

APPRENTICESHIP **STANDARDS**

**California State University
&
State Employees
Trades Council (SETC)-United
Joint Apprenticeship Training
Committee (JATC)**



APPRENTICESHIP STANDARDS

California State University & State Employees Trades Council (SETC)-United Joint Apprenticeship Training Committee (JATC)

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APPRENTICESHIP STANDARDS

California State University & State Employees Trades Council (SETC)-United Joint Apprenticeship Training Committee (JATC)

◀ 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 Occupation(s)

	<u>Occupation</u>	<u>O*NET CODE</u>
1)	Carpenter I, (Maintenance)	47-2031.01M
2)	Painter I, (Maintenance)	47-2141.00M
3)	Electrician I, (Maintenance)	47-2111.00M
4)	Plumber I, (Maintenance)	47-2152.02M
5)	Locksmith I	49-9094.00
6)	Building Service Engineer (Stationary Engineer)	51-8021.00
7)	Operating Engineer (Boiler House Mechanic)	47-2011.00M
8)	Automotive/Equipment Mechanic	49-3023.01
9)	Metal Worker I, (Maintenance)	47-2211.00M
10)	Air Conditioning/Refrigeration Mechanic, (Maintenance)	49-9021.02

◀ ARTICLE III Organization

There is hereby established the above named apprenticeship committee, covering all California counties consisting of ten (10) members, five (5) of whom shall be selected by and represent the employer organization(s) signatory here to, and five (5) of whom shall be selected by and represent the employee organization signatory hereto, and one (1) 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.

◀ 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 evaluation of the progress of each apprentice's on-the-job training and 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 sessions for employers/campuses to explain the apprenticeship program's standards and the operation of the apprenticeship program;
5. pass upon the qualifications of employers/campuses under its jurisdiction and, when appropriate, to suspend or withdraw approval;
6. conduct on-going evaluation of the interest and capacity of employer/campuses to participate in the apprenticeship program and to train apprentices on the job;
7. determine if an employer/campus has safe work site facilities, skilled workers as trainers at the worksite, 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;

ARTICLE VI Responsibilities (cont.)

10. establish and maintain a record system for On-the-Job Training (OJT) and Related and Supplemental Instruction (RSI);
11. use every effort to keep the apprentice employed in a reasonably continuous manner and adequately instructed;
12. provide disciplinary procedures for apprentices including provisions for fair hearings;
13. 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. each apprenticeship program shall annually prepare and submit a Self-Assessment Review as well as a Program Improvement Plan to the Chief DAS;
16. participate in the development of, and/or comply with approved industry training criteria;
17. ensure there is meaningful representation of the interests of apprentices in the management of the program.

◀ ARTICLE VII Definition of an Apprentice

An apprentice is a person at least Eighteen (18) years of age, who has met the requirements for selection under the selection procedures, who is engaged in learning a designated trade 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 Training (OJT) and Related and Supplemental Instruction (RSI), and shall comply with the program rules and 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. 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/campus is unable to fulfill the obligation 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/campus if the apprentice consents and such other employer agrees to assume the obligation of said apprentice agreement.

◀ ARTICLE XI Related and Supplemental Instruction (RSI)

1. Apprentices shall satisfactorily complete prescribed courses of Related and Supplemental Instruction (RSI), which will be One Hundred Forty Four (144) hours per year provided by LAUSD Division of Adult and Career Education.
SEE Addendum "B" (LEA LETTER OF INTENT AND APPROVED CURRICULUM).
2. Required school time (RSI) 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 an apprentice continues such instruction during the lay-off.
2. There shall be no liability on the part of the employer or the program sponsor for an injury sustained by an apprentice engaged in school work at a time when the apprentice is unemployed.

◀ ARTICLE XIII Controversies

All controversies or differences concerning apprentice agreements that cannot be adjusted locally, or which are not covered by the collective bargaining agreement shall be submitted to the DIR Administrator for determination.

