

California State Apprenticeship Standards

Boilermakers, Western States Joint Apprenticeship Committee

File # 09502

DISTRICT # 06
DAS FILE # 09502
VA: Yes

APPRENTICESHIP STANDARDS
for the

**Boilermakers, Western States
Joint Apprenticeship 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 trade, craft or occupation defined herein, to become effective upon their approval.

ARTICLE II Craft, Trade, Occupation

Boilermaker (Field Construction and Repair) O*NET CODE: 47-2011.00

ARTICLE III Organization

There is hereby established the above named apprenticeship committee, covering Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Imperial, Inyo, Kern, Kings, Lake, Lassen, Los Angeles, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Mono, Monterey, Napa, Nevada, Orange, Placer, Plumas, Riverside, Sacramento, San Benito, San Bernardino, San Diego, San Francisco, San Joaquin, San Luis Obispo, San Mateo, Santa Barbara, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Ventura, Yolo and Yuba counties consisting of 12 members, 6 of whom shall be selected by and represent the employer organization(s) signatory hereto, and 6 of whom shall be selected by and represent the employee organization signatory hereto, and one apprenticeship consultant representing the Division of Apprenticeship Standards. In addition thereto, there shall be one advisor from the local school district(s) and such other advisors as the committee shall determine. Such advisors and the apprenticeship consultant shall act without vote.

Further, there shall be two (2) sub-committees whose responsibility shall be to review Apprentice's On-The-Job (OJT) work processes and Related Supplemental Instruction (RSI). Consisting of at least 1 member selected by and represent the employer organization(s) signatory hereto, and 1 member whom shall be selected by and represent the employee organization signatory hereto, and one apprenticeship consultant representing the Division of Apprenticeship Standards and such other advisors as the committee shall determine. Such advisors and the apprenticeship consultant shall act without vote. The location of said sub-committees will be:

Northern California

Boilermakers Local 549
2191 Piedmont Way
Pittsburg, CA 94565

Southern California

Boilermakers Local 92
2260 Riverside Avenue
Bloomington, CA 92316

ARTICLE IV Jurisdiction

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.

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 (Article 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 session 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 Secretary of the California 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 and including provisions for fair hearings;
13. adopt changes to these standards, as necessary, subject to the approval of the parties hereto and the Chief of the Division of Apprenticeship Standards.
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. insure there is meaningful representation of the interests of apprentices in the management of the program.
18. developing internal procedures to communicate equal opportunity and affirmative action obligations to apprentices, applicants for apprenticeship, and personnel involved in the recruitment, screening, selection, promotion, training, and disciplinary actions of apprentices.
19. maintaining the apprenticeship program free from harassment, intimidation, and retaliation by developing and implementing procedures to ensure that its apprentices are not harassed because of their race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, age, genetic information, or disability and to ensure that its apprenticeship program is free form intimidation and retaliation as prohibited by 29 CFR 30.17.
20. implementing measures to ensure that outreach and recruitment efforts for apprentices extend to all persons available for apprenticeship within the sponsor's relevant recruitment area without regard to race, sex, ethnicity, or disability.
21. encouraging persons with a potential capacity for apprenticeship to submit an application for apprenticeship regardless of sex, race, ethnicity, or disability.
22. annually reviewing the Affirmative Action Plan, good faith efforts and Selection Procedures, updating the Affirmative Action Plan and goals/timetables and modifying the Affirmative Action Plan and Selection Procedures as a result of the review, when appropriate. Such review will include an analysis of the Local Area Joint Apprenticeship Committee's success in meeting its goals, the good faith efforts made and the impact each element of the Affirmative Action Plan had on meeting its goal.

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 a designated trade of Boilermakers and who has entered into a written apprentice agreement under the provisions of these standards.

ARTICLE VIII Duties of an Apprentice

Each apprentice shall satisfactorily perform all work and learning assignments both on the job and in related instruction 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.

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 in writing 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.
2. 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 apprentice agreement.

ARTICLE XI Related and Supplemental Instruction

1. Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will be 144 plus hours per year provided by Boilermakers Local 92 and Boilermakers Local 549. See **Attachment A.1** with a course outline and letter from the school agreeing to be the Local Education Agency, LEA.
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 JAC 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 which are not covered by the collective bargaining agreement shall be submitted to the Administrator for determination.

ARTICLE XIV Term of Apprenticeship

The term of apprenticeship shall be 6000 hours, within 48 months, with the first 1500 hours of reasonable continuous employment shall be a tryout or probationary period for the trade. See **Attachment A.**

All applicants selected for apprenticeship shall serve a probationary period of 1500 hours of on-the-job learning (OJL). The probationary period cannot exceed twenty-five (25) percent of the length of the program or one-year (1), whichever is shorter.

During the probationary period either the apprentice or the Area Joint Apprenticeship Committee may terminate the Apprenticeship Agreement, without stated cause, by notifying the other party in writing. Termination of the Apprenticeship Agreement by the Area Joint Apprenticeship Committee during the probationary period shall not be based on an apprentice's race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, age, genetic information, or because they are an individual with a disability. The records for each probationary apprentice shall be reviewed prior to the end of the probationary period. Records shall consist of periodic reports regarding progression made in both the OJL and related instruction and any disciplinary action taken during the probationary period.

Any probationary apprentice considered to be unsatisfactory after a review of the probationary period shall have his/her Apprenticeship Agreement canceled before the expiration of the probationary period, by means of written notice to the apprentice and to the Registration Agency.

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

After the probationary period the Apprenticeship Agreement may be canceled at the request of the apprentice, or may be suspended or canceled by the Area Joint Apprenticeship Committee for reasonable cause after documented due notice to the apprentice and a reasonable opportunity for corrective action. In such cases, the Area Joint Apprenticeship Committee will provide written notice to the apprentice and the Registration Agency of the final action taken.

ARTICLE XV Ratio

A qualified employer may employ one (1) apprentice when at least three (3) journeymen are regularly employed.

See **Attachment A** for Ratio

ARTICLE XVI Wage Schedule:

See **Attachment A** for Journeyman and Apprentice wages.

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 the following occupation: See **Attachment A**

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 California 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 ½ 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.

ARTICLE XX California Plan for Equal Opportunity in Apprenticeship

See **ADDENDUM ARTICLE XX**

The foregoing standards are hereby agreed to and adopted on March 17, 2020

Employer Organization

Employee Organization

Babcock & Wilcox Construction

International Brotherhood of Boilermakers

Organization Name

Organization Name

710 Airpark Rd

1401 Willow Pass Road, Suite 870

Address

Address

Napa, California 94558

Concord, California 94520

City, State, Zip

City, State, Zip

Ed McWhorter

Tom Baca

Type Name of Authorized Representative

Type Name of Authorized Representative

Chairman

Secretary

Title

Title

03/17/2020

03/17/2020

Signature

Date

Signature

Date

The foregoing apprenticeship standards, being in conformity with the rules and regulations of the California Apprenticeship Council, the California Code of Regulations, and applicable Federal Regulations are hereby approved March 2020

Signature
Chief, Division of Apprenticeship Standards

date

APPRENTICESHIP COMMITTEE
Boilermakers, Western States, JAC

Name of Committee

Post Office Box 1386, 819 North Navajo, Units 6&7, Page, Arizona 86040

Committee Address

LIST OF COMMITTEE MEMBERS NAMES AND COMPANY ADDRESSES

	Union		Employer
Name: Address: City: Zip Code:	Tom Baca, Secretary 12200 NW Ambassador Dr. Ste. 312 Kansas City 64163-1200	Name: Address: City: Zip Code:	Ed McWhorter, Chairman 710 Airpark Rd Napa 94558-7518
Name: Address: City: Zip Code:	Jacob Evenson, Trustee 2345 West Thomas Rd Phoenix 85015	Name: Address: City: Zip Code:	Ronald Mayor, Trustee 9962 Badding Dr Thornton 80229
Name: Address: City: Zip Code:	Johnny Baca, Trustee 12200 NW Ambassador Dr. Ste. 312 Kansas City 64163-1200	Name: Address: City: Zip Code:	Ray Maw, Trustee 5500 South First Avenue Everett 98203-4116
Name: Address: City: Zip Code:	Clint Penny 104 W Main E. Helena 59635	Name: Address: City: Zip Code:	Henry Cortez, Trustee 4218 Mercury Ave Los Angeles 90032
Name: Address: City: Zip Code:	Tracey Eixenberger, Trustee 16621 110 th Ave East Puyallup 98374	Name: Address: City: Zip Code:	Michael Hulst, Trustee 5565 N Dolphin Street Portland 97217
Name: Address: City: Zip Code:	Luke Lafley, Trustee 12200 NW Ambassador Dr. Ste. 312 Kansas City 64163-1200	Name: Address: City: Zip Code:	Bill Hamilton, Trustee 1800 Tobi Court Concord 94521

ADVISORS

Hayward Center for Education and Careers

Dr. Guy 'Zak' Zakrevsky, Director of Alternative Education

The Hayward Center & Hayward Adult School, 22100 Princeton Street, Haywood, California 94541

Division of Apprenticeship Standards

Luisa Martinez, DAS Representative

San Francisco District Office Post Office Box 420603 San Francisco, California 94142

ATTACHMENT A

**WAGES SCHEDULE
and
WORK PROCESSES SCHEDULE**

**FOR THE
BOILERMAKER TRADE**

TRAINING SCHEDULE AND WORKING CONDITIONS
Of the
Boilermakers, Western States, JAC

Occupation: Boilermaker (Field Construction and Repair)
O*NET: 47-2011.00

ARTICLE XI Related and Supplemental Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction which are not to be less than 144 hours per year.

See Attachment A.1

Time spent in class of Related Instruction shall not be compensated.

ARTICLE XIV Term of Apprenticeship

The standard term of apprenticeship shall be 6000 hours and shall be completed within 48 months.

ARTICLE XV Ratio

A qualified employer may employ one (1) apprentice when at least three (3) journeymen are regularly employed.

ARTICLE XVI Wage Schedule

- 1. Journeyman Wage: Northern California \$50.37 per hour effective January 1, 2023
Southern California \$49.05 per hour effective January 1, 2023

Apprentices shall be paid *not less than* the following for *Southern* California:

1 st period	6 months	1000 hours	\$30.41 per hour
2 nd period	6 months	1000 hours	\$31.88 per hour
3 rd period	6 months	1000 hours	\$36.79 per hour
4 th period	6 months	1000 hours	\$39.24 per hour
5 th period	12 months	1000 hours	\$41.69 per hour
6 th period	12 months	1000 hours	\$44.15 per hour

Apprentices shall be paid *not less than* the following for *Northern* California:

1 st period	6 months	1000 hours	\$31.23 per hour
2 nd period	6 months	1000 hours	\$32.74 per hour
3 rd period	6 months	1000 hours	\$37.78 per hour
4 th period	6 months	1000 hours	\$40.30 per hour
5 th period	12 months	1000 hours	\$42.81 per hour
6 th period	12 months	1000 hours	\$45.33 per hour

2. Other Journeyman Compensation: Effective date: January 1, 2023

Journeyman fringe benefits are *not less than* listed as follows:

Health & Welfare	\$ 8.57 per hour
Pension	\$16.07 per hour
Annuity	\$ 2.40 per hour
Vacation	\$ 5.50 per hour
Apprentice Training	\$ 3.90 per hour
Other	\$ 0.99 per hour

75% to 90% Apprentice fringe benefits are *not less than* listed as follows:

Health & welfare	\$ 8.57 per hour
Pension	\$16.07 per hour
Annuity	\$ 2.40 per hour
Vacation	\$ 5.50 per hour
Apprentice Training	\$ 3.90 per hour
Other	\$ 0.99 per hour

62% to 65% Apprentice fringe benefits are *not less than* listed as follows:

Health & welfare	\$ N/A per hour
Pension	\$.65 per hour
Annuity	\$.10 per hour
Vacation	\$ N/A per hour
Apprentice Training	\$ 3.90 per hour
Other	\$ 0.99 per hour

3. Advancement Schedule:

To advance from one period to the next, the apprentice shall have met the following requirements:

- A. Shall have satisfactorily completed the indicated on-the-job work hours; and
- B. Shall have satisfactorily completed the indicated months in the program; and
- C. Shall have satisfactorily completed the indicated related and supplemental instruction school hours; and
- D. Shall have satisfactorily paid all fees; and
- E. Shall have satisfactorily completed all learning modules (OJTs)
- F. Shall have obtained a welding certification through a signatory contractor

4. Hours of Work and Working Conditions

Straight time hours per day: 8 hours; 40 hours per week.

