

Laborers Training Fund for Northern Nevada
Summary of changes to Construction Craft Laborer Apprenticeship Standards

Section	Paragraph	Change
Foreword	2	First sentence: added the word "are" between that and commensurate.
I (B)	1	Changed language to align with NRS 610.010
I E	1	Changed language to align with CBA
1 (F)	1	Added "and" between Apprenticeship and Training. Added in parenthesis (the Committee or JATC)
II (A)	2	Deleted "of these standards" after (Schedule of Work Experience)
II (D) (6)	1	Sentence in parenthesis, changed the word "required" to "recommended" to align with 29 CFR 29.5 (4)
IV	1	Added "/registered" after indentured
IV (E)	1	Deleted "while at school and work" and added "while at work and related training."
IV (F)	1	Deleted "training"
VI (A)	1	Deleted comma after Committee
VII	1	Deleted sentence "The first 1000 hours (approximately 6 months) of the term of the apprenticeship under the supervision of this Committee shall be the probationary period."
VII	1	Added sentence The probationary period for apprentices shall be the first 1000 hours of the term of the apprenticeship under the supervision of this Committee or one year from the date of registration, whichever is shorter.
VIII	1	Deleted (approximately 2 years)
IX (A)	1	Deleted "annually" added "regularly"
IX (A)	1	Deleted "required" added "recommended" to align with 29 CFR 29.5(4)
		Deleted "all classes in the core curriculum and additional specific skills curriculum related to their job duties as noted in the CCL areas of concentration as noted in Appendix B (Appendix B) for a total of at least 300 hours. Added "at least 300 hours of related instruction."
IX(B)	1	Deleted "of" added "by"
IX(C)	1	Deleted "Hours spent in related instruction shall not be compensated or be counted as hours of work." Changed sentence to "Hours spent in related instruction are not required to be compensated and shall not be counted as towards on-the-job training hours."
XI(B)(1)	1	Changed "class" to "training"
XI(B)(5)	1	Added "applicable under the collective bargaining agreement."
XII	2	Added "provided both OJT and related training requirements have been met." Deleted (If related instruction is completed.)

XVIII(B)		1 Deleted "It will be the responsibility of the apprentices to keep this record up daily, then to deliver or mail it to the Committee not later than the tenth of the following month." Added "It will be the responsibility of the apprentices to keep this record up daily, then to submit the form to the Committee or the designated representative not later than the tenth of the following month per the instructions on the form." Deleted addresses for form submission as mailing forms is an outdated mode of communication. However, addresses are on Monthly Work Record if apprentice desires to mail form.
XVIII(C)		1 Deleted "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." Added "Failure to submit properly authenticated Monthly Work Record reports on time may result in the apprentice losing credit for the entire period covered, or in other disciplinary action by the Committee."
XIX	Heading	Changed "Counsel" to "Counseling"
XXIII		3 Added "The terms and conditions of employment as provided in the Collective Bargaining Agreement, including but not limited to hiring, working rules, fringe benefits, grievance procedure, authorization, drug testing, payment of wages, and remote area pay shall be applicable to all apprentices subject to these Standards."
APPENDIX B		1 First sentence, changed "required" to "recommended" and changed "per year" to "each year."
APPENDIX B		3 Deleted "Students will be required take at least 175 hours of related instruction from among the following core courses3/1/2021First sentence, changed "required" to "recommended" and changed "per year" to "each year:" to "It is recommended that apprentices take at least 175 hours of related instruction from among the following core courses:"
APPENDIX B	CCL Core Curriculum List	Added "Construction Math 40 Hours" Changed "Minimum Hours of Core Classes" to "Recommended Hours of Core Classes" Changed "Additionally, students will be required to take at least 125 hours of related instruction from the following courses:" to "Additionally, apprentices should take at least 125 hours of related instruction from the following courses:"
APPENDIX B	Classroom Instruction for Areas of Concentration List	Changed "Required Hours of Related Instruction in Core Courses-at least 175 hours" To "Recommended Hours of Related Instruction in Core Courses-175 hours" Changed "Required Hours of Related Instruction in Areas of Concentration-at least 125 hours" to "Recommended Hours of Related Instruction in Areas of Concentration-125 hours"

