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

ARTICLE I  Purpose and Policy

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

ARTICLE II  Occupations

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<th>Craft</th>
<th>O-NetCode</th>
<th>Attachment #</th>
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<tbody>
<tr>
<td>Glazier</td>
<td>47-2121.00</td>
<td>Attachment C</td>
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</tbody>
</table>

ARTICLE III  Organization

There is hereby established the above named apprenticeship committee covering:

All of the state of Nevada including,

Washoe, Carson City, Douglas, Storey, Lyon, Churchill, Pershing, Humboldt, Lander, Elko,

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

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ARTICLE IV  Jurisdiction and Collective Bargaining Agreements

1. These standards shall apply to the employer and employee organizations signatory hereto; their members, to other employers who subscribe hereto or who are party to a collective bargaining agreement with an employee organization (s) signatory hereto, and to all apprentice agreements hereunder.

2. No provisions in these Standards of Apprenticeship shall be construed as permitting violation of any applicable local, State or Federal laws or regulations.

3. Nothing in these Standards of Apprenticeship shall be interpreted as being inconsistent with existing or subsequent collective bargaining agreements establishing higher standards. In the event of a conflict the higher standards, whether in the Apprenticeship Standards or collective bargaining agreement, shall prevail.

ARTICLE V  Functions

The functions of the apprenticeship committee shall be to:

1. Develop an efficient program of apprenticeship through systematic on-the-job training with related and supplemental instruction and periodic evaluation of each apprentice;

2. Make periodic evaluations of the progress of each apprentice's on-the-job training related and supplemental instruction;

3. Establish a mechanism to be used for the rotation of the apprentice from work process to work process to assure the apprentice complete training;

4. Ensure mobility between employers when essential to provide exposure and training in various work processes;

5. Serve in an advisory capacity with employers and employees in matters pertaining to these standards;

6. Aid in the adjustment of apprenticeship disputes;

7. Develop fair and impartial selection procedures and an affirmative action plan in accordance with existing laws and regulations, and to apply them uniformly in the selection of applicants for apprenticeship; The selection procedures and affirmative action plan are included herein (Attachment XX);

ARTICLE VI  Responsibilities

The responsibilities of the apprenticeship committee shall be to:

1. Supervise the administration and enforcement of these standards;

2. Adopt such rules and regulations as are necessary to govern the program provided, however, that the rules and regulations do not conflict with these standards;
3. Oversee the program's ability, including financial ability, and commitment to meet and carry out its responsibilities under the federal and state law and regulations applicable to the apprenticeable occupation and for the welfare of the apprentice;

4. Conduct orientations, workshops or other educational sessions for employers to explain the apprenticeship program's standards and the operation of the apprenticeship program;

5. Pass upon the qualification of employers under its jurisdiction and, when appropriate, to suspend or withdraw approval;

6. Conduct on-going evaluation of the interest and capacity of employers to participate in apprenticeship program and to train apprentices on the job;

7. Determine if an employer has the work site facilities, skilled workers as trainers at the work site, and equipment sufficient to train apprentices;

8. Pass upon the qualifications of apprentice applicants;

9. File a signed copy of each apprentice agreement with the State of Nevada Apprenticeship Council, with copies to all parties to the agreement;

10. Establish and maintain a record system for on-the-job training and related instruction;

11. Use every effort to keep the apprentice employed in a reasonably continuous manner and adequately instructed;

12. Provide disciplinary procedures for apprentices including provisions for fair hearings;

13. Adapt changes to these standards, as necessary, subject to the approval of the parties hereto and the State of Nevada Apprenticeship Council;

14. Implement a program for training and education regarding illegal discrimination and sexual harassment;

15. Prepare and submit an annual Self-Assessment Review, and Program Improvement Plan;

16. Participate in the development of, and/or comply with approved industry training criteria;

17. Ensure there is meaningful representation of the interests of apprentices in the management of the program.

ARTICLE VII  Definition of an Apprentice

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

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

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

ARTICLE IX  **Apprentice Agreement**

1. Each apprentice agreement shall conform to the State law governing apprentice agreements, and shall be signed by the employer or by the apprenticeship committee and by the apprentices and must be approved by the apprenticeship committee.

2. Each apprentice shall be furnished a copy of or be given an opportunity to study these standards before indenture. These standards shall be considered a part of the apprentice agreement as though expressly written therein.

3. OWINN is the registration agency.

4. Registration of apprenticeship agreements, amendments, cancellations and completions shall submitted to OWINN within 10 business days.

5. All complaints should be addressed to Harry Mowrey, Apprenticeship Coordinator, 523 Vista Blvd Sparks NV. 89434.

ARTICLE X  **Termination and Transfer of Agreements**

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

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

ARTICLE XI  **Related and Supplemental Instruction**

1. Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction. (See Course Outline’)

2. Required school time shall not be compensated.
ARTICLE XII  Lay-off

1. If for any reason a lay-off of an apprentice occurs, the apprentice agreement shall remain in effect unless cancelled by the Administrator. However, credit for related instruction shall be given when the apprentice continues such instruction during the lay-off.

2. There shall be no liability on the part of the employer or the JATC for an injury sustained by an apprentice engaged in schoolwork at a time when the apprentice is unemployed.