Overtime Provision: Overtime shall be paid at not less than one and one-half (1 ½) times the straight time hourly rate of pay in excess of eight (8) hour per day.

Likewise, overtime must be paid for hours in excess of forty (40) hours in a work week. Not to interfere with schooling, overtime shall not be permitted when related instruction classes are scheduled.

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 the occupation of Boilermakers:

WORK PROCESSES

SCHEDULE OF WORK EXPERIENCE (ARTICLE XVII)

The following are major phases of the Boilermaker trade in the field erection and repair industry. The work processes include the application of these operations on tank and water tower construction and repair, refinery construction and repair, boiler erection and repair, nuclear reactors, and reactor/boiler components erection and repair, and any other work related to the trade.

<u>ON-THE-JOB LEARNING</u>	<u>APPROX. HOURS</u>
I. Care and Maintenance of Tools and Equipment	100
A. Learning names of tools and equipment	
B. Learning the use of tools and equipment	
C. Care and maintenance	
D. Handing out tools and inventory	
II. Rigging & Bull Gang	1000
A. Unloading and handling	
B. Use of hoisting equipment	
1. Come-along	
2. Chain falls	
3. Erecting and dismantling derricks and cranes	
4. Working with derricks and cranes	
5. Use of signals and safety	
C. Use of Tackle	
1. Block and tackle	
2. Choker, cables and slings	
3. Proper use of knots and splicing	
4. Proper use of clamps	
5. Safety	
D. Moving Pieces	
1. Rollers	
2. Levers	
3. Use of tackle, come-along and chain falls	
4. Safety	
III. General Erection	1000
A. Steel Erection in our jurisdiction	
1. Designating location of members	
2. Raising in place	
3. Use of spud-wrench, bull and drift-pins, jack, wedges, clips, and saddles	
4. Alignment	

- a. Use of level, plumb, tape, and rule
 - 5. Connecting
 - a. Drilling, reaming, chipping, caulking and grinding
 - b. Bolting up
 - c. Welding (tack)
 - d. Riveting
 - B. Setting drums and headers
 - 1. Use of hoisting equipment and tackle
 - 2. Use of water level, plumb and measuring devices
- IV. Tube Installations** **400**
 - A. Entering
 - 1. Use of come-along and entering devices
 - 2. Lipping
 - B. Setting and Aligning
 - 1. Use of spacers
 - 2. Use of strong-backs
 - C. Getting proper stock
 - 1. Signals (sounds and light)
 - 2. Come-alongs
 - 3. Piece of stock
 - 4. Boiler code
 - D. Rolling
 - 1. Use of erectors, guides, or
 - 2. Proper selection of the following
 - a. Expanders, rollers, pins, and mandrels
 - 3. Use of rolling machines
 - a. Pneumatic, electric and ratchet
 - b. Lubricants
 - 4. Use of gauges and signals
 - 5. Heavy tube sheets
 - 6. Entering and connecting baffles
 - 7. Testing
 - a. Visual
 - b. Water (use of hydrostatic pump)
 - c. Air
 - d. Use of gauges
- V. Use of Blueprint and Layout** **400**
 - A. Use of prints to designate the following
 - 1. Locating parts and unloading
 - 2. Moving parts to job location
 - 3. Parts to be hoisted into position
 - 4. Use of bench mark
 - 5. Symbols
 - B. Layout
 - 1. Use of precision measuring devices
 - 2. Marking for correction, re-cutting and fitting
 - 3. Directing, cutting and fitting of parts
 - 4. Geometric measuring of parts, tube holes, etc
 - 5. Working with foreman
- VI. Welding and Cutting** **3000**
 - A. Any and all forms of electric welding
 - 1. Proper adjustments of machines
 - 2. Application and use of electrodes on all metals, ferrous and non-ferrous
 - 3. Metal spraying and hard facing
 - B. Acetylene
 - 1. Proper adjustment, gauges and torch
 - 2. Selection of tips
 - 3. Handling of torch and application
 - a. Ferrous and non-ferrous metals
 - C. Cutting

	1. Acetylene	
	2. Arc (cutting in gouging)	
	3. Machine Methods	
	4. Adjusting an operating of equipment	
	a. Ferrous	
	b. Non-ferrous	
VII.	Nuclear Plant Construction- Reactors	100
	A. Theory- Types	
	1. Power	
	2. Propulsion	
	3. Heating	
	B. Research	
	C. Problems peculiar to Atomic Energy	
	1. Those elements which would not be covered in other sections, i.e., radiation, radiation protection	
	2. Requirements for joints of high integrity	
	Total Hours	6000

ATTACHMENT A.1

**Local Education Agency Letter
and
Related Instruction Course Outline**

**FOR THE
BOILERMAKER TRADE**



The Hayward Center & Hayward Adult School



Dr. Guy “Zak” Zakrevsky, Director of Alternative Education
gzakrevsky@has.edu

Andrew Lee, Apprenticeship Consultant
State of California/Dept. of Industrial Relations
Division of Apprenticeship Standards

January 11, 2017

Dear Mr. Lee

Hayward Center for Education and Careers will partner with Boilermakers Western States Joint Apprenticeship Committee through the apprenticeship program for the following occupations:

Boilermaker (Field Construction and Repair) O*Net code 47-2011.00

Boilermakers Local 92 and Boilermakers Local 549 will be available to provide any training for the courses of a Boilermaker that they require as the need arises. Hayward Center for Education and Careers agrees to act as the LEA.

Sincerely,

Dr. Guy ‘Zak’ Zakrevsky

RELATED INSTRUCTION OUTLINE
BOILERMAKER
O*NET-SOC CODE: 47-2011.00
RAIS CODE: 0040

The following is the related instruction that apprentices receiving training will be expected to successfully complete. A **minimum** of 576 hours is required during the program.

CURRICULUM SOURCE TEXT REFERENCE:

Text prepared by the Boilermakers National Apprenticeship Program Kansas City, Kansas

YEAR 1 – 144 HOURS

- | | |
|--|---|
| I. Rigging and Boilermaker Safety
Lesson 1-1 | <ul style="list-style-type: none">A. Protective ClothingB. Safety with Lifting EquipmentC. Safety with Ladders and StagingD. Safety with ToolsE. Fire Preventions and Control |
| II. Applied Math I
Lesson 1-2 | <ul style="list-style-type: none">A. The Language of MathB. CountingC. Place ValueD. Addition and SubtractionE. Multiplication and DivisionF. Multiples and FactorsG. Negative FactorsH. Other Number ConceptsI. Operating with Signed NumbersJ. Axioms and Laws |
| III. Applied Math II
Lesson 1-3 | <ul style="list-style-type: none">A. FractionsB. Types of FractionsC. Operations with FractionsD. Decimal FractionsE. Equivalent DecimalsF. Operation with Decimals |
| IV. Applied Math III
Lesson 1-4 | <ul style="list-style-type: none">A. ProportionB. PercentageC. Changing a Percent to a DecimalD. The Three Percentage CasesE. Fractal PercentsF. Calculating with Approximate NumbersG. Prime NumbersH. Exponents and Radicals |
| V. Applied Math IV
Lesson 1-5 | <ul style="list-style-type: none">A. Basics of AlgebraB. MultiplicationC. DivisionD. Basics of Plane GeometryE. Basics of Solid GeometryF. Triangulation (Trigonometry) |
| VI. Applied Math V
Lesson 1-6 | <ul style="list-style-type: none">A. MeasuringB. Review of DecimalsC. Angular MeasurementsD. Formulas and Equations in ReviewE. Signs of OperationsF. GraphsG. Math Aids |

- VII.** Applied Metric Math
Lesson 1-7
- A. Metrics (SI) in the United States
 - B. Advantage of Metrics
 - C. Metric (SI) Conversions
 - D. Metrics (SI) in Shop or Field
 - E. Metrics for the Boilermakers/Welder
 - F. The Transition Period and the Future of Metrics
- VIII.** Rigging: Basic Principles
Lesson 1-8
- A. Basic Rigging Concepts
 - B. Simple Tools
- IX.** Rigging: Ropes
Lesson 1-9
- A. Wire Rope
 - B. Fiber Rope
 - C. Chains
- X.** Rigging: Tools
Lesson 1-10
- A. Slings
 - B. Rigging Hardware
 - C. Reeving
 - D. Hoists and Winches
 - E. Skids, Rollers, Jacks and Cribbing
 - F. Ladders and Scaffolding
- XI.** Rigging: Cranes and Other Lifting Equipment – Lesson 1-11
- A. Mobile Cranes
 - B. Tower Cranes
 - C. Monorails and Underhung Cranes
 - D. Derricks
 - E. Hoists
 - F. Overhead Cranes
 - G. Helicopter Cranes
- XII.** Rigging: Equalizing and Distributing Loads – Lesson 1-12
- A. Distributing Weight to the Rigging
 - B. Basic Methods of Equalizing and Distributing Loads
 - C. Strength and Stability During Operating
- YEAR 2 – 144 HOURS**
- I.** Mechanical Drawing: Tools and Lettering – Lesson 2-1
- A. Equipment
 - B. Drafting Materials
 - C. Basic Techniques of Drafting
 - D. Lettering
 - E. Styles of Lettering
 - F. Characteristics of Good Lettering
 - G. Tools of Lettering
- II.** Mechanical Drawing: Geometric Construction – Lesson 2-2
- A. Methods of Bisecting a Straight Line
 - B. Bisecting an Arc
 - C. Drawing Perpendicular Lines
 - D. Drawing Parallel Line to Another Given Line
 - E. Methods of Dividing a Line into Equal Parts
 - F. Drawing and Bisecting an Angle
 - G. Trisecting an Acute Angle
 - H. Finding the Center of a Circle
 - I. Bisecting an Angle with an Inaccessible Vertex
 - J. Constructing a Triangle Given its Three Sides
 - K. Polygon Construction Tangency
 - L. Constructing Tangent Lines and Arcs
 - M. Geometric Solids