APPENDIX B	Total Hours	Changed last sentence of section to "Total Hours of Related Instruction Required to Complete Program."
APPENDIX C		Removed to accommodate new format. Numbers revised to reflect current status/conditions.
APPENDIX D		1 Deleted "Applicants that meet the minimum qualifications will be placed on a list of eligible applicants and may subsequently be ranked based on scores from additional application points, written aptitude test, a structured interview, and a hands-on skills assessment." Added "Applicants that meet the minimum qualifications will be placed on a list of eligible applicants and may subsequently be ranked based on scores from additional application points, a written aptitude test, and a structured interview (Phase 1), and a physical aptitude test (Phase 2)."
APPENDIX D (1)		1 Deleted "Applications will be accepted throughout the year during regular business hours at the office of the Committee (570 Reactor Way, Reno, NV 89502), and at the Northern Nevada Laborers' Training Center (50 Wild Horse Canyon Rd., Sparks, NV 89434)." Added "Applications will be accepted throughout the year during regular business hours at the office of the Committee (570 Reactor Way, Reno, NV 89502), at the Northern Nevada Laborers' Training Center (50 Wild Horse Canyon Rd., Sparks, NV 89434), or by other means deemed acceptable by the Committee."
APPENDIX D (2)		1 Deleted "When the applicant has completed the application and submits all documentation to certify they meet minimum qualifications, previous experience, employment and/or proof of training, if any or as needed for the granting of credit for previous experience, an evaluation and interview by an authorized representative will be conducted." Added "When the applicant has completed the application and submits all documentation to certify they meet minimum qualifications, previous experience, employment and/or proof of training, if any or as needed for the granting of credit for previous experience, an evaluation will be conducted by an authorized representative and an interview will be scheduled."
APPENDIX D (3)		1 Changed to "Applicants who have met the minimum qualifications will be invited to attend an orientation about the program and take a written aptitude test that will assess their knowledge in the following categories:"
APPENDIX D (4)		1 Deleted "For those completing the aptitude test there will be a structured oral interview." Added "Applicants that complete the aptitude test will be invited to participate in a structured oral interview."

APPENDIX D (4)	4	Deleted "Applicants completing the aptitude test will be scored and ranked." Added "Upon completion of Phase 1, applicants will have their scores combined (application, written test and interview). Those with a combined Phase 1 score of 47 points and above will be scored and ranked in the Phase 1 pool. Applicants not meeting the cutoff score of 47 points will be removed from the Applicant Pool and will be invited to re-apply at a later date."
APPENDIX D (5)	1	Deleted "As new apprentices are needed, the program will select approximately 20 people based on their score and invite them to attend a Hands-On Skills Assessment (HOSA). This assessment will rank applicants on their ability to do physical tasks. All HOSA participants will be rated on the following tasks: a. Moving Concrete Blocks b. Excavating Footings c. Wheeling Gravel Sand d. Backfilling and Compacting e. Moving Lumber"
APPENDIX D (5)	1	Added "As new apprentices are needed, the program will select up to 20 applicants based on their ranking in the Phase 1 pool and invite them to attend a Physical Aptitude Test (PAT). This assessment will rank applicants on their ability to do physical tasks. All PAT participants will be rated on the following tasks: a. Moving Concrete Blocks b. Moving Block and Sand c. Wheeling Sand d. Form and Grade e. Moving Lumber"
APPENDIX D (5)	2	Deleted "HOSA participants will be timed and scored a maximum of 10 points for each task. If a task is not completed the participant will receive zero points for the task."
APPENDIX D (5)	2	Added "PAT participants will be timed and scored on the five tasks based on standard criteria. If a task is not completed within the allotted time, the participant will receive zero points for the task. Participants must complete each assigned task (regardless of time). Failure to complete a task will result in removal from the Physical Aptitude Test and from the Applicant Pool."
APPENDIX D (5)	3	Changed "Maximum HOSA Score" to "Maximum PAT Score"
APPENDIX D (6)	1	Deleted "The hands-on skills assessment score will be added to an applicant's existing score. All applicants must qualify with a minimum score of 91 (70% of the total possible score of 130)."
APPENDIX D (6)	1	Added "For those completing Phase 2 of the application process, their PAT score will be combined with their Phase 1 score."

APPENDIX D (7)	1	Deleted "Applicants who meet the qualifying score will be placed into the ranked pool of eligible applicants, based on their combined scores from the application points, written aptitude test, interview, and hands-on skills assessment, with the highest scorer placed at the top of the list. Any and all tie scores will be decided based on date and time of application, with the earliest date and time being higher on the list for the ranked pool of eligible applicants. Applicants will be called to work and registered from the top of the ranked pool of eligible applicants, based on their availability.
APPENDIX D (7)	1	Added "7. All applicants completing the Physical Aptitude Test will be placed into a ranked pool of eligible applicants, based on their combined scores Phase 1 and Phase 2 of the application process, with the highest scorer placed at the top of the list. Any and all tie scores will be decided based on date and time of application, with the earliest date and time being higher on the list for the ranked pool of eligible applicants. As new apprentices are needed, they will be called in order from the top of the ranked pool of eligible applicants, based on their availability."
APPENDIX D (8)	1	Deleted "Applicants will be notified in writing of acceptance or rejection for placement on the list for the pool of eligible applicants." Added "Applicants will be notified in writing of acceptance or rejection for placement in the pool of eligible applicants."
APPENDIX D (8)	1	Added "/registered" after "indentured."
APPENDIX D (9)	1	Added "/registered" after "indentured."
APPENDIX D (10)	1	Added "/registered" after "indentured."
APPENDIX D	2	Added "/registered" after "indentured."
APPENDIX D	3	Added "/registered" after "indentured."
APPENDIX D	4	Added "or other programs approved by the committee."
APPENDIX D	5	Added "/registered" after "indentured."
APPENDIX D	8	Added "/register" after "indenture."