ARTICLE XIII  Controversies

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

ARTICLE XIV  Term of Apprenticeship

Apprentices indentured will serve an indenture of,
Eight thousand (8,000) hours and shall be completed within five (5) years; the first 1000 hours, 72 hours of related and supplemental instruction and not more than one (1) year shall be a probationary period.

ARTICLE XV  Ratio

A qualified employer shall be permitted to employ more than one (1) Apprentice for each three (3) Journeyperson is regularly employed. Such Agreement(s) are hereby included in these Standards by reference.
ARTICLE XVI  Wage Schedule

Craft: Glazier  O*Net Code: 47-2121.00
                        Attachment #
                        Attachment C

Straight time hours per day: 8 hours, 40 hours per week.
Overtime Provisions: Overtime shall be paid at the rate of one and one-half (1 1/2) times the wage rate for work over eight (8) hours a day Monday-Friday unless employer is authorized to have employees work a 4 day ten hour schedule, and for work on Saturday and Off Fridays. Sundays and all Holidays shall be paid at the rate of two (2) times the wage rate for an eight (8) hour day.

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

Article XVII Work Training:

1. The employer shall see that all apprentices are under the supervision of a qualified journeyman or instructor and shall provide the necessary diversified experience and training in order to train and develop the apprentice into a skilled worker, proficient in all the work processes of a trade as outlined herein. Apprentices shall also be trained in the use of new equipment, materials and processes as they come into use in the occupation.

2. The major work processes in which apprentices will be trained (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

<table>
<thead>
<tr>
<th>Work Process</th>
<th>Hours</th>
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</thead>
<tbody>
<tr>
<td>General Glass Cutting</td>
<td>250</td>
</tr>
<tr>
<td>General Glazing and Replacements</td>
<td>1,750</td>
</tr>
<tr>
<td>Mirrors and Specialties</td>
<td>250</td>
</tr>
<tr>
<td>Miscellaneous, General Shop, Photovoltaic systems and Welding</td>
<td>1,250</td>
</tr>
<tr>
<td>Fabrication of Store Front Metal</td>
<td>1,750</td>
</tr>
<tr>
<td>Setting of Store Front Window Wall and Curtain Wall systems</td>
<td>1,750</td>
</tr>
</tbody>
</table>
ARTICLE XVIII  Safety, Health, and Recognition of Illegal Discrimination and Sexual Harassment

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

2. Each apprentice shall receive training in the recognition of illegal discrimination and sexual harassment.

ARTICLE XIX  Certificate of Completion

1. Upon evidence of satisfactory completion of apprenticeship, and upon the recommendation of the apprenticeship committee, each apprentice will be issued a Certificate of Completion by the authority of the Nevada State Apprenticeship Council.

2. In recognition of unusual ability and progress, the apprenticeship committee may decrease the term of apprenticeship for an individual apprentice not more than twelve and one-half (12-1/2 percent).

3. An apprentice may be credited time for previous experience if that experience is of an approved nature, and shall have completed not less than six months as an apprentice.
The FTI of Northern California and Nevada will have full authority to supervise the enforcement of these Apprenticeship Standards. Its decision will be final and binding on the employer, the local union, and the apprentice, unless otherwise noted below.

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

Title 29 CFR 29.7(k)

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

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

STATE OF NEVADA
NEVADA STATE APPRENTICESHIP COUNCIL
555 EAST WASHINGTON AVENUE, 4800
LAS VEGAS NV 89101
(702) 486-2650

If the apprentice believes the JATC did not resolve the issue to his/her satisfaction, the apprentice may appeal to the Registration Agency.

Title 29 CFR 30.11

Any apprentice or applicant for apprenticeship who believes he/she has been discriminated against on the basis of race, color, religion, national origin, or sex with regard to apprenticeship or that the equal opportunity standards with respect to his/her selection have not been followed in the operation of the apprenticeship program, may personally or through an authorized representative contact the Federal Equal Employment Opportunity Commission (EEOC), or the Registration Agency.

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

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

Complaints of discrimination in the apprenticeship program may be filed and processed under Title 29, CFR part 30, and the procedures as set forth above. The JATC will provide written notice of its complaint procedure to all applicants for apprenticeship and all apprentices.
The foregoing standards are hereby agreed to and adopted on ____________

Employer Organization

Jim Maggiora
Royal Glass Co. Inc.
3200 De La Cruz Blvd.
Santa Clara, CA 95054

By: Jim Maggiora
Executive Vice President / Principle

Employee Organization

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

By: Robert Williams - BMST

Richard J. Williams
Nevada State Apprenticeship Director

Date ____________
NORTHERN CALIFORNIA & NEVADA FINISHING TRADES INSTITUTE GLAZIERS COURSE OUTLINE

COURSE: IG-A

OSHA-30: INTRODUCTION TO BASIC SAFETY AND DISASTER RESPONSE

CLASS HOURS - 40

TOPICS TO BE COVERED:

I. OSHA -30 Hazardous-Communications
   • Intro to OSHA
   • General Safety and Health Provisions – Subpart C
   • Inspections, Citations and Proposed Penalties
   • Hazard Communications – Subpart D
   • Fall Protection
   • Scaffold
   • Ladders
   • Slips, Trips and Falls
   • Personal Protective and Life Saving Equipment-Subpart D
   • Respiratory Protection
   • Asbestos
   • Lead
   • Silica
   • Confined Space
   • Electrical-Subpart K
   • Fire Protection
   • Welding
   • Material Handling, Storage use and Disposal
   • Hand and Power Tool Safety
   • Ergonomics
   • Heat exhaustion and Dehydration Prevention
   • Rigging
   • Cranes Outdoor and Cranes-Indoor
   • Caught in Between
   • Excavation
   • Lock Out, Tag Out
   • Concrete and Masonry Construction

II. Disaster Response Training

Anticipated Results: Apprentices will learn High Performance High Value in each course topic. Apprentices will be able to identify unsafe working conditions and acts. Have a working knowledge in responding to a Disaster. Students will learn about OSHA and how it applies to their safety.
NORTHERN CALIFORNIA & NEVADA FINISHING TRADES INSTITUTE GLAZIERS
COURSE OUTLINE

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

COURSE 1G-B

CORE TRAINING: INTRODUCTION TO THE UNION AND CONSTRUCTION TRADES.

CLASS HOURS-40

TOPICS TO BE COVERED:

I. History 4 Hours

II. First Aid CPR/AED 8 Hours

III. Sexual Harassment 2 Hours

IV. Green Building Awareness 4 Hours

V. Math for the Construction Trades 8 Hours

VI. Survival of the Fittest 2 Hours

VII. Flagging and Traffic Control 8 Hours

VIII. Review Examination 4 Hours

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

Teaching Methods:
1. Lecture
2. Guest Speaker
3. Demonstration
4. Films, slides and videos
5. Hands-On Training:
NORTHERN CALIFORNIA & NEVADA FINISHING TRADES INSTITUTE GLAZIERS COURSE OUTLINE

COURSE 1G-C

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

CLASS HOURS-40

TOPICS, TO BE COVERED:

I. Ergonomics

II. Architectural Drawings and Blueprint Reading

III. RRP Lead Abatement Awareness for the Worker

IV. Booms and Lifts

V. Review Examination

4 hours

16 hours

8 hours

8 hours

4 hours

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

Teaching Methods:

1. Lecture
2. Guest Speaker
3. Demonstration
4. Films, slides and videos
5. Hands-On Training:
NORTHERN CALIFORNIA & NEVADA FINISHING TRADES INSTITUTE GLAZIERS COURSE OUTLINE

COURSE 1G-D

INTRODUCTION TO THE TOOLS NEEDED AND GLASS CUTTING

COURSE HOURS - 40

TOPICS TO BE COVERED:

I. Introduction to the tools needed and basic job safety 12 hours
   - Tools of the trade and safety in their uses.
   - General job conditions
   - Safe work practices 1&2

II. Glass Cutting, Handling and Fabrication 24 hours

III. Review Examination 4 hours

Anticipated Results: Apprentices will learn High Performance High Value in each course topic. Apprentices should have basic understanding of the tools needed for the trade. Students will learn and understand the processes of glass cutting techniques.

Teaching Methods:
1. Lecture
2. Guest Speaker
3. Demonstration
4. Films, slides and videos
5. Hands-on Training:
NORTHERN CALIFORNIA & NEVADA FINISHING TRADES INSTITUTE GLAZIERS COURSE OUTLINE

COURSE 2G-A

INTRODUCTION TO PUTTY GLAZING AND STAINED GLASS.

COURSE HOURS- 40

TOPICS TO BE COVERED:

<table>
<thead>
<tr>
<th>I.</th>
<th>Setting Blocks &amp; Gaskets</th>
<th>2 hours</th>
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<tr>
<td>II.</td>
<td>Glass Replacement &amp; Putty Glazing</td>
<td>16 hours</td>
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<tr>
<td>III.</td>
<td>Art Stained Glass</td>
<td>4 hours</td>
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<tr>
<td>IV.</td>
<td>Scaffold / Swing stage Training</td>
<td>14 hours</td>
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<tr>
<td>V.</td>
<td>Review Examination</td>
<td>4 hours</td>
</tr>
</tbody>
</table>

Anticipated Results: Apprentices will learn High Performance High Value in each course topic. Apprentices should have basic knowledge of proper setting of glass and putty glazing. Students will learn the art of stained glass.

Teaching Methods:
1. Lecture
2. Guest Speaker
3. Demonstration
4. Films, slides and videos
5. Hands-On Training:
NORTHERN CALIFORNIA & NEVADA FINISHING TRADES INSTITUTE GLAZIERS COURSE OUTLINE

COURSE 2G-B

INTRODUCTION TO MIRRORS & SHOWER DOORS

COURSE HOURS- 40

TOPICS TO BE COVERED

I. Aquariums/Shower Doors 4 Hours
II. Mirrors/Layout 12 Hours
III. Mirror Mounting Methods 16 Hours
IV. Hole Drilling 4 Hours
V. Review Examination 4 Hours

Anticipated Results: Apprentices will learn High Performance High Value in each course topic. Apprentices should have a working knowledge of installing mirrors and shower doors. Students will learn how to layout mirrors and prep working areas.