- | | | |
|--------------|--|---|
| III. | Mechanical Drawing: Orthographic
Lesson 2-3 | <ul style="list-style-type: none"> A. Theory of Projection and Drawings B. Theory of Orthographic Projection C. Multi-View Line Projection D. Surface Projection E. Line Description F. Orthographic Drawing Techniques G. Projecting the Views on Paper H. Sections I. Reading Orthographic Drawings J. Conventional Procedures on Orthographic Drawings K. Accepted Violations of True Projection L. Treatment of Unimportant Intersections M. Aligned Views N. Conventional Procedure for Radially Arranged Features O. Representations of Fillets and Rounds P. Conventional Breaks Q. Conventional Method of Alternative Positions R. Conventional Representation S. The Orthographic Drawing Plate |
| IV. | Mechanical Drawing: Isometric and Oblique – Lesson 2-4 | <ul style="list-style-type: none"> A. Pictorial Drawing B. Isometric Projection C. Isometric Drawing D. Oblique Projection E. Oblique Drawings |
| V. | Mechanical Drawing: Dimensioning
Lesson 2-5 | <ul style="list-style-type: none"> A. Theory of Dimensioning B. The Language of Dimensioning C. Units of Measurement Used in Dimensioning D. Standard Dimensioning Practices E. Dimensioning Application F. Dimensioning Special views G. Limit Dimensioning H. Welding Symbols |
| VI. | Mechanical Drawing: Field Sketching
Lesson 2-6 | <ul style="list-style-type: none"> A. Sketching Materials B. Sketching Guidelines C. Beginning Line Exercises D. Multi View Orthographic Sketches E. Orthographic Projection for Sketching F. Pictorial Sketching G. Oblique Sketching H. Perspective Sketching |
| VII. | Layout Procedures and Techniques
Lesson 2-7 | <ul style="list-style-type: none"> A. Hammers, Sledges and Mauls B. Struck or Hammered Tools C. Cutting Hand Tools D. Taps and Dies E. Screwdrivers F. Holding Tools G. Miscellaneous Hand Tools |
| VIII. | Boilermaker Hand Tools
Lesson 2-8 | <ul style="list-style-type: none"> A. Layout Tools B. Layout Work |
| IX. | Boilermaker Power Tools
Lesson 2-9 | <ul style="list-style-type: none"> A. Electric Power Tools B. Air (Pneumatic Tools) C. Tube Tools and Their function |

- X. Construction Materials
Lesson 2-10
 - A. Basic Construction Material
 - B. Metal Production
 - C. Metal Processing Methods
- XI. Construction Materials II
Lesson 2-11
 - A. Mechanical Properties
 - B. Chemical Properties of Metal
 - C. Physical Properties of Metals
 - D. Fiberglass Reinforced Plastics
- XII. Blueprint Reading: Structural
Lesson 2-12
 - A. Structural Steel
 - B. Structural Drawings
 - C. Drawing Structural Steel Shapes
 - D. Connectors
 - E. Connections

YEAR 3 – 144 HOURS

- I. Boiler Systems and Components I
Lesson 3-1
 - A. The Boiler
 - B. Fire Tube Boilers
 - C. Water Tube Boilers
 - D. Water Tube Boiler Components
 - E. Fuels and Fuel Burning Systems
- II. Boiler Systems and Components II
Lesson 3-2
 - A. Boiler Circulation
 - B. Shop Assembled Boilers
 - C. Systems for the Pulp and Paper Industry
 - D. By Product Fueled Boilers
 - E. Waste Heat Boilers
- III. Nuclear Power
Lesson 3-3
 - A. The Principles of Nuclear Energy
 - B. Nuclear Fuels
 - C. Nuclear Reactors
 - D. Health Physics and Radiation Protection
- IV. Tanks, Vessels, and other Components
Lesson 3-4
 - A. Field Erected Storage Tanks
 - B. Basic Construction Techniques
 - C. Stacks and Liners
- V. Blueprint Reading: Boilermaker
Lesson 3-5
 - A. Erection Plans
 - B. How Blueprints are Made
- VI. Boiler: Installation
Lesson 3-6
 - A. Field Inspection
 - B. Shop Fabrication
 - C. Site Preparation
 - D. Erecting Structural Steel Supports
 - E. Installing the Steam Drum
 - F. Installing the Upper Headers
 - G. Installing the Down Comers
 - H. Installing Super-heater and Re-heater Modules
 - I. Installing Water Walls
 - J. Installing the Wind-Box
 - K. Installing the Suction Manifold
 - L. Installing the Pre-heater and Economizer
 - M. Installing Ductwork
 - N. Installing Lower Water-Walls
 - O. Additional Construction
 - P. Preparing the Boiler for Testing
 - Q. Cleanliness of Boiler Components
 - R. Hydrostatic Testing
 - S. Installing Insulation and Casing

- VII.** Boiler: Repair and Maintenance
Lesson 3-7
 - A. Repairs
 - B. Alterations
 - C. Fiberglass Reinforced Plastics

- VIII.** Welding and Cutting: Basic
Lesson 3-8
 - A. Weld-able Metals
 - B. The Welding Process
 - C. Oxyfuel Gas Welding
 - D. ARC Welding
 - E. Resistance Welding
 - F. Thermit Welding
 - G. Brazing and Braze Welding
 - H. Soldering
 - I. Electron Beam Welding
 - J. Laser Beam Welding
 - K. Cutting Process
 - L. Welded Joint Design
 - M. Types of Welds
 - N. Welding Position
 - O. Welders and Welding Operators

- IX.** Welding and Cutting: Blueprint
Reading – Lesson 3-9
 - A. Welding Symbols
 - B. Non-preferred Symbols
 - C. Nondestructive Testing Symbols

- X.** Welding and Cutting: Safety
Lesson 3-10
 - A. General Welding and Cutting Safety
 - B. The Welding Environment
 - C. Fire Prevention and Protection
 - D. Tool and Equipment Usage
 - E. Other Safety Considerations
 - F. Safety in Welding and Cutting Processes
 - G. Gases Used in ARC Process
 - H. First Aid

- XI.** Metallurgy: Welding
Lesson 3-11
 - A. Fundamentals of Metallurgy
 - B. Structure Metal
 - C. Metallurgy and Heat Training
 - D. Metallurgy of the Welded Metal
 - E. Welding Stresses, Warpage, Distorting, and Cracks

- XII.** Metallurgy: Weld-ability of Metals
Lesson 3-12
 - A. Classifying a Code Systems for Metals
 - B. Identification of Metals
 - C. Filler Materials
 - D. Welding Characteristics of Metals and Alloys

- YEAR 4 – 144 HOURS**
- I.** ARC Welding: Equipment
Lesson 4-1
 - A. Power Sources
 - B. ARC Welding Consumables

- II.** ARC Welding: Shielded Metal I
Lesson 4-2
 - A. SMAW Procedure
 - B. Weld Joints

- III.** ARC Welding: Shielded Metal II
Lesson 4-3
 - A. Heat Effects in Shielded Metal ARC Welding
 - B. Shielded Metal ARC Welding of Ferrous Metals
 - C. Shielded Metal ARC Welding of Nonferrous Metals
 - D. Troubleshooting when Welding with the SMAW Process

- | | | |
|--------------|--|--|
| IV. | ARC Welding: Gas Tungsten (TIG)
Lesson 4-4 | A. GTAW Welding Techniques
B. Metals and Gas Tungsten ARC Welding |
| V. | ARC Welding: Gas Metal ARC (MIG)
Lesson 4-5 | A. Process Variations-Metal Transfer
B. Gas Metal ARC Welding Equipment
C. Consumable Used GMAW
D. GMAW Process Variables
E. Weld Bead Characteristics
F. Welding Procedures
G. Welding Conditions
H. Mig Weld Defects-Their Causes and How to Correct Them
I. Mig Spot Welding
J. Vapor Shielded ARC Welding |
| VI. | ARC Welding: Other Processes
Lesson 4-6 | A. Submerged ARC Welding
B. Flux Cored ARC Welding
C. Plasma ARC Welding |
| VII. | Cutting Oxyfuel I
Lesson 4-7 | A. Equipment and Supplies
B. Manual Cutting Procedures
C. Cutting and Steel Plate
D. Machine Torch Cutting |
| VIII. | Cutting: Oxyfuel II
Lesson 4-8 | A. Quality of Cutting
B. Miscellaneous Uses of the Oxyfuel Gas Flames
C. Oxyfuel Gas Welding |
| IX. | Cutting: ARC
Lesson 4-9 | A. Air Carbon ARC Cutting (AAC)
B. Carbon ARC Cutting (CAC)
C. Oxygen ARC Cutting (OAC)
D. Plasma ARC Cutting (PAC)
E. Metal Arc Cutting (MAC) |
| X. | Welding: Special Applications and Techniques – Lesson 4-10 | A. Stud Welding
B. Tube and Pipe Welding
C. Field Erection of Pressure Vessels and Boilers
D. Field-Welded Storage Tanks
E. One-Sided Welding
F. Underwater Welding and Cutting
G. Weld Repair and Surfacing |
| XI. | Welding: Design, Testing, and Inspection – Lesson 4-11 | A. The Design of Welded Joints
B. Testing |
| XII. | Welding: Performance Qualifications
Lesson 4-12 | A. Codes and Specifications |

ARTICLE XX

ADDENDUM TO APPRENTICESHIP STANDARDS FOR
Boilermakers, Western States Joint Apprenticeship Committee
Post Office Box 1386, 819 N. Navajo, Units 6&7, Page, AZ 86040

Occupation: Boilermaker (Field Construction and Repair) O'NET Code: **47-2011.00**

Area Covered by Standards: All Counties in California

Approved Statistical Area for Recruitment: All Counties in California, State wide

The above-named Program Sponsor, in accordance with the California Plan for Equal Opportunity in Apprenticeship, declares the following to be its selection procedures.

- I. **Pledge:** The recruitment, selection, employment, and training of apprentices during their apprenticeship shall be without discrimination because of race, color, religion, national origin, or sex. The sponsor will take affirmative action to provide equal opportunity in apprenticeship for both minorities and women and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, Part 30, and equal opportunity regulation of the State of California.

- II. **Dissemination of Information:** Information will be disseminated in our area of jurisdiction to the following Fifty-eight (58) Counties of California.
 - a. U.S. Department of Labor Office of Apprenticeship Training, Employer and Labor Services

907 7th Street, Suite 17-100
San Francisco, CA 94103

 - b. State of California, Department of Industrial Relations, Division of Apprenticeship Standards (DAS)

DAS Office addresses – See **Attachment B (b)** statewide list

 - c. California Employment Development Department (EDD)

EDD Office addresses – See **Attachment B (c)** statewide list

 - d. County Superintendent of Schools

Superintendent Office addresses – See **Attachment B (d)** statewide list

 - e. Community Colleges

Community Colleges addresses – See **Attachment B (e)** statewide list

f. Other Outreach, minority organizations, and women's groups that can be used to recruit and refer applicants to help meet program sponsor's goals and timetables. The apprentice program shall provide a list upon request.

III. **Affirmative Action Program:** We will engage in outreach and positive recruitment activities which will increase minority and women’s participation in our area as follows: See **Attachment C** Affirmative Action Plan

IV. **Written Applications:** Applications will be taken:

Northern California, Boilermakers Local 549, 2191 Piedmont Way, Pittsburg, California 94565

Southern California, Boilermakers Local 92, 2260 Riverside Avenue, Bloomington, California 92316

V. **Selection of Apprentice Applicant:**

Applicants will be selected by Selection Method #2, **See Attachment D** Selection Procedures.

