may utilize an age offset to assist in the acceptance of out of school youth.

Age Offset Chart	
18-20 Years Old	10 Points
21 Years Old	09 Points
22 Years Old	08 Points
23 Years Old	07 Points
24 Years Old	06 Points
25 Years Old	05 Points
26 Years Old	04 Points
27 Years Old	03 Points
28 Years Old	02 Points
29 Years Old	01 Points
30 Years Old	00 Points

A tabulated score of 70 points accumulated from the aforementioned is required to qualify for ranking in the eligibility list.

Applicants may review the scores at the Training Center.

The highest scores will be placed at the top of the list in descending order. When the need for more apprentices is evident by the Union's out of work list, the Apprenticeship and Training Committee may in its discretion open the program for indenturing new apprentices. Applicants will be called into the program and indentured from the top of the list.

They shall attend 80-hours of safety training to help prepare them for the work in the construction field. These new apprentices will then be placed on the out of work list in the same order they were in while on the Applicant list and employed in the trade in a timely manner.

Those not selected will be placed on the waiting list for future employment for a two-year period, being integrated with any new induction lists if a new list is established prior to the two year period.

**The forgoing Apprenticeship Standards were adopted this 1<sup>st</sup> Day of November 2024**

**The Apprenticeship and Training Committee of Laborers International Union  
of North America Local #872**

**1750 E. Sahara Ave. Las Vegas, Nevada 89104**

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**Co-Chairperson  
Tommy White  
Laborers Local 872**

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**Co-Chairperson  
James Barker  
AGC/NCA**

**Approved and registered with the  
NEVADA STATE APPRENTICESHIP COUNCIL  
this \_\_\_\_\_ day of \_\_\_\_\_, 2025**

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**Date of Original Registration May 19, 1995**

**Program Number NV001950001**

**OFFICIALLY ADOPTED**