Teaching Methods:

1. Lecture
2. Guest Speaker
3. Demonstration
4. Films, slides and videos
5. Hands-On Training:
NORTHERN CALIFORNIA & NEVADA FINISHING TRADES INSTITUTE GLAZIERS COURSE OUTLINE

COURSE 2G-C

INTRODUCTION TO SHOP DRAWINGS, CAULKING & SEALANTS

CLASS HOURS - 40

TOPICS TO BE COVERED:

I. Basic Computing / Sketching 4 hours
II. Shop Drawings 16 hours
III. Caulking & Sealants 16 hours
IV. Review and Examination 4 hours

Anticipated Results: Apprentices will learn High Performance High Value in each course topic. Apprentices should have a working knowledge of weatherization and proper caulking techniques. Students will learn how to read blueprints and shop drawings.

Teaching Methods:
1. Lecture
2. Guest Speaker
3. Demonstration
4. Films, slides and videos
5. Hands-On Training:
NORTHERN CALIFORNIA & NEVADA FINISHING TRADES INSTITUTE GLAZIERS
COURSE OUTLINE

COURSE 2G-D

INTRODUCTION TO STOREFRONT

CLASS HOURS - 40

TOPICS TO BE COVERED

I.  List of Materials                        2 Hours
II. Fabricating Storefront                  6 Hours
    UL Storefront layout and Measurement    8 Hours
IV. Glazing and Sealing Storefront         8 Hours
V.  Aluminum Entrances/Calculations        12 Hours
VI. Review and Examinations:               4 Hours

Anticipated Results: Apprentices will learn High Performance High Value in each course topic. Apprentices should have basic knowledge on installing storefront and aluminum entrances. Students will learn how to layout and fabricate storefront materials.

Teaching Methods:
1. Lecture
2. Guest Speaker
3. Demonstration
4. Films, slides and videos
5. Hands-On Training:
NORTHERN CALIFORNIA & NEVADA FINISHING TRADES INSTITUTE GLAZIERS
COURSE OUTLINE

COURSE 3G-A

INTRODUCTION TO HARDWARE.

CLASS HOURS- 40 TOPICS TO BE COVERED

1. Hinges, Pivots, Closers & Accessories 12 hours
2. Panic Hardware 12 hours
3. Locks and Bolts 12 hours
4. Review and Examination 4 hours

Anticipated Results: Apprentices will learn High Performance High Value in each course topic. Apprentices should have basic understanding of door hardware. Students will learn how to install panics, hinges, pivots and closers.

Teaching Methods:

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

INTRODUCTION TO TRANSITS AND LEVELS

CLASS HOURS- 40

TOPICS TO BE COVERED

I. Transits and Levels 8 Hours
II. Revolving Doors 8 Hours
III. Ribbon Wall System 8 Hours
IV. Pressurewall 8 Hours
V. Safety Glazing Codes 4 Hours
VI. Review and Examination 4 Hours

Anticipated Results: Apprentices will learn High Performance High Value in each course topic. Apprentices should have an understanding of proper setup and use of Transits and Levels. Students will learn the Safety Glazing Codes as well as Revolving Doors, Ribbon Wall and Pressure Wall Systems.

Teaching Methods:

1. Lecture
2. Guest Speaker
3. Demonstration
4. Films, slides and videos
5. Hands-On Training
NORTHERN CALIFORNIA & NEVADA FINISHING TRADES INSTITUTE GLAZIERS
COURSE OUTLINE

COURSE 3G-C

INTRODUCTIONS TO PANEL SYSTEMS AND WEATHERIZATION

CLASS HOURS - 40.

TOPICS TO BE COVERED

I. Spandrel, Architectural Panel Systems 12 hours
II. Insulated and High Performance Glass 4 hours
III. Structural Glazing 8 hours
IV. Weatherization and Green Practices 4 hours
V. Plastics 8 hours
VI. Review and Examination 4 hours

Anticipated Results: Apprentices will learn High Performance High Value in each course topic. Apprentices should have an understanding of Panel systems, insulated and high performance glass. Students will learn about weatherization and green practices.

Teaching Methods:

1. Lecture
2. Guest Speaker
3. Demonstration
4. Films, slides and videos
5. Hands-On Training:
NORTHERN CALIFORNIA & NEVADA FINISHING TRADES INSTITUTE GLAZIERS
COURSE OUTLINE

COURSE 3G-D :

TECHNIQUES OF FABRICATION AND LAYOUT

CLASS HOURS- 40

TOPICS TO BE COVERED

I. Layout of Curtain Wall 8 Hours
II. Fabrication of Curtain Wall 8 Hours
III. Installation of Curtain Wall 8 Hours
IV. Rigging, Hoisting, and Signaling 12 Hours
V. Review & Examination 4 Hours

Anticipated Results: Apprentices will learn High Performance High Value in each course topic. Apprentices should demonstrate proficiency in technique and knowledge of materials in a "Mock-up" context. Apprentice will demonstrate that they possess sufficient skill and knowledge to prepare them for Journey-level performance on the job.

Teaching Methods:

1. Lecture.
2. Guest Speaker
3. Demonstration
4. Films, slides and videos
5. Hands-On Training:
NORTHERN CALIFORNIA & NEVADA FINISHING TRADES INSTITUTE GLAZIERS COURSE OUTLINE

COURSE 4G - A

INTRODUCTION TO SOLAR AND ENERGY EFFICIENT SYSTEMS

CLASS HOURS - 40 TOPICS TO BE COVERED

I. Solar Energy Fundamentals 12 hours
II. Solar System Fundamentals 12 hours
III. Energy Efficient Systems 12 hours
IV. Review and Examination 4 hours

Anticipated Results: Apprentices will learn High Performance High Value in each course topic. Apprentices should have basic understanding of Solar Energy fundamentals as well as Solar Systems. Students will learn the safety and energy efficiency in the systems.