VI. **Goals and Timetables**

Total Population in Area is 33,871,648 as of the 2000 census.

Goal of intake of Females 22.6%

MINORITIES (MEN AND WOMEN)

Ethnic Group	Goals % of Total Active
Black (Not Hispanic)	6.7%
Hispanic	32.4%
Asian & Pacific Islander	8.6%
Filipino	3.2%
American Indian & Alaskan Native	0.8%
TOTAL MINORITIES	51.6%

VII. **Records:** Records will be maintained for five years and kept at:
 Boilermakers Westerns States JAP
 819 N Navajo Drive Units 6&7
 Page, AZ 86040

VIII. **Program sponsor** will submit the annual Self-Assessment Review, and Program Improvement Plan report to the Division of Apprenticeship Standards at such time as requested by the Division.

This addendum to the Standards is submitted for approval of the Chief, Division of Apprenticeship Standards as adopted on March 17, 2020.

Collin Keisling

Type Name of Authorized Representative

Area Coordinator

Title

03/17/2020

Signature

Date

Luisa Martinez

DAS Representative

The foregoing Addendum to the Standards, being in conformity with the rules and regulations of the California Apprenticeship Council, the California Code of Regulations, and applicable Federal Regulations are hereby approved on _____.

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Chief, Division of Apprenticeship Standards

ATTACHMENT B

Dissemination of Information

**FOR THE
BOILERMAKER TRADE**

Attachment B

a. Bureau of Apprenticeship and Training

90-7th Street, Suite 17-100, San Francisco, CA 94103-1516

b. Statewide list for California Division of Apprenticeship Standards

San Francisco District Office

455 Golden Gate Avenue, 9th floor
San Francisco, CA 94102
(415) 703-1128
(415) 703-5427 (fax)

San Jose District Office

100 Paseo de San Antonio, room 125
San Jose, CA 95113
(408) 277-1273
(408) 277-9612 (fax)

Fresno District Office

2550 Mariposa Mall, room 3080
Fresno, CA 93721
(559) 445-5431
(559) 445-6294 (fax)

Sacramento District Office

160 Promenade Circle, Suite 320
Sacramento, CA 95835
(916) 928-6800
(916) 9284745 (fax)

Los Angeles District Office

320 West 4th Street, suite 830
Los Angeles, CA 90013
(213) 576-7750
(213) 576-7758 (fax)

San Diego District Office

7575 Metropolitan Drive, suite 209
San Diego, CA 92123
(619) 767-2045
(619) 767-2047 (fax)

c. Statewide List for California Employment Development Department (EDD)

Alameda	Fremont 39155 Liberty St, B200 Fremont, Ca 94538
	Hayward 24100 Amador Street, 3rd Fl Hayward, CA 94544
	Oakland 1212 Broadway, Ste 100 Oakland, CA 94612
Butte	Oroville One Stop Employment Services 78 Table Mountain Blvd, Oroville, Ca 95965
Calaveras	San Andreas, Job Connection Calaveras 700 Mountain Ranch Rd # A San Andreas, CA 95249
Colusa	Colusa 146 Market Street Colusa, CA 95932
Contra Costa	Concord 4071 Port Chicago Highway #250 Concord, CA 94520
	San Pablo 2300 El Portal Dr., #B San Pablo, CA 94806

	Antioch 4545 Delta Fair Blvd Antioch, CA 94509
El Dorado	Placerville 3047 Briw Rd Placerville, CA 95667
Fresno	Fresno – North 3302 N. Blackstone Ave., Ste.155 Fresno, CA 93726
	Fresno – West 2555 S. Elm Avenue Fresno, CA 93706
	Mendota 720 Oller Street Mendota, CA 93640
	Reedley 1680 E. Manning Avenue Reedley, CA 93654
Humboldt	Eureka 409 K Street Eureka, CA 95501
Imperial	Calexico 301 Heber Avenue Calexico, CA 92231
	El Centro 1550 W. Main Street El Centro, CA 92243
Inyo	Dinuba 400 W. Tulare Ave
Kern	Bakersfield Southeast 1600 East Belle Terrace Bakersfield, CA 93307
	Bakersfield 5121 Stockdale Hwy, Ste 100 Bakersfield, CA 93309
	Delano 1816 Cecil Avenue Delano, CA 93215
	Mojave 2300 Highway 58 Mojave, CA 93501
	Ridgecrest 1400 Norma Street, #105 Ridgecrest, CA 93555
Kings	Hanford 124 N. Irwin Street Hanford, CA 93230
Lake County	Lakeport 55 First Street, Suite E Lakeport, CA 95453
Lassen	Susanville 1616 Chestnut Street Susanville, CA 96130
Los Angeles	Canoga Park 21010 Vanowen Street Canoga Park, CA 91303

	<p>Compton 2909 E. Pacific Commerce Drive Compton, CA 92021</p>
	<p>El Monte 11635 Valley Blvd. El Monte, CA 91732</p>
	<p>Gardena 16801 So. Western Ave., Ste A Gardena, CA 90247</p>
	<p>Glendale 1255 S. Central Avenue Glendale, CA 91204</p>
	<p>Huntington Park 2677 Zoe Avenue, 2nd Fl Huntington Park, CA 90255</p>
	<p>Inglewood 110 South La Brea Ave. # 503 Inglewood, CA 90301</p>
	<p>Lancaster 1420 West Avenue I Lancaster, CA 93534</p>
	<p>Long Beach 3447 Atlantic Avenue Long Beach, CA 90807</p>
	<p>Los Angeles – Crenshaw 5401 So. Crenshaw Blvd Los Angeles, CA 90043</p>
	<p>Los Angeles-East LA Job Service 5301 Whittier Blvd., 3rd Floor Los Angeles, CA 90022</p>
	<p>Los Angeles South/ Compton Job Service 12700 South Avalon Blvd Los Angeles, CA 90061</p>
	<p>Los Angeles 10950 S. Central Ave Los Angeles, CA 90059</p>
	<p>Marina Del Rey/West LA Job Service 13160 Mindanao Way, Suite 105 Marina Del Rey, CA 90292</p>
	<p>Norwalk 12715 S. Pioneer Blvd Norwalk, CA 90650</p>
	<p>Pacoima/Northeast San Fernando Valley One Stop 11623 Glenoaks Boulevard San Fernando, CA 91331</p>
	<p>Pasadena 1207 E. Green Street Pasadena, CA 91106</p>
	<p>Pomona 264 E. Monterey Avenue Pomona, CA 91767</p>
	<p>San Pedro 1851 N. Gaffey St., Suite F San Pedro, CA 90731</p>
	<p>Santa Clarita 26455 Rockwell Canyon Rd, #250</p>

	Santa Clarita, CA 91355
	Torrance 1220 Engracia Avenue Torrance, CA 90501
	Van Nuys 15400 Sherman Way, #140 Van Nuys, CA 91406
	West Covina 933 S. Glendora Avenue West Covina, CA 91790
Madera	Madera 441 E. Yosemite Avenue Madera, CA 93638
Marin	San Rafael - North Bay Job Service 120 North Redwood Drive San Rafael, CA 94903
Mendocino	Fort Bragg 310 E. Redwood Avenue Fort Bragg, CA 95437
	Ukiah 631 South Orchard Avenue Ukiah, CA 95482
Merced	Los Banos 1075 H Street Los Banos, CA 93635
	Merced 1205 West 18 th Street Merced, CA 95340
Monterey	Salinas 730 La Guardia Street Salinas, CA 96161
Nevada	Truckee 10775 Levon Ave, Suite 105 Truckee, CA 96161
Orange	Anaheim 2450 E. Lincoln Ave. Ste 200 Anaheim, CA 92806
	Anaheim One Stop 290 S. Anaheim Blvd., Suite 100 Anaheim, CA 92805
	Irvine-Orange County One Stop Center 125 Technology Drive, # 200 Irvine, CA 92618
	Santa Ana 1000 E. Santa Ana Blvd., #200 Santa Ana, CA 92701
Placer	Roseville 115 Ascot Drive Suite 180 Roseville, CA 95661
Riverside	Blythe 1277 W. Hobson Way Blythe, CA 92225
	Riverside 1325 Spruce Street Riverside, CA 92507
	Hemet 749 North State Street

	Hemet, CA 92543
	Indio 44-199 Monroe Street, Suite B Indio, CA 92201
Sacramento	Sacramento – Midtown 2901 50th Street Sacramento, CA 95817
San Bernardino	San Bernardino 658 East Brier Drive, # 100 San Bernardino, CA 92408
	Rancho Cucamonga 9650 9th Street, Suite A Rancho Cucamonga, CA 91730
	Redlands 12625 Frederick, Suite K-3 Moreno Valley, CA 92553
	Victorville 17310 Bear Valley Rd, # 109 Victorville, CA 92395
San Benito	Hollister 1111 San Felipe Rd, Ste 107 Hollister, CA 95023
San Diego	Chula Vista 1111 Bay Blvd. Suite D Chula Vista, CA 91911
	El Cajon 924 East Main Street El Cajon, CA 92021
	Oceanside 1949 Avenida del Oro, # 106 Oceanside, CA 92056
	San Diego So. Metro 4389 Imperial Avenue San Diego, CA 92113
San Francisco	San Francisco 801 Turk Street San Francisco, CA 94102
San Joaquin	Stockton 56 S Lincoln St Stockton, CA 95203
San Luis Obispo	Santa Maria 1410 S. Broadway, Suite A Santa Maria, CA 93401
	San Luis Obispo 880 Industrial Way San Luis Obispo, CA 93401
San Mateo	San Carlos 550 Quarry Road San Carlos, CA 94070
Santa Barbara	Santa Barbara 130 E. Ortega Street Santa Barbara, CA 93101
Santa Clara	Campbell 2450 S. Bascom Avenue Campbell, CA 95008
	Morgan Hill 17666 Crest Avenue

	Morgan Hill, CA 95037
Santa Cruz	Capitola 2045 40 th Ave., Suite B Capitola, CA 95010
	Watsonville 18 W. Beach Street Watsonville, CA 95076
Shasta	Redding 1325 Pine Street Redding, CA 96001
Solano	Solano 320 Campus Lane Fairfield, CA 94534
	Vallejo North Bay Job Service 1440 Marin Street Vallejo, CA 94590
Sonoma	Santa Rosa 2227 Capricorn Way, #100 Santa Rosa, CA 95407
Stanislaus	Modesto 629 12 th Street Modesto, CA 95354
	Patterson 66 N. El Circulo Avenue Patterson, CA 95363
Tulare	Porterville 1063 W. Henderson Ave. Porterville, CA 93257
	Visalia 4025 W. Noble Avenue, #B Visalia, CA 93277
Tuolumne	Sonora 197 Mono Way, Suite B Sonora, CA 95370
Ventura	Oxnard 635 S. Ventura Road Oxnard, CA 93030
Yolo	West Sacramento 500 Jefferson Blvd, # 110 West Sacramento, CA 95370
	Woodland 25 North Cottonwood Street Woodland, CA 95695
Yuba	Marysville 1114 Yuba Street # 108 Marysville, CA 95901

d. Statewide List for California Community Colleges

Alameda, College of
555 Ralph Appezato Memorial Pkwy
Alameda CA 94501-2109

Allan Hancock College
800 South College Drive
Santa Maria CA 93454-6368

American River College
4700 College Oak Drive
Sacramento CA 95841-4286

Antelope Valley College
3041 West Avenue K
Lancaster CA 93536-5426

Bakersfield College
1801 Panorama Drive
Bakersfield CA 93305-1299

Barstow Community College
2700 Barstow Road
Barstow CA 92311-6699

Berkeley City College
2050 Center Street
Berkeley CA 94704-1205

Butte College
3536 Butte Campus Drive
Oroville CA 95965-8399

Cabrillo College
6500 Soquel Drive
Aptos CA 95003-3119

Canada College
4200 Farm Hill Boulevard
Redwood City CA 94061-1099

Canyons, College of The
26455 Rockwell Canyon Road
Santa Clarita CA 91355-1899

Cerritos College
11110 Alondra Boulevard
Norwalk CA 90650-6269

Cerro Coso Community College
3000 College Heights Boulevard
Ridgecrest CA 93555-9571