◀ ARTICLE XIV Term of Apprenticeship

	<u>Occupation</u>	<u>O*NET CODE</u>		<u>Page</u>
A)	Carpenter I, (Maintenance)	47-2031.01M	See A	13
B)	Painter I, (Maintenance)	47-2141.00M	See B	15
C)	Electrician I, (Maintenance)	47-2111.00M	See C	17
D)	Plumber I, (Maintenance)	47-2152.02M	See D	20
E)	Locksmith I	49-9094.00	See E	23
F)	BSE (Stationary Engineer)	51-8021.00	See F	26
G)	Operating Engineer (Boiler House Mechanic)	47-2011.00M	See G	29
H)	Automotive/Equipment Mechanic	49-3023.01	See H	32
I)	Metal Worker I, (Maintenance)	47-2211.00M	See I	35
J)	Air Conditioning/Refrigeration Mechanic (Maint.)	49-9021.02	See J	38

◀ ARTICLE XV Ratio of Journey-Level to Apprentices

Refer to Occupation description below for appropriate ratios.

	<u>Occupation</u>	<u>O*NET CODE</u>			<u>Page</u>
A)	Carpenter I, (Maintenance)	47-2031.01M	See	A	13
B)	Painter I, (Maintenance)	47-2141.00M	See	B	15
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D)	Plumber I, (Maintenance)	47-2152.02M	See	D	20
E)	Locksmith I	49-9094.00	See	E	23
F)	BSE (Stationary Engineer)	51-8021.00	See	F	26
G)	Operating Engineer (Boiler House Mechanic)	47-2011.00M	See	G	29
H)	Automotive/Equipment Mechanic	49-3023.01	See	H	32
I)	Metal Worker I, (Maintenance)	47-2211.00M	See	I	35
J)	Air Conditioning/Refrigeration Mechanic (Maint.)	49-9021.02	See	J	38

◀ ARTICLE XVI Wage & Advancement Schedules

Refer to Occupation description below for appropriate wage & advancement schedule:

	<u>Occupation</u>	<u>O*NET CODE</u>			<u>Page</u>
A)	Carpenter I, (Maintenance)	47-2031.01M	See	A	13
B)	Painter I, (Maintenance)	47-2141.00M	See	B	15
C)	Electrician I, (Maintenance)	47-2111.00M	See	C	17
D)	Plumber I, (Maintenance)	47-2152.02M	See	D	20
E)	Locksmith I	49-9094.00	See	E	23
F)	BSE (Stationary Engineer)	51-8021.00	See	F	26
G)	Operating Engineer (Boiler House Mechanic)	47-2011.00M	See	G	29
H)	Automotive/Equipment Mechanic	49-3023.01	See	H	32
I)	Metal Worker I, (Maintenance)	47-2211.00M	See	I	35
J)	Air Conditioning/Refrigeration Mechanic (Maint.)	49-9021.02	See	J	38

Overtime:

So as not interfere with schooling, overtime shall not be permitted when Related and Supplemental 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 each are as follows:

◀ ARTICLE XVII Work Training (cont.)

	<u>Occupation</u>	<u>O*NET CODE</u>		<u>Page</u>
A)	Carpenter I, (Maintenance)	47-2031.01M	See A	13
B)	Painter I, (Maintenance)	47-2141.00M	See B	15
C)	Electrician I, (Maintenance)	47-2111.00M	See C	17
D)	Plumber I, (Maintenance)	47-2152.02M	See D	20
E)	Locksmith I	49-9094.00	See E	23
F)	BSE (Stationary Engineer)	51-8021.00	See F	26
G)	Operating Engineer (Boiler House Mechanic)	47-2011.00M	See G	29
H)	Automotive/Equipment Mechanic	49-3023.01	See H	32
I)	Metal Worker I, (Maintenance)	47-2211.00M	See I	35
J)	Air Conditioning/Refrigeration Mechanic (Maint.)	49-9021.02	See J	38

◀ 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^{1/2}) percent.
3. Upon evidence, in addition to previous On-the Job Training (OJT) and Related and Supplemental Instruction (RSI) which is of an approved nature, the apprentice shall have completed not less than an additional six (6) months of training under the laws of the State of California as an apprentice.
4. Credit toward the apprenticeship for work experience prior to the apprenticeship may be given by the local apprenticeship program sponsor after verification and/or examination. Credit for partial completion of the education requirements for related and supplemental instruction may be given by the local apprenticeship program sponsor after consultation with the appropriate school authorities concerning the mastery of the related and supplemental instruction required of the apprentices.