Teaching Methods:
1. Lecture
2. Guest Speaker
3. Demonstration
4. Films, slides and videos
5. Hands-On Training:
NORTHERN CALIFORNIA & NEVADA FINISHING TRADES INSTITUTE GLAZIERS
COURSE OUTLINE

**COURSE 4G – B**

**INTRODUCTION TO INSTALL SOLAR AND PV SYSTEMS**

**CLASS HOURS – 40**

**TOPICS TO BE COVERED**

<p>| | |</p>
<table>
<thead>
<tr>
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<tbody>
<tr>
<td>I.</td>
<td>Installing Solar PV Panels.</td>
</tr>
<tr>
<td>II.</td>
<td>Arrays and Sub Systems</td>
</tr>
<tr>
<td>III.</td>
<td>Markets and Applications</td>
</tr>
<tr>
<td>IV.</td>
<td>Review and Examination</td>
</tr>
</tbody>
</table>

16 hours  
16 hours  
4 hours  
4 hours

Anticipated Results: Apprentices will learn High Performance High Value in each course topic. Apprentices should have an understanding of Arrays and Subsystems. Apprentices will learn how to install Solar and PV Panel Systems.

Teaching Methods:

1. Lecture
2. Guest Speaker
3. Demonstration
4. Films, slides and videos
5. Hands-on Training:
COURSE 4G – C

INTRODUCTION TO WELDING

CLASS HOURS – 40

TOPICS TO BE COVERED

I.  Welding Safety 12 hours
II. Welding Fundamentals 12 hours
III. Basic Welding 12 hours
IV. Review and Examination 4 hours

Anticipated Results: Apprentices will learn High Performance High Value in each course topic. Apprentices should have an understanding of welding. Students will learn the basic fundamentals of welding and safety as well as ANSI Z49.1.

Teaching Methods:
1. Lecture
2. Demonstration
3. Films, slides and videos
4. Hands-On Training:
NORTHERN CALIFORNIA & NEVADA FINISHING TRADES INSTITUTE GLAZIERS COURSE OUTLINE

COURSE 4G-D

FINAL PROJECT

CLASS HOURS 40

TOPICS TO BE COVERED

I. Final Project 36 Hours

II. Review and Examination 4 Hours

Anticipated Results: Apprentices will learn High Performance High Value in each course topic. Apprentices should demonstrate proficiency in techniques and knowledge of materials in a "Mock-up" context. Apprentice will demonstrate that they possess sufficient skills and knowledge to prepare them for Journey level performance on the job.

Teaching Methods:

1. Lecture
2. Demonstration
3. Films, slides and videos
4. Hands-on Training:
### Appendix A  
**District Council 16**

**Nevada Glazing Industry Master Agreement**

**Wage & Benefits Schedule**

**Effective February 29, 2020**

<table>
<thead>
<tr>
<th>Position</th>
<th>Hourly Rate</th>
<th>Health &amp; Welfare</th>
<th>Shift Premium</th>
<th>Shift Differential</th>
<th>FICA</th>
<th>FICA Social Security</th>
<th>FICA Medicare</th>
<th>Union Dues</th>
<th>Other Dues</th>
<th>Admin Check-Off</th>
<th>Total Check-Off</th>
<th>Payroll Deductions</th>
<th>Total Payroll</th>
</tr>
</thead>
<tbody>
<tr>
<td>JOURNEYMAN GLAZIER</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Master Glazier</td>
<td>$48.95</td>
<td>$9.25</td>
<td>$16.16</td>
<td>$0.09</td>
<td>$0.05</td>
<td>$0.40</td>
<td>$0.10</td>
<td>$0.25</td>
<td>$2.00</td>
<td>$0.58</td>
<td>(3% of gross wages)</td>
<td>($0.25)</td>
<td>($0.05)</td>
</tr>
<tr>
<td>Glazier Foreman</td>
<td>$53.85</td>
<td>$9.25</td>
<td>$16.16</td>
<td>$0.09</td>
<td>$0.05</td>
<td>$0.40</td>
<td>$0.10</td>
<td>$0.25</td>
<td>$2.00</td>
<td>$0.58</td>
<td>(3% of gross wages)</td>
<td>($0.25)</td>
<td>($0.05)</td>
</tr>
<tr>
<td>Glazier Superintendent</td>
<td>$56.29</td>
<td>$9.25</td>
<td>$16.16</td>
<td>$0.09</td>
<td>$0.05</td>
<td>$0.40</td>
<td>$0.10</td>
<td>$0.25</td>
<td>$2.00</td>
<td>$0.58</td>
<td>(3% of gross wages)</td>
<td>($0.25)</td>
<td>($0.05)</td>
</tr>
<tr>
<td>ARCHITECTURAL GLAZIER</td>
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<td>$9.25</td>
<td>$10.42</td>
<td>$0.09</td>
<td>$0.05</td>
<td>$0.40</td>
<td>$0.10</td>
<td>$0.25</td>
<td>$0.50</td>
<td>$0.58</td>
<td>(3% of gross wages)</td>
<td>($0.25)</td>
<td>($0.05)</td>
</tr>
<tr>
<td>GLAZIER APPRENTICE</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>40% Master Apprentice</td>
<td>$19.58</td>
<td>$5.64</td>
<td>$3.77</td>
<td>$0.09</td>
<td>$0.05</td>
<td>$0.40</td>
<td>$0.10</td>
<td>$0.25</td>
<td>$1.20</td>
<td>$0.58</td>
<td>(3% of gross wages)</td>
<td>($0.25)</td>
<td>($0.05)</td>
</tr>
<tr>
<td>46% Master Apprentice</td>
<td>$22.52</td>
<td>$5.64</td>
<td>$3.77</td>
<td>$0.09</td>
<td>$0.05</td>
<td>$0.40</td>
<td>$0.10</td>
<td>$0.25</td>
<td>$1.20</td>
<td>$0.58</td>
<td>(3% of gross wages)</td>
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<td>($0.05)</td>
</tr>
<tr>
<td>52% Master Apprentice</td>
<td>$25.45</td>
<td>$5.64</td>
<td>$3.77</td>
<td>$0.09</td>
<td>$0.05</td>
<td>$0.40</td>
<td>$0.10</td>
<td>$0.25</td>
<td>$1.20</td>
<td>$0.58</td>
<td>(3% of gross wages)</td>
<td>($0.25)</td>
<td>($0.05)</td>
</tr>
<tr>
<td>58% Master Apprentice</td>
<td>$28.39</td>
<td>$5.64</td>
<td>$3.77</td>
<td>$0.09</td>
<td>$0.05</td>
<td>$0.40</td>
<td>$0.10</td>
<td>$0.25</td>
<td>$1.20</td>
<td>$0.58</td>
<td>(3% of gross wages)</td>
<td>($0.25)</td>
<td>($0.05)</td>
</tr>
<tr>
<td>64% Master Apprentice</td>
<td>$31.33</td>
<td>$9.25</td>
<td>$16.12</td>
<td>$0.09</td>
<td>$0.05</td>
<td>$0.40</td>
<td>$0.10</td>
<td>$0.25</td>
<td>$2.00</td>
<td>$0.58</td>
<td>(3% of gross wages)</td>
<td>($0.25)</td>
<td>($0.05)</td>
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<tr>
<td>70% Master Apprentice</td>
<td>$34.27</td>
<td>$9.25</td>
<td>$16.12</td>
<td>$0.09</td>
<td>$0.05</td>
<td>$0.40</td>
<td>$0.10</td>
<td>$0.25</td>
<td>$2.00</td>
<td>$0.58</td>
<td>(3% of gross wages)</td>
<td>($0.25)</td>
<td>($0.05)</td>
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<tr>
<td>76% Master Apprentice</td>
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<td>$9.25</td>
<td>$16.12</td>
<td>$0.09</td>
<td>$0.05</td>
<td>$0.40</td>
<td>$0.10</td>
<td>$0.25</td>
<td>$2.00</td>
<td>$0.58</td>
<td>(3% of gross wages)</td>
<td>($0.25)</td>
<td>($0.05)</td>
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<tr>
<td>82% Master Apprentice</td>
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<td>$9.25</td>
<td>$16.15</td>
<td>$0.09</td>
<td>$0.05</td>
<td>$0.40</td>
<td>$0.10</td>
<td>$0.25</td>
<td>$2.00</td>
<td>$0.58</td>
<td>(3% of gross wages)</td>
<td>($0.25)</td>
<td>($0.05)</td>
</tr>
<tr>
<td>88% Master Apprentice</td>
<td>$43.08</td>
<td>$9.25</td>
<td>$16.16</td>
<td>$0.09</td>
<td>$0.05</td>
<td>$0.40</td>
<td>$0.10</td>
<td>$0.25</td>
<td>$2.00</td>
<td>$0.58</td>
<td>(3% of gross wages)</td>
<td>($0.25)</td>
<td>($0.05)</td>
</tr>
<tr>
<td>94% Master Apprentice</td>
<td>$46.01</td>
<td>$9.25</td>
<td>$16.16</td>
<td>$0.09</td>
<td>$0.05</td>
<td>$0.40</td>
<td>$0.10</td>
<td>$0.25</td>
<td>$2.00</td>
<td>$0.58</td>
<td>(3% of gross wages)</td>
<td>($0.25)</td>
<td>($0.05)</td>
</tr>
</tbody>
</table>

*( ) Administrative Dues Check-Off, Organizing Dues Check-Off, IUPAT P.A.T.-P.C, Wage Equality Dues Check-Off & IU Administrative Dues Check-Off are Deductions from All Worker's Wages*
**APPENDIX B**
(GLAZIER)

STATE OF NEVADA  
NEVADA STATE APPRENTICESHIP COUNCIL  
555 EAST WASHINGTON AVENUE # 4100  
LAS VEGAS NV 89101

**APPRENTICESHIP AGREEMENT**  
FOR OFFICE USE ONLY I.D. NO.__________________________

This agreement entered into this__________________________ day of__________________________, 20________, between,

**Apprentice Name (PLEASE PRINT):**  
__________________________  
Address:__________________________  
City, State, Zip:__________________________  
Apprentice Signature:__________________________

