

WESTERN STATES APPRENTICESHIP
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APPEAL PROCEDURES

PROBATIONARY APPRENTICES DO NOT HAVE APPEAL RIGHTS
NON PROBATIONARY APPRENTICES MAY APPEAL IN THE FOLLOWING MANNER.

You may comply with the attached requirements or you may appeal this suspension/termination in the following manner:

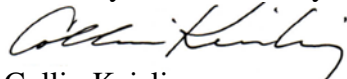
STEP 1: By written appeal to the Boilermakers Western States Area Joint Apprenticeship Committee mailed by registered or certified mail to the Area Coordinator within thirty (30) days of the date of mailing of the notice of the discipline to the Apprentice. Failure to appeal in this manner shall be the waiver of any rights to appeal the discipline imposed.

STEP 2: Within fifteen (15) days of receipt of the apprentice's written mailed appeal, the Area Coordinator shall mail to the Apprentice's last known address, notice of the date, time and place of a hearing before the Boilermakers Western States Area Joint Apprentice Committee. The hearing shall be scheduled no sooner than fifteen (15) days from the date of mailing of the notice of hearing.

STEP 3: At the hearing, the apprentice will be afforded the opportunity to refute the allegations, which form the basis of the discipline appealed. The apprentice shall represent him/herself and is responsible for bringing any evidence or witnesses if apprentice deems necessary to dispute the discipline.

STEP 4: The Western states Area Joint Apprentice Committee shall mail a written decision to the apprentice at the last known address within fifteen (15) days of the adjournment of the hearing.

Sincerely and Fraternaly,



Collin Keisling
Area Coordinator

Cc: files