◀ ARTICLE XX California Plan for Equal Opportunity in Apprenticeship
(See Addendum-A)

APPRENTICESHIP STANDARDS

**California State University & State Employees Trades Council
 (SETC)-United Joint Apprenticeship Training Committee (JATC)**



<u>EMPLOYER ORGANIZATION</u>		<u>EMPLOYEE ORGANIZATION</u>	
Name of Organization:	The Trustees of the California State University	Name of Organization:	State Employees Trades Council (SETC)-United
Street Address:	401 Golden Shore, 2nd Floor	Street Address:	2037 W. Bullard Ave., #518
City, State, Zip:	Long Beach, California 90802-4210	City, State, Zip:	Fresno, CA 93711-1200
Name:	Shawn Holland	Name:	Francisco Garcia
Title:	Chief of Facilities Operations	Title:	President, SETC-United
Printed or Typed		Printed or Typed	
Date _____	Signature _____	Date _____	Signature _____

<u>DIVISION OF APPRENTICESHIP STANDARDS</u>	
Approved: _____	Date
Signed: _____	
Diane Ravnik, Chief Division of Apprenticeship Standards	

California State University & State Employees Trades Council (SETC)-United Joint Apprenticeship Training Committee (JATC)

Joint Apprenticeship Training Committee Members

MANAGEMENT REPRESENTATIVES	
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Name	Michael Anthony
Name of Organization	CSU, Fullerton
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Name	Floyd Dudley, II
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Name of Organization	SETC-United/SFSU
Street Address	1600 Holloway Ave
City, State, Zip	San Francisco, CA 94132
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Name of Organization	SETC-United/SDSU
Street Address	5500 Campanile Dr
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LOCAL EDUCATION AGENCY (LEA)		APPRENTICESHIP CONSULTANT	
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City, State, Zip	18 th Floor 143-1 Los Angeles, California 90017	City, State, Zip	Los Angeles, California 90013-1105

APPRENTICESHIP COORDINATOR	
Name	Jon Skiles
Name of Organization	The California State University
Address	554 Brighton Rd. Pacifica, CA 94044

OCCUPATION - A

Apprenticeship Standards

California State University & State Employees Trades Council (SETC)-United Joint Apprenticeship Training Committee (JATC)

Occupation - **Carpenter I, (Maintenance)**

O*NET CODE - **47-2031.01M**

ARTICLE XIV Term of Apprenticeship

The term of apprenticeship shall be 7200 OJT hours within 48 months.
There shall be no tryout or probationary period.

ARTICLE XV Ratio

Each campus wishing to hire and train apprentices must have at least one journey-level worker in the same trade for the first apprentice. Thereafter, a campus must employ at least three journey-level workers in the same trade for each additional apprentice as follows:

- 1st Apprentice / 1 Journey Worker
- 2nd Apprentice / 4 Journey Workers
- 3rd Apprentice / 7 Journey Workers

ARTICLE XVI Wage Schedule

1. Apprentices shall be paid not less than the following percentages of the current journeymen's rate, which is \$4,807.00 per month, effective July 1, 2016.

WAGE & ADVANCEMENT SCHEDULE				
Period	Percent of Journeyman Rate	Monthly Wage	Minimum OJT Hours Per Period	*Related & Supplemental Instruction (RSI) 144 hours/year
1 st period-6 months	65%	\$3,125	0 – 900	Successful Completion
2 nd period-6 months	69%	\$3,317	901 – 1800	Successful Completion
3 rd period-6 months	73%	\$3,509	1801 – 2700	Successful Completion
4 th period-6 months	77%	\$3,701	2701 – 3600	Successful Completion
5 th period-6 months	81%	\$3,894	3601 – 4500	Successful Completion
6 th period-6 months	85%	\$4,086	4501 – 5400	Successful Completion
7 th period-6 months	90%	\$4,326	5401 – 6300	Successful Completion
8 th period-6 months	95%	\$4,567	6301 - 7200	Successful Completion

- *Advancement from one period to the next level, the apprentice must complete all of the following:
- 1) Minimum six (6) calendar months.
 - 2) Completion of required OJT hours.
 - 3) Successful completion of RSI with passing grade.