AND Nevada Finishing Trades Institute JATC  
Program Sponsor Name:__________________________  
1918 Hymer Avenue, Sparks, NV 89431  
Program Address:__________________________  
City, State, Zip:__________________________  
Officer’s Name:__________________________  
Officer’s Signature:__________________________

Parent or Guardian if Apprentice is a Minor  
D.O.B.:__________________________

**APPRENTICE INFORMATION:**  
VETERAN STATUS:  
( ) Yes  
( ) No  
ETHNIC DERIVATION:  
( ) Black (Not Hispanic)  
( ) Hispanic  
( ) Male  
( ) Female  
( ) White (non Hispanic)  
( ) Asian  
( ) GED  
( ) Native American  
( ) Pacific Islander  
( ) 8TH grade  
( ) 9TH grade to 12TH grade  
( ) None

**EDUCATION:**  
( ) High School Diploma  
( ) GED

**CREDIT FOR PREVIOUS EXPERIENCE:**  
Hours:__________________________

Dates Previously in Program:__________________________

**CREDIT FOR RELATED INSTRUCTION:**  
Transfer to State:__________________________

Other Employment:__________________________

Trade:__________________________  
Glazier  
Term (Hrs):__________________________  
8000  
Probation Period:__________________________  
8 Months

Related Instruction:  
Hours per year:__________________________  
144  
Hours per day:__________________________  
8  
Hours per week to be worked by apprentice:__________________________  
40

**APPRENTICE WAGES:** The apprentice schedule of pay shall be listed for each advancement period (The apprentice rate is by percentage of the journeyman’s rate unless otherwise indicated.)

<table>
<thead>
<tr>
<th>Period</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rate</td>
<td>40%</td>
<td>40%</td>
<td>52%</td>
<td>58%</td>
<td>64%</td>
<td>70%</td>
<td>76%</td>
<td>82%</td>
<td>88%</td>
<td>94%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Term (hours)</th>
<th>800</th>
<th>800</th>
<th>800</th>
<th>800</th>
<th>800</th>
<th>800</th>
<th>800</th>
<th>800</th>
<th>800</th>
<th>800</th>
</tr>
</thead>
</table>

Major Work Process:  
See Standards  
Special Provisions:  
Either party may terminate the Agreement by submitting written notification of termination to the approving agency; but, if such notifications are submitted after completion of the probationary period, the reason for termination shall be given. Due notice thereof must be given to the APPRENTICE, as well as an opportunity to be heard and reasonable opportunity for comulative action. The provisions on this form are acknowledged as a binding part of this agreement by the signatories and

The terms of the Nevada State Apprenticeship statutes, regulations and standards are incorporated as a binding part of this Agreement and are acknowledged by the signatories; and

That the APPRENTICE shall not be discriminated against with respect to him, advancement, compensation, or other terms, conditions or privileges of employment because of race, color, religion, creed, national origin or ancestry, sex, age, or occupationally irrelevant physical requirements.

IN WITNESS WHEREOF, the parties hereto have set their hands on the dates indicated above:

Registered by the Nevada State Apprenticeship Council on__________________________

Secretary - Director of Apprenticeship

*Warning: this agreement does not constitute a certification under NRS 610 or Title 29, CFR, Part 6 for the employment on the apprentice on Federal or State financed projects. Current certification must be obtained from the Nevada State Apprenticeship Council or Bureau of Apprenticeship & Training.*

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APPENDIX C
AFFIRMATIVE ACTION PLAN

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

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

1. Announcement of apprenticeship opportunities shall be made at least semi-annually. Announcements shall be made to:

   a. O.W.I.N.N.
   b. Bureau of Apprenticeship and Training, Department of Labor.
   c. Nevada Employment Service in each of its offices within the Committees jurisdiction.
   d. Representative groups identified with minorities and/or females.
   e. Such other appropriate groups as directed by the Nevada State Apprenticeship Council, i.e., local newspaper.

2. Participate in workshops conducted by the Nevada State Apprenticeship Council, bona fide organizations of apprenticeship coordinators for the purpose of furthering apprenticeship opportunities available.

3. Cooperate with local school boards and vocational education systems to develop a familiarization with the needs of the industry and the qualifications required of Apprentices.

4. The Nevada Finishing Trades Institute Joint Apprenticeship and Training Committee shall communicate this plan to its participating parties to promote understanding, acceptance and support among the parties.

5. Grant advance standing or credit on the basis of previously acquired experience, training, skill or aptitude for all applicants equally.

6. Engage in such other activities that may further the entry of minorities and/or females into apprenticeship.

7. The selection of Apprentices shall be by means of a selection procedure consistent
with the provisions of the Nevada State Plan.

8; The Nevada Finishing Trades Institute Joint Apprenticeship and Training Committee shall make an annual study of participation of minorities and females, in its apprenticeship Program and the hiring practice of participating employers in order to compare its utilization of these groups with the rates of their participation in the labor force in this jurisdiction. A percentage participation rate of minorities and/or females in apprenticeship which is less than their respective participation rate in the labor force signifies a utilization deficiency to be corrected through AffirmativeAction.

9. Direct placement shall be permitted for graduates of the Job Corps, Youth-build, Building Trades MC3, or other pre-apprenticeship programs which are concurrent with the U.S. Department of Labor Bureau of Apprenticeship and Training.