Chabot College
25555 Hesperian Blvd PO Box 5001
Hayward CA 94545-5001

Chaffey College
5885 Haven Avenue
Rancho Cucamonga CA 91737

Citrus College
1000 West Foothill Boulevard
Glendora CA 91741-1899

Peralta Community College District
(510) 522-7221
www.alameda.peralta.edu

Allan Hancock Joint Community College District
(805) 922-6966
www.hancockcollege.edu

Los Rios Community College District
(916) 484-8011
www.arc.losrios.edu

Antelope Valley Community College District
(661) 722-6300
www.avc.edu

Kern Community College District
(661) 395-4011
www.bakersfieldcollege.edu

Barstow Community College District
(760) 252-2411
www.barstow.edu

Peralta Community College District
(510) 981-2800
www.Berkeleycitycollege.edu

Butte-Glenn Community College District
(530) 895-2511
www.butte.edu

Cabrillo Community College District
(831) 479-6100
www.cabrillo.edu

San Mateo County Community College District
(650) 306-3100
www.canadacollege.edu

Santa Clarita Community College District
(661) 259-7800
www.canyons.edu

Cerritos Community College District
(562) 860-2451
www.cerritos.edu

Kern Community College District
(760) 384-6100
www.cerrocoso.edu

Chabot-Las Positas Community College District
(510) 723-6600
www.chabotcollege.edu

Chaffey Community College District
(909) 987-1737
www.chaffey.edu

Citrus Community College District
(626) 963-0323
www.citruscollege.edu

Coastline Community College
11460 Warner Avenue
Fountain Valley CA 92708-2597

Coast Community College District
(714) 546-7600
www.coastline.edu

Columbia College
11600 Columbia College Drive
Sonora CA 95370-8518

Yosemite Community College District
(209) 588-5100
www.gocolumbia.edu

Compton Community Educational Center
1111 East Artesia Boulevard
Compton CA 90221-5393

El Camino Community College District
(310) 900-1600
www.compton.edu

Contra Costa College
2600 Mission Bell Drive
San Pablo CA 94806-3195

Contra Costa Community College District
(510) 235-7800
www.contracosta.edu

Copper Mountain College
6162 Rotary Wy (P.O. Box 1398)
Joshua Tree, CA 92252

Copper Mountain Community College District
(760) 366-3791
www.cmccd.edu

Cosumnes River College
8401 Center Parkway
Sacramento CA 95823-5799

Los Rios Community College District
(916) 691-7344
www.crc.losrios.edu

Crafton Hills College
11711 Sand Canyon Road
Yucaipa CA 92399-1799

San Bernardino Community College District
(909) 794-2161
www.craftonhills.edu

Cuesta College
PO Box 8106
San Luis Obispo CA 93403-8106

San Luis Obispo Cnty Community College Dist
(805) 546-3100
www.cuesta.edu

Cuyamaca College
900 Rancho San Diego Parkway
El Cajon CA 92019

Grossmont-Cuyamaca Community College Dist
(619) 660-4000
www.cuyamaca.edu

Cypress College
9200 Valley View Street
Cypress CA 90630-5897

North Orange County Community College Dist
(714) 484-7000
www.cypresscollege.edu

DeAnza College
21250 Stevens Creek Boulevard
Cupertino CA 95014-5797

Foothill-DeAnza Community College District
(408) 864-5678
www.deanza.edu

Desert, College of the
43500 Monterey Avenue
Palm Desert CA 92260-2499

Desert Community College District
(760) 346-8041
www.collegeofthedesert.edu

Diablo Valley College
321 Golf Club Road
Pleasant Hill CA 94523-1544

Contra Costa Community College District
(925) 685-1230
www.dvc.edu

East Los Angeles College
1301 Avenida Cesar Chavez
Monterey Park CA 91754-6099

Los Angeles Community College District
(323) 265 8650
www.elac.edu

El Camino College
16007 Crenshaw Boulevard
Torrance CA 90506-0002

El Camino Community College District
(310) 532-3670
www.elcamino.edu

Evergreen Valley College
3095 Yerba Buena Road
San Jose CA 95135-1598

San Jose-Evergreen Community College Dist
(408) 274-7900
www.evc.edu

Feather River College
570 Golden Eagle Avenue
Quincy CA 95971-9124

Feather River Community College District
(530) 283-0202
www.frc.edu

Folsom Lake College

10 College Parkway
Folsom CA 95630

Foothill College

12345 El Monte Road
Los Altos Hills CA 94022-4599

Fresno City College

1101 E. University Avenue
Fresno CA 93741-0001

Fullerton College

321 East Chapman Avenue
Fullerton CA 92832-2095

Gavilan College

5055 Santa Teresa Blvd
Gilroy CA 95020-9599

Glendale Community College

1500 North Verdugo Road
Glendale CA 91208-2894

Golden West College

15744 Goldenwest Street
Huntington Beach CA 92647 0592

Grossmont College

8800 Grossmont College Drive
El Cajon CA 92020-1799

Hartnell College

156 Homestead Avenue
Salinas CA 93901-1697

Imperial Valley College

380 East Aten Road
Imperial CA 92251-9787

Irvine Valley College

5500 Irvine Center Drive
Irvine CA 92618

Lake Tahoe Community College

1 College Drive
So. Lake Tahoe CA 96150-4524

Laney College

900 Fallon Street
Oakland CA 94607-4893

Las Positas College

3033 Collier Canyon Road
Livermore CA 94550-7650

Lassen College

3000 Campus Hill Drive
Livermore, CA 94551

Long Beach City College

4901 East Carson Street
Long Beach CA 90808-1706

Los Angeles City College

855 North Vermont Avenue
Los Angeles CA 90029-3590

Los Rios Community College District

(916) 608-6500
www.flc.losrios.edu

Foothill-DeAnza Community College District

(650) 949-7777
www.foothill.edu

State Center Community College District

(559) 442-4600
www.fresnocitycollege.edu

North Orange County Community College Dist

(714) 992-7000
www.fullcoll.edu

Gavilan Community College District

(408) 847-1400
www.gavilan.edu

Glendale Community College District

(818) 240-1000
www.glendale.edu

Coast Community College District

(714) 892-7711
www.goldenwestcollege.edu

Grossmont-Cuyamaca Community College Dist

(619) 644-7000
www.grossmont.edu

Hartnell Community College District

(831) 755-6700
www.hartnell.edu

Imperial Community College District

(760) 352-8320
www.imperial.edu

South Orange County Community College Dist

(949) 451-5100
www.ivc.edu

Lake Tahoe Community College District

(530) 541-4660
www.ltcc.edu

Peralta Community College District

(510) 834-5740
www.laney.peralta.edu

Chabot-Las Positas Community College District

(925) 424-1000
www.laspositascollege.edu

Lassen Community College District

(530) 257-6181
www.lassencollege.edu

Long Beach Community College District

(562) 938-4353
www.lbcc.edu

Los Angeles Community College District

(323) 953-4000
www.lacitycollege.edu

Los Angeles Harbor College
1111 Figueroa Place
Wilmington CA 90744-2397

Los Angeles Community College District
(310) 233-4000
www.lahc.edu

Los Angeles Mission College
13356 Eldridge Avenue
Sylmar CA 91342-3200

Los Angeles Community College District
(818) 364-7600
www.lamission.edu

Los Angeles Pierce College
6201 Winnetka Avenue
Woodland Hills CA 91371-0001

Los Angeles Community College District
(818) 719-6401
www.piercecollege.edu

Los Angeles Southwest College
1600 West Imperial Highway
Los Angeles CA 90047-4899

Los Angeles Community College District
(323) 241-5225
www.lasc.edu

Los Angeles Trade-Tech College
400 West Washington Boulevard
Los Angeles CA 90015-4108

Los Angeles Community College District
(213) 763-7000
www.lattc.edu

Los Angeles Valley College
5800 Fulton Avenue
Van Nuys CA 91401-4096

Los Angeles Community College District
(818) 947-2600
www.lavc.edu

Los Medanos College
2700 East Leland Road
Pittsburg 94565 5197

Contra Costa Community College District
(925) 439-2181
www.losmedanos.edu

Marin, College of
835 College Avenue
Kentfield CA 94904-2590

Marin Community College District
(415) 457-8811
www.marin.edu

Mendocino College
1000 Hensley Creek Rd.
Ukiah CA 95482-0300

Mendocino-Lake Community College District
(707) 468 -3000
www.mendocino.cc.ca.us

Merced College
3600 M Street
Merced CA 95348-2898

Merced Community College District
(209) 384-6000
www.mccd.edu

Merritt College
12500 Campus Drive
Oakland CA 94619-3196

Peralta Community College District
(510) 531-4911
www.merritt.edu

MiraCosta College
1 Barnard Drive
Oceanside CA 92056-3899

MiraCosta Community College District
(760) 757-2121
www.miracosta.edu

Mission College
3000 Mission College Boulevard
Santa Clara CA 95054-1897

West Valley-Mission Community College Dist
(408) 988-2200
www.missioncollege.org

Modesto Junior College
435 College Avenue
Modesto CA 95350-5800

Yosemite Community College District
(209) 575-6550
www.mjc.edu

Monterey Peninsula College
980 Fremont Street
Monterey CA 93940-4799

Monterey Peninsula Community College District
(831) 646-4000
www.mpc.edu

Moorpark College
7075 Campus Road
Moorpark CA 93201-1695

Ventura County Community College District
(805) 378-1400
www.moorparkcollege.edu

Mt. San Antonio College
1100 North Grand Avenue
Walnut CA 91789-1399

Mt. San Antonio Community College District
(909) 594-5611
www.mtsac.edu

Mt. San Jacinto College
1499 North State Street
San Jacinto CA 92583-2399

Mt. San Jacinto Community College District
(951) 487-6752
www.msjc.edu

Napa Valley College
2277 Napa Vallejo Highway
Napa CA 94558-6236

Napa Valley Community College District
(707) 253-3000
www.napavalley.edu

Ohlone College
43600 Mission Boulevard
Fremont CA 94539-0911

Ohlone Community College District
(510) 659-6000
www.ohlone.edu

Orange Coast College
2701 Fairview Road PO Box 5005
Costa Mesa CA 92628-5005

Coast Community College District
(714) 432-0202
www.orangecoastcollege.edu

Oxnard College
4000 South Rose Avenue
Oxnard CA 93033-6699

Ventura County Community College District
(805) 986-5800
www.oxnardcollege.edu

Palo Verde College
One College Drive
Blythe CA 92225-1118

Palo Verde Community College District
(760) 921-5500
www.paloverde.edu

Palomar College
1140 West Mission Road
San Marcos CA 92069-1487

Palomar Community College District
(760) 744-1150
www.palomar.edu

Pasadena City College
1570 East Colorado Boulevard
Pasadena CA 91106-2003

Pasadena Area Community College Dist
(626) 585-7123
www.pasadena.edu

Porterville College
100 East College Avenue
Porterville CA 93257-5901

Kern Community College District
(559) 791-2200
www.portervillecollege.edu

Redwoods, College of the
7351 Tompkins Hill Road
Eureka CA 95501-9301

Redwoods Community College District
(707) 476-4100
www.redwoods.edu

Reedley College
995 N. Reed Avenue
Reedley CA 93654-2099

State Center Community College District
(559) 638-3641
www.reedleycollege.edu

Rio Hondo College
3600 Workman Mill Road
Whittier CA 90601-1699

Rio Hondo Community College District
(562) 692-0921
www.riohondo.edu

Riverside Community College
4800 Magnolia Avenue
Riverside CA 92506-1293

Riverside Community College District
(915) 222-8000
www.rcc.edu

Sacramento City College
3835 Freeport Boulevard
Sacramento CA 95822-1386

Los Rios Community College District
(916) 558-2111
www.scc.losrios.edu

Saddleback College
28000 Marguerite Parkway
Mission Viejo CA 92692-3699

South Orange County Community College Dist
(949) 582 4500
www.saddleback.edu

San Bernardino Valley College
701 S. Mt. Vernon Avenue
San Bernardino CA 92410-2798

San Bernardino Community College District
(909) 384-4400
www.valleycollege.edu

San Diego City College
1313 Park Blvd
San Diego CA 92101-4787

San Diego Community College District
(619) 388-3400
www.sdcity.edu

San Diego Centers for Education and Technology 4343 Ocean View Boulevard San Diego CA 92113-1998	San Diego Community College District (619) 388-3400 www.sandiegocet.net
San Diego Mesa College 7250 Mesa College Drive San Diego CA 92111-4996	San Diego Community College District (619) 388-2600 www.sdmesa.edu
San Diego Miramar College 10440 Black Mountain Road San Diego CA 92126-2999	San Diego Community College District (858) 536-7800 www.s
San Francisco, City College of 50 Phelan Avenue, E200 San Francisco CA 94112-1898	San Francisco Community College District (415) 239-3000 www.ccsf.edu
San Joaquin Delta College 5151 Pacific Avenue Stockton CA 95207-6370	San Joaquin Delta Community College District (209) 954-5018 www.deltacollege.edu
San Jose City College 2100 Moorpark Avenue San Jose CA 95128-2799	San Jose-Evergreen Community College Dist (408) 298-2181 www.sjcc.edu
San Mateo, College of 1700 West Hillsdale Boulevard San Mateo CA 94402-3784	San Mateo County Community College District (650) 574-6161 www.collegeofsanmateo.edu
Santa Ana College 1530 W. 17th Street Santa Ana CA 92706-3398	Rancho Santiago Community College District (714) 564-6000 www.sac.edu
Santa Barbara City College 721 Cliff Drive Santa Barbara CA 93109-2394	Santa Barbara Community College District (805) 965-0581 www.sbcc.edu
Santa Monica College 1900 Pico Boulevard Santa Monica CA 90405-1628	Santa Monica Community College District (310) 434-4000 www.smc.edu
Santa Rosa Junior College 1501 Mendocino Avenue Santa Rosa CA 95401-4395	Sonoma County Community College District (707) 527-4011 www.santarosa.edu
Santiago Canyon College 8045 E. Chapman Avenue Orange, CA 92869-4512	Rancho Santiago Community College District (714) 628-4900 www.sccollege.edu
Sequoias, College of the 915 South Mooney Boulevard Visalia CA 93277-2234	Sequoias Community College District (559) 730-3700 www.cos.edu
Shasta College 11555 Old Oregon Trail Redding CA 96003	Shasta-Tehama-Trinity Joint Community College Dist (530) 242-7500 www.shastacollege.edu
Sierra College 5000 Rocklin Road Rocklin CA 95677-3397	Sierra Joint Community College District (916) 781-0430 www.sierracollege.edu
Siskiyou, College of the 800 College Avenue Weed CA 96094-2899	Siskiyou Joint Community College District (530) 938-5555 www.siskiyou.edu
Skyline College 3300 College Drive San Bruno CA 94066-1662	San Mateo County Community College District (650) 738-4100 www.skylinecollege.edu

Solano Community College
4000 Suisun Valley Road
Fairfield, CA 94534-3197

Solano County Community College District
(707) 864-7000
www.solano.edu

Southwestern College
900 Otay Lakes Road
Chula Vista CA 91910-7299

Southwestern Community College District
(619) 421-6700
www.swccd.edu

Taft College
29 Emmons Park Drive
Taft CA 93268-4217

West Kern Community College District
(661) 763-7700
www.taftcollege.edu

Ventura College
4667 Telegraph Road
Ventura CA 93003-3899

Ventura County Community College District
(805) 654-6400
www.venturacollege.edu

Victor Valley College
18422 Bear Valley Road
Victorville CA 92392-5849

Victor Valley Community College District
(760) 245-4271
www.vvc.edu

West Hills College
300 Cherry Lane
Coalinga CA 93210-1399

West Hills Community College District
(559) 934-2000
www.westhillscollege.com

West Los Angeles College
9000 Overland Avenue
Culver City CA 90230

Los Angeles Community College District
(310) 287-4200
www.wlac.edu

West Valley College
14000 Fruitvale Avenue
Saratoga CA 95070-5699

West Valley-Mission Community College District
(408) 867-2200
www.westvalley.edu

Yuba College
2088 North Beale Road
Marysville CA 95901-7699

Yuba Community College District
(530) 741-6700
www.yccd.edu

e. Statewide list for California County Superintendent of Schools

Alameda Co:	313 W. Winton Ave. Hayward, CA 94544-1136
Alpine Co:	43 Hawkside Dr., Markleeville, CA 96120-9522
Amador Co:	217 Rex Ave. Ste. 7 Jackson, CA 95642-2020
Butte Co:	1859 Bird St. Oroville, CA 95965-4854
Calaveras Co:	185 S. Main St. Angels Camp, CA 95221-0760
Colusa Co:	146 Seventh St. Colusa, CA 95932-2432
Contra Costa Co:	77 Santa Barbara Rd. Pleasant Hill, CA 94523-4201
Del Norte Co:	301 W. Washington Blvd. Crescent City, CA 95531
El Dorado Co:	6767 Green Valley Rd. Placerville, CA 95667-8984
Fresno Co:	1111 Van Ness Ave. Fresno, CA 93721-2002
Glenn Co:	311 S. Villa Ave. Willows, CA 95988-2739
Humboldt Co:	901 Myrtle Ave. Eureka, CA 95501-1219
Imperial Co:	1398 Sperber Rd. El Centro, CA 92243-9621
Inyo Co:	555 S. Clay St. Independence, CA 93526-0607
Kern Co:	1300 17th St. Bakersfield, CA 93301-4504
Kings Co:	1144 W. Lacey Blvd. Hanford, CA 93230-4334
Lake Co:	1152 S. Main St. Lakeport, CA 95453-5517
Lassen Co:	472-013 Johnstonville Rd. North Susanville, CA 96130

Los Angeles Co:	9300 Imperial Hwy. Downey, CA 90242-2813
Madera Co:	1105 S. Madera Ave, CA 93637-4905
Marin Co:	PO Box 4925, San Rafael, CA 94913-4925
Mariposa Co:	PO Box 8, Mariposa, CA 95338
Mendocino Co:	2240 Old River Rd. Ukiah, CA 95482-7074
Merced Co:	632 W. 13 th St. Merced, CA 95341
Modoc Co:	139 Henderson St. Alturas, CA 96101-3921
Mono Co:	PO Box 130, Mammoth Lakes, CA 93546
Monterey Co:	901 Blanco Cr. Salinas, CA 93912-0851
Napa Co:	2121 Imola Ave. Napa, CA 94559-3625
Nevada Co:	112 Nevada City Hwy. Nevada City, CA 95959-3117
Orange Co:	200 Kalmus Dr. Costa Mesa, CA 92628-9050
Placer Co:	360 Nevada St. Auburn, CA 95603-3720
Plumas Co:	50 Church St., Ste. B Quincy, CA 95971-6009
Riverside Co:	3939 13 th St. Riverside, CA 92501
Sacramento Co:	10474 Mather Blvd. Sacramento, CA 95826
San Benito Co:	460 Fifth St. Hollister, CA 95023-3841
San Bernardino Co:	601 N. E St. San Bernardino, CA 92410-3093
San Diego Co:	6401 Linda Vista Rd. San Diego, CA 92111-7319
San Francisco Co:	555 Franklin St. San Francisco, CA 94102-5207
San Joaquin Co:	PO Box 213030, Stockton, CA 95213-9030
San Luis Obispo Co:	3350 Education Dr. San Luis Obispo, CA 93405
San Mateo Co:	101 Twin Dolphin Dr. Redwood City, CA 94065-1064
Santa Barbara Co:	4400 Cathedral Oaks Rd. Santa Barbara, CA 93160
Santa Clara Co:	1290 Ridder Park Dr MC 201, San Jose, CA 95131-2304
Santa Cruz Co:	400 Encinal St., Santa Cruz, CA 95060
Shasta Co:	1644 Magnolia Ave. Redding, CA 96001-1513
Sierra Co:	109 Beckwith Rd, Loyalton CA 96118
Siskiyou Co:	609 S. Gold St. Yreka, CA 96097-3110
Solano Co:	5101 Business Center Dr. Fairfield, CA 94534
Sonoma Co:	5340 Skylane Blvd. Santa Rosa, CA 95403-1082
Stanislaus Co:	1100 H St. Modesto, CA 95354
Sutter Co:	970 Klamath Ln. Yuba City, CA 95993
Tehama Co:	PO Box 689, Red Bluff, CA 96080-0689
Trinity Co:	201 Memorial Dr. Weaverville, CA 96093-1256
Tulare Co:	PO Box 5091, Visalia, CA 93278-5091
Tuolumne Co:	175 S. Fairview Ln. Sonora, CA 95370-4809
Ventura Co:	5189 Verdugo Way Camarillo, CA 93012-8603
Yolo Co:	1280 Santa Anita Ct., #100 Woodland, CA 95776-6127
Yuba Co:	935 14 th St. Marysville, CA 95901-4149

Attachment C

AFFIRMATIVE ACTION PLAN

ADOPTED BY

**WESTERN STATES
AREA JOINT APPRNTICESHIP COMMITTEE**

**AS REQUIRED UNDER TITLE 29, CODE OF FEDERAL
REGULATIONS, PART 30
AMENDED MAY 12, 1978 (OR SITE STATE LAWS/REGULATIONS)**

Division of Apprenticeship Standards
APPROVED BY: _____
REGISTRATION AGENCY

DATE APPROVED: _____

SECTION I – PREAMBLE

In order to conform with Title 29, Code of Federal Regulations (CFR) Part 30 – Equal Employment Opportunity in Apprenticeship, the Area Joint Apprenticeship Committee, hereby adopts the following nondiscriminatory pledge and Affirmative Action Plan. The Area Joint Apprenticeship Committee enters into this Plan with good faith for the purpose of promoting equality of opportunity into its registered apprenticeship program.