10. Every reasonable attempt will be made for the utilization of minorities and females in the program in the same percentage as minorities and females, respectively, exist in the total population of the Nevada area, as determined by the most recent Standard Metropolitan Statistical Area (S.M.S.A.) report.

(a) Utilization of minorities

1) Minority Labor Force = 28%
   Total Labor Force
2) Minority Apprentices = 28%
   Total Apprentices

(b) Utilization of females

(1) Female Labor Force = 44.8%
   Total Labor Force
(2) Female Apprentice (Painter) = 15%
   Female Apprentice (Drywall Finisher/Taper) = 6%
   Female Apprentice (Floor Coverer) = 4.1%
   Female Apprentice (Glazier) = 4.1%
   Total Apprentices

11. A listed employee of a new participating Employer, not otherwise qualified as a Journeyman when the Employer becomes signatory, shall be evaluated by the JATC and its Coordinator, and may be indentured at the appropriate period of apprenticeship based on previous work experience and related training provided they meet the minimum qualifications.

12. If otherwise eligible for selection under these Standards, an individual who signs an authorization card during an organizing effort by the Union, where a majority of the company's covered employees have authorized the Union as bargaining representative, and whether or not the Employer becomes signatory, may be evaluated by the Committee and Coordinator and indentured at the appropriate period of apprenticeship based on previous work experience and related training provided they meet the minimum qualifications.
APPENDIX D

QUALIFICATIONS AND SELECTION PROCEDURE

ADOPTED BY

Nevada Finishing Trades Institute Joint Apprenticeship and Training Committee

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

APPROVED BY ___________________________
NEVADA STATE APPRENTICESHIP COUNCIL

DATE APPROVED: ________________________

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

I. Selection of Apprentice Applicants:

Applicants will be selected by Method Number 4:

A. Minimum age of all applicants shall be 17 years. No maximum age.


C. Physical prerequisites for entry: Applicants must be physically able to perform the work of the craft.

D. Aptitude Proficiency Test. Applicants failing to achieve a passing score on the Aptitude Test will be allowed to re-test, one time, a minimum of 30 days after their first attempt. A second failure will result in the applicant being ineligible for the apprenticeship.

   Oral Interview: No

   Minimum overall passing score: 75%

E. Applications will be recorded on a chronological list according to application date and time received. All applicants will be notified in writing of acceptance or rejection. If rejected, reasons for rejection will be stated.

F. A ranked and rated pool of eligible applicants subject to selection for two (2) years will be established and maintained as follows:

   1. Eligible applicants may seek employment and be referred by the employer for indenture.

   2. Employer may request an applicant from the eligibility list, and at such time, an applicant is referred from the top of the ranked list.

G. Falsification of, any information furnished by the applicant to the Joint Apprenticeship and Training Committee shall be cause for rejection of the applicant by the JATC and/or cancellation of apprenticeship agreement at any subsequent date.

H. It shall be the responsibility of the applicant to keep the Committee advised of any change of address or telephone number.

I. All of an applicant's work experience and training will be evaluated by the committee at the time of indenture and appropriate credit will be given toward a higher apprenticeship and/or wage bracket as appropriate.
J. Priority referrals:

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

1. An applicant who becomes a member of District Council 16 as a result of the Union's Organizational efforts will be qualified for and be granted advanced credit for work and education experience based on their years of training in the trade and their educational background. Advanced credit will be granted after evaluation by the committee or its representative. The evaluation will consist of a written examination, an interview, hands-on testing by the JATC representative and be completed before referral is made. Such persons shall be given equal consideration without regard to their race, sex, minimum qualifications, the program's eligibility list, or the necessity of passing a written apprenticeship entrance test.

2. If an applicant has graduated from an accredited and approved training school or pre-apprenticeship program that has been reviewed and approved by the JATC, including but not limited to such programs as Job Corp., then the applicant may start at the apprentice wage rate recommended by the JATC for graduates of the particular program. The JATC will determine the training requirements for this new apprentice in order to ensure all the necessary training for completion of the apprenticeship program is received. Such persons shall be given equal consideration without regard to their race, sex, minimum qualifications, the program's eligibility list, or the necessity of passing a written apprenticeship entrance test.

3. If an applicant is a military veteran who has completed military training and participated in an apprenticeship program in the Finishing Trades occupations while in the Military, including but not limited to such programs as Helmets to Hard Hats and Combat to Construction., then the JATC shall evaluate the training received, grant the appropriate credit on the term of apprenticeship and set the appropriate wage rate. The JATC will determine the training requirements for these new apprentices in order to ensure that they receive all the necessary training for completion of the apprenticeship program. Such persons shall be given equal consideration without regard to their race, sex, minimum qualifications, the program's eligibility list, or the necessity of passing a written apprenticeship entrance test.

K. An Apprentice will be evaluated by the Committee within 90 days of indenture date with appropriate credit given toward a higher period of apprenticeship if previous training and experience merits.

L. Any employee of a signatory employer of District Council 16 can be tested at the employer's request as a Direct Entry into the program, circumventing the qualified applicant list.
M. Applicants meeting the minimum qualifications and submitting the
required documents will be notified where and when to appear for the
aptitude proficiency testing.

SECTION IV - MAINTENANCE OF RECORDS

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

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