This Plan is a supplement to the Apprenticeship Standards. It may be amended at a later date as experience dictates. Any changes/revisions made by the Area Joint Apprenticeship Committee shall first be reviewed and approved by the National Joint Apprenticeship Board before they are submitted to the Registration Agency for approval.

SECTION II – EQUAL OPPORTUNITY PLEDGE

In compliance with Section 30.3(b) of Title 29, CFR Part 30, as amended May 12, 1978, the Area Joint Apprenticeship Committee commits to the following Equal Opportunity Pledge:

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

SECTION III – AFFIRMATIVE ACTION PLAN

In order to allow positive recruitment and full utilization of minorities and women in the apprenticeship program, the Area Joint Apprenticeship Committee pledges to the procedures and methods covered in Section IV. Affirmative Action also includes an analysis of the workforce in the areas in which this Plan operates at the time the Plan is executed. The purpose of the analysis is to determine the minority and female labor force in each Local area as provided by (State Labor Market Analysis Division). Once the labor force is determined, the Area Joint Apprenticeship Committee can determine if deficiencies exist in terms of underutilization of minorities and/or women in the Boilermaker trade. If underutilization exists, the Area Joint Apprenticeship Committee will attach goals and timetables (Workforce Analysis Form Attached) for the selection of minority and/or females (minority and nonminority) applicants into the apprenticeship program by **local area committee**.

SECTION IV – OUTREACH AND POSITIVE RECRUITMENT

The Area Joint Apprenticeship Committee pledges to engage in various outreach and positive recruitment activities by employing the following approach:

The Area Joint Apprenticeship Committee AAP includes the following “checked” outreach and positive recruitment efforts that would reasonably be expected to increase minority and women’s participation in apprenticeship by expanding the opportunity of minorities and women to become eligible for apprenticeship selection. **Once those efforts have been checked, the Area Joint Apprenticeship Committee will set forth the specific steps they intend to take under each identified effort.**

The Area Joint Apprenticeship Committee will identify **a significant number of activities** in order to enable it to meet its obligation under Title 29, CFR Part 30.4(c).

The Area Coordinator will be responsible for disseminating an announcement of apprenticeship openings semi-annually to the following agencies/organizations located in the area covered by the program:

- Registration Agency
- Community organizations in the geographic area from which the work force is normally drawn for the available work
- Job Corps Centers in the area
- Local School Districts in the geographic area from which the work force is normally drawn for the available work

- One Stop Centers (Employment Service Offices) in the geographic area from which the work force is normally drawn for the available work
- Press Releases and/or advertisements in newspapers and news media circulated in the minority and women's communities
- BNAP WEB Site
- Helmets to Hardhats WEB Site

The announcement shall include the nature of the Boilermakers Apprenticeship Program, the availability of apprenticeship opportunities, the sources for apprenticeship applications, the minimum qualifications required, required documentation, if applicable, and the equal opportunity policy of the Area Joint Apprenticeship Committee.

Applications will be accepted year round, but no less than once a month.

The Area Coordinator, Area Committee members, and Local Committee will also undertake positive recruitment activities, which include:

- Assist guidance counselors at local schools in career counseling to encourage interest in the Boilermaker Apprenticeship Program
- Actively participate in workshops conducted by employment service agencies (one-stop centers) for the purpose of familiarizing school employment service and other appropriate personnel about the Boilermakers Apprenticeship Program and the opportunities
- Cooperate with school boards and vocational education systems to develop programs for preparing students to meet the minimum requirements for entry in the Boilermaker Apprenticeship Program
- Seek the voluntary participation of both women and minority apprentices and journey workers in recruitment efforts undertaken by the Area Coordinator
- Internally communicate the sponsor's equal opportunity policy in order to foster understanding, acceptance, and support among supervisors and employees in order to aid the Area Joint Apprenticeship Committee in meeting its positive recruitment obligations
- Participate in community programs for the positive recruitment and preparation of potential minority and female applicants for apprenticeship
- Utilize journey workers to assist in the implementation of sponsor's affirmative action program

SECTION V – ANNUAL REVIEW OF AFFIRMATIVE ACTION PLAN

The Area Joint Apprenticeship Committee shall review its affirmative action plan, including goals and timetable for **each local area**, annually and make appropriate changes to the extent necessary to obtain maximum effectiveness.

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

SECTION VI – OFFICIAL ADOPTION

This Affirmative Action Plan is officially adopted by the Western States Area Joint Apprenticeship Committee.

Signature – Chairperson

03/17/20

Date

Ed McWhorter

Typed/Printed Name

Signature – Secretary

03/17/20

Date

Tom Baca

Typed/Printed Name

REGISTERED BY THE REGISTRATION AGENCY:

Signature

Date

Typed/Printed Name

AFIRMATIVE ACTION PLAN
ANALYSIS WORKSHEET

Occupational Title: _____ RAIS Code: _____

Sponsor: _____

Address: _____ O*NET-SOC Code: _____

City: _____ State: _____ Zip: _____

Phone: _____ Type of selection method used: _____

Labor Market Area: _____

LABOR MARKET AREA DATA

Total Labor Force in Labor Market Area: _____

Number of Women: _____ (%) of Labor Force

Number of Minority: _____ (%) of Labor Force

Working Age Population in Labor Market Area: _____

Number of Women: _____ (%) of working age population

Number of Minority: _____ (%) of working age population

The General Availability of Minorities and Women with the Present or Potential Capacity for Apprenticeship.

Number of Women: _____

Number of Minority: _____

SPONSOR'S WORKFORCE DATA

Journeyworkers: _____

Number of Women: _____ (%) of Journeyworkers

Number of Minority: _____ (%) of Journeyworkers

Apprentices: _____

Number of Women: _____ (%) of Apprentices

Number of Minority: _____ (%) of Apprentices

DETERMINATION OF UTILIZATION

Minority Underutilization: Yes _____ No _____

Female Underutilization: Yes _____ No _____

(Note: all factors need not be weighted equally.)

SPONSOR'S GOALS:

The sponsor agrees to make good faith efforts to attain the goal of selecting % minorities and % women during the next year or hiring period. These goals shall not be used to discriminate against any qualified applicant on the basis of race, color, religion, national origin or sex.

Estimated Number of new apprentices to be hired next year:

Sponsor's Signature

Approved by Agency

Title

Title

Date

Date

Attachment D

QUALIFICATIONS AND SELECTION PROCEDURES

ADOPTED BY

WESTERN STATES AREA JOINT APPRENTICESHIP COMMITTEE

Division of Apprenticeship Standards

APPROVED BY: _____
REGISTRATION AGENCY

DATE APPROVED: _____

The certification of this selection procedure is not a determination that, when implemented, it meets the requirements of the Uniform Guidelines on Employee Selection Procedures (41 CFR, part 60-3) or 29 CFR part 30. Note that selection procedures may need to be modified to provide reasonable accommodations to qualified individuals with disabilities.

SECTION I. - MINIMUM QUALIFICATIONS

Applicants will meet the following minimum qualifications:

A. Age

All applicants shall be at least eighteen (18) years of age. Applicants are required to submit reliable proof of age. This is in Section III

B. Education

A high school diploma or GED equivalency is required. Applicant must provide an official transcript(s) for high school and post high school education and training. All GED records must be submitted if applicable.

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

C. Physical

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

Applicants may be subject to a physical agility test, fitness test, or screen for the current illegal use of drugs or both on acceptance into the program and prior to being employed. The first screening for current illegal use of drugs will be paid for by the Apprenticeship Program, however if the applicant tests positive then he/she will be responsible to pay for the following test.

D. Reliable Transportation

Upon application to the Program, an applicant must demonstrate that he/she has access to reliable transportation. For purposes of this requirement, the term reliable transportation shall mean any form of transportation that permits the apprentice to attend work and any required classroom instruction held in the geographic jurisdiction of the program.

E. Other

Applicants that have welding experience and/or welding training and/or 1500+ hours' prior Boilermaker work experience will have priority selection over those with no welding qualifications, training, or work experience. Applicants must provide copies of proof of welding qualifications and/or training and/or work experience [Qualifications, Certifications, Welding Diploma, Work Hours, etc.] when making application or any time after application is accepted.

READMITTED APPRENTICES: If an apprentice is cancelled, the cancelled apprentice may reapply using the regular application process a maximum of one time only. If an apprentice is cancelled after their probationary period and uses the one time readmitted application process they must include a letter of recommendation from a Union Representative or Contractor Representative.

SECTION II. - APPLICATION PROCEDURES

- A. Applications shall be accepted year round but issued at least once a month at the local level by a Local representative.
- B. All applications shall be identical in form and requirements. The application form shall be numbered in sequence corresponding with the number appearing on the applicant log so that all applications can be accounted for. Columns will be provided on the applicant log to show race/ethnic and gender identification and the progress by dates and final disposition of each application.
- C. Before completing the application, each applicant will be required to read the Apprenticeship Standards and will be informed of the basic qualifications and documents needed to complete the application.
- D. Receipt of the properly completed application form, along with required supporting documents, (proof of age, birth certificate or other acceptable documentation; copy of high school diploma, GED Certificate or other acceptable documentation), by the Western States Apprenticeship office shall constitute the completed application. Applications not returned within 60 days of the issue date will be considered invalid and the individual will have to reapply.
- E. The Area Apprenticeship office will review the applications received from applicants, checking for completeness and notifying applicant of accepted completed application. Applicants deficient in one or more qualifications or requirements will be notified in writing by the Area Apprenticeship office of their disqualification. The applicant will also be notified of what is required for the application to be accepted. No further processing of the application will be taken.
- F. The Applicant Log will be forwarded to the Area Coordinator who will account for all applications received by logging them onto the Applicant Log.

SECTION III. - SELECTION PROCEDURES

- A. The Area JAC will utilize referrals from the Helmets to Hardhats Program. Veterans who meet the requirements for entry into the Helmets to Hardhats Program will be eligible for referral to the AJAC upon verification from the Helmets to Hardhats Program that the veteran(s) has a transferable skill in an apprenticeship occupation. Referrals from the Helmets to Hardhat Program will be done pursuant to the procedures established by the Helmets to Hardhats Program. Supervision of the selection process shall be done by the Helmets to Hardhat Program. Entry of veterans into the Program will be done without regard to race, color, religion, national origin, or sex.

- B. The Area Joint Apprenticeship Committee will select applicants using the Random Selection from Pool of Eligible Applicants method.
- C. The random selection process shall be done electronically. The tracking software utilized by the apprenticeship program will randomly issue a draw number for each application based on the applicants' applicable group/pool.
- D. The place of the selection shall be open to all applicants and the public. The names of the apprentices drawn by this method shall be posted immediately following the selection at the Area Joint Apprenticeship Committee's and Local Office place of business.
- E. The Area Coordinator will send the applicants a letter informing them of their placement on the Random Selection Applicant Roster.
- F. The Area Coordinator will provide the Local Committee with the final Applicant Roster based on the outcome of the random selection process.
- G. As openings for the registration of new apprentices occur, applicants will be notified of selection for indenturement by certified mail. It shall be the responsibility of the applicant to keep the Local Area Committee and Area Apprenticeship office informed of their current mailing address and phone number.
- H. Only one certified notice will be mailed. If the applicant does not show up to the indenturement on the date and time indicated on the certified notice, the applicant's name will be removed from the list.
- I. Qualified applicants remaining on a preceding eligibility pool will automatically be carried forward on the new eligibility pool and placed above those from the current pool of eligibles for a period of two (2) years, unless the applicant has been removed from the list by their own written request or following failure to respond to an apprentice opening. Applicants who were not placed during two (2) year period they were in the eligibility pool will be required to reapply.
- J. Duplicate copies of the original documents must be submitted as they will be kept by the Area Apprenticeship Committee.

Selection of apprentices under this program is made on the basis of qualifications alone, as set forth in the approved selection procedures of the Boilermakers National Joint Apprenticeship Board for the Boilermaker Trade. All applications are afforded equal opportunity without regard to race, religion, color, sex, national origin, age or disability.

- K. Applicants will pass a screen for the current illegal use of drugs on acceptance into the program within forty-eight (48) hours after signing the apprenticeship agreement and prior to being employed. Applicants shall be subject to subsequent tests for drug/alcohol use on an annual, random, reasonable suspicion, and per cause basis thereafter.

SECTION IV. – COMPLAINT PROCEDURE

It is against the law for a sponsor of an apprenticeship program registered for Federal purposes to discriminate against an apprenticeship applicant or apprentice based on race, color, religion, national origin, sex, sexual orientation, age (40 years or older), genetic information, or disability. The sponsor must ensure equal opportunity with regard to all terms, conditions, and privileges associated with apprenticeship. If you think that you have been subjected to discrimination, you may file a complaint within 300 days from the date of the alleged discrimination or failure to follow the equal opportunity standards with the U.S. Department of Labor, Office of Apprenticeship or State Apprenticeship Agency: **Alaska:** 605 W. 4th Avenue, Room G-30, Anchorage, AK 99501, Tel: (907) 271-5035, E-Mail: Hakala.John@dol.gov, Attn: John Hakala; **Arizona:** 1789 West Jefferson Street, P.O Box 6123, Phoenix, AZ 85007, Tel: (602) 542-5641, E-Mail: WHiggins@AZDES.Gov, Attn: William (Willie) Higgins; **California:** 801 I Street, Room 202, Sacramento, CA 95814, Tel: (916) 414-2389 E-Mail: Davis.Richard@dol.gov, Attn: Richard Davis; **Colorado:** 721 19th Street, Room 465, Denver, CO 80202-2517, Tel: (303) 844-6362, E-Mail: Mclain.Cynthia@dol.gov, Attn: Cynthia Mclain; **Hawaii:** 830 Punchbowl Street - Room 329, Honolulu, HI 96813, Tel: (808) 586-8877, E-Mail: EYoung@dliir.state.hi.us, Attn: Elaine Young; **Idaho:** 1387 S. Vinnell Way #110, Boise, ID 83706, Tel: (208) 321-2972, E-Mail: Kober.William@dol.gov, Attn: William Kober; **Montana:** P.O. Box 1728, Helena, MT 59624-1728, Tel: (406) 444-3556, E-Mail: DHolzer@mt.gov, Attn: Darrell Holzer; **Nevada:** 675 Fairview Drive, Suite 226, Carson City, NV 89701, Tel: (775) 687-4850, E-Mail: schambers@laborcommissioner.com, Attn: Shannon Chambers; **New Mexico:** 401 Broadway NE, Albuquerque, NM 87102, Tel: (505) 841-8077, E-Mail: Katrina.Vigil@state.nm.us, Attn: Katrina Vigil; **Oregon:** 800 N.E. Oregon Street, Suite 1045, Portland, OR 97232, Tel: (971) 673-0760, E-Mail: Steve.Simms@state.or.us, Attn: Stephen Simms; **Utah:** 125 State Street, Room 2412, Salt Lake City, UT 84138, Tel: (801) 524-5451, E-Mail: Couse.Robert@dol.gov, Attn: Robert “Bob” Couse; **Washington:** P.O. Box 44530, Olympia, WA 98504-4530, Tel: (360) 902-5320, E-Mail: rojo235@lni.wa.gov, Attn: Jody Robbins; **Wyoming:** 308 West 21st Street, Room 205, Cheyenne, WY 82001-3637, Tel: (307) 772-2448, E-Mail: Broad.Michael@dol.gov, Attn: Michael Ann Broad. You may also be able to file complaints directly with the EEOC, or State fair employment practices agency. If those offices have jurisdiction over the sponsor/employer, their contact information is listed below.

U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (TTY number for individuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at www.eeoc.gov. **Alaska:** Alaska State Commission for Human Rights, 800 "A" Street, Suite 204, Anchorage, Ak 99501, Toll-Free Complaint Hot Line (in-state only): (800) 478-4692, TTY/TDD (Anchorage Area): (907) 276-3177, Phone (Anchorage Area): (907) 274-4692, TTY/TDD Toll-Free Complaint Hot Line (in-state only): (800) 478-3177, Website: <https://humanrights.alaska.gov>; **Arizona:** Arizona State Attorney General, Civil Rights Division, 1275 West Washington Street, Phoenix, AZ 85007-2926, Tel: (602) 542-5263 - TDD (602) 542-5002 or (877) 491-574 - TDD (877) 624-8090, Fax: (602) 542-8885, Website: www.attorney-general.state.az.us/civil_rights; **California:** California Department of Fair Employment and Housing - Elk Grove, 2218

Kausen Drive, Suite 100, Elk Grove, CA 95758, (800) 884-1684, Videophone (916) 226-5285, TDD (800) 700-2320, Website: <http://dfeh.ca.gov/Offices.htm>; **Colorado:** Colorado Civil Rights Division, 1560 Broadway Suite 1050, Denver, CO 80202, Tel: (303) 894-2997 or 800-262-4845, Hotline Español: 720-432-4294, Email: CCRD@dora.state.co.us, Website: www.dora.state.co.us/civil-rights; **Hawaii:** Hawaii Civil Rights Commission, 830 Punchbowl St. Room 411, Honolulu, HI 96813, Tel: (808) 586-8636, TDD/TTY: (908) 586-8692, Neighbor Islands, call toll free: Kaua'i: 274-3141, Ext. 6-8636#, Maui: 984-2400, Ext 6-8636#, Hawai'i: 974-4000, Ext. 6-8636#, Lana'I & Moloka'i: 1-800-468-4644, Ext. 6-8636#, Email: DLIR.HCRC.INFOR@hawaii.gov, Website: <http://labor.hawaii.gov/hcrc>; **Idaho:** Idaho Human Rights Commission, 317 West Main Street, 2nd Floor, Boise, ID 83735-0660, (208) 334-2873, (208) 334-2664 (Fax), (888) 249-7025 (Toll Free), Dial 711 for Idaho Relay Services, Email: Inquiry@ihrc.idaho.gov, Website: humanrights.idaho.gov; **Montana:** Montana Human Rights Bureau, P.O. Box 1728, Helena, MT 59624, (406) 444-4356 or 1-800-542-0807, Fax: (406) 444-4140, Telephone Relay Service: 711, Website: <http://erd.dli.mt.gov/human-rights>; **Nevada:** Nevada Equal Rights Commission, Equal Rights Commission Las Vegas, 1820 East Sahara Avenue, Suite 314, Las Vegas, NV 89104 Tel: (702) 486-7161, Fax: (702) 486-7054; Equal Rights Commission Northern Nevada, 1325 Corporate Blvd., Room 115, Reno, NV 89502, Tel: (775) 823-6690, Fax: (775) 688-1292, Website: <http://detr.state.nv.us/nerc.htm>; **New Mexico:** Human Rights Bureau, 1596 Pacheco Street, Santa Fe, NM 87505, Office: (505)827-6838, Toll-free: (800)566-9471, Fax: (505) 827-6878, Website: www.dws.state.nm.us; **Oregon:** Oregon Bureau of Labor and Industries, Civil Rights Division, 800 NE Oregon Street, Suite 1045, Portland, Oregon 97232, English: (971) 673-0764, Español: (971) 673-2818, Fax: (971) 673-0765, Email: CorreoElectronico-crdemail@boli.state.or.us, Website: <http://www.oregon.gov/BOLI/pages/index.aspx>; **Utah:** Utah Antidiscrimination & Labor Division, 160 East 300 South, 3rd Floor, P.O. Box 146640, Salt Lake City, UT 84114-6640, Phone: 801-530-6801 or 1-800-222-1238, TDD 801-530-7685, Email: discrimination@utah.gov, Website: <https://laborcommission.utah.gov/divisions/AntidiscriminationAndLabor>; **Washington:** Washington State Human Rights Commission, 711 South Capitol Way, Suite 402, P.O. Box 42490 Olympia, WA 98504-2490, Tel:(360) 753-6770, Statewide Toll Free: (800) 233-3247, Statewide TTY Toll Free: (800) 300-7525, Fax: (360) 586-2282, Website: <http://www.hum.wa.gov>; **Wyoming:** Wyoming Department of Employment Labor Standards, Fair Employment Program, 1510 E. Pershing, West Wing, Suite 2015, Cheyenne, WY 82002, (307) 777-7261, Fax: (307) 777-5633, Website: <http://www.wyomingworkforce.org/businesses/labor>.

Each complaint filed must be made in writing and include the following information: (1) Complainant's name, address and telephone number, or other means for contacting the complainant; (2) The identity of the respondent (i.e. the name, address, and telephone number of the individual or entity that the complainant alleges is responsible for the discrimination); (3) A short description of the events that the complainant believes were discriminatory, including but not limited to when the events took place, what occurred, and why the complainant believes the actions were discriminatory (for example, because of his/ her race, color, religion, sex, sexual orientation, national origin, age (40 or older), genetic information, or disability); (4) The complainant's signature or the signature of the complainant's authorized representative.

In addition to filing a complaint with the EEOC or Registration Agency, you may file complaints of discrimination and/or harassment with the Boilermakers National Joint Apprenticeship Program and/or the Western States Joint Apprenticeship Program using the complaint procedures set forth in the Western States Joint Apprenticeship Program's Discrimination & Harassment Policy.

SECTION VI. - MAINTENANCE OF RECORDS

The AJAC will keep adequate records including a summary of the qualifications of each applicant, the basis for evaluation and for selection or rejection of each applicant, the records pertaining to interviews of applicants, the original application for each applicant, information relative to the operation of the apprenticeship program, including, but not limited to, job assignment, promotion, demotion, layoff, or termination, rates of pay or other forms of compensation or conditions of work, hours including hours of work and, separately, hours of training provided, and any other records pertinent to a determination of compliance with the regulations at Title 29, CFR part 30, as may be required by the U.S. Department of Labor. The records pertaining to individual applicants, selected or rejected, will be maintained in such manner as to permit the identification of minority and women (minority and non-minority) participants.

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

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

SECTION VII. - OFFICIAL ADOPTION OF SELECTION PROCEDURES

The Boilermakers Western States JAC hereby officially adopts these Selection Procedures on this 17th day of March, (2020).

Signature of Chairman

Ed McWhorter
Printed Name

Signature of Secretary

Tom Baca
Printed Name