ARTICLE XVI Wage Schedule (cont.)

2. Straight time hours per day 8, and 40 per week.
3. Overtime provisions – 1 1/2 times after 8 hours and after 40 hours per week.
4. Other Compensation:
 - a. Health & Welfare
Health benefits shall be paid by the employer. The employer contribution shall be based on the formula as provided in Government Code Section 22825.1
 - b. Pension
PERS – Pension shall be paid by the employer in accordance with Government Codes. Pension shall be based on tier 1.
 - c. Vacation
Vacation Accrual Per monthly pay period:

<u>Service Requirements</u>	<u>Days</u>	<u>Hours</u>
1 month to 3 years	5/6	6-2/3
37 months to 6 years	1-1/4	10

ARTICLE XVII Work Training

The following are work processes required of apprentices enrolled in the CSU-SETC United Joint Apprenticeship and Training Program on any California State University Campuses or off-site center. The major work processes in which apprentices will be trained (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

<u>Carpenter I</u> WORK PROCESSES	Approximate Hours
1) Operation, Care and Use of Tools	810
2) General Maintenance Carpentry <ol style="list-style-type: none"> a. Knowledge of Woods b. Building Materials c. Steel Metal Studs 	1800
3) Construction of Forms, Concrete and Building Foundations	900
4) Class “A” Construction	900
5) Millwork and Furniture Repair	450
6) Class “B” Construction, Framing, Erection, Exterior Finishing	900
7) Roofing	540
8) Construction of Partitions and Interior Systems	450
9) Training in Health and Safety Codes	450
Total Hours	7200

OCCUPATION - B

Apprenticeship Standards

California State University & State Employees Trades Council
(SETC)-United Joint Apprenticeship Training Committee (JATC)

Occupation - **Painter I, (Maintenance)**

O*NET CODE - **47-2141.00M**

ARTICLE XIV Term of Apprenticeship

The term of apprenticeship shall be 5400 OJT hours within 36 months.
There shall be no tryout or probationary period.

ARTICLE XV Ratio

Each campus wishing to hire and train apprentices must have at least one journey-level worker in the same trade for the first apprentice. Thereafter, a campus must employ at least three journey-level workers in the same trade for each additional apprentice as follows:

- 1st Apprentice / 1 Journey Worker
- 2nd Apprentice / 4 Journey Workers
- 3rd Apprentice / 7 Journey Workers

ARTICLE XVI Wage Schedule

1. Apprentices shall be paid not less than the following percentages of the current journeymen's rate, which is \$4,807.00 per month, effective July 1, 2016.

WAGE & ADVANCEMENT SCHEDULE				
Period	Percent of Journeyman Rate	Monthly Wage	Minimum OJT Hours Per Period	*Related & Supplemental Instruction (RSI) 144 hours/year
1 st period-6 months	65%	\$3,125	0 – 900	Successful Completion
2 nd period-6 months	70%	\$3,365	901 – 1800	Successful Completion
3 rd period-6 months	75%	\$3,605	1801 – 2700	Successful Completion
4 th period-6 months	80%	\$3,846	2701 – 3600	Successful Completion
5 th period-6 months	87%	\$4,182	3601 – 4500	Successful Completion
6 th period-6 months	95%	\$4,567	4501 – 5400	Successful Completion

*Advancement from one period to the next level, the apprentice must complete all of the following:

- 1) Minimum six (6) calendar months.
- 2) Completion of required OJT hours.
- 3) Successful completion of RSI with passing grade.

2. Straight time hours per day 8, and 40 per week.
3. Overtime provisions – 1 1/2 times after 8 hours and after 40 hours per week.

ARTICLE XVI Wage Schedule (cont.)

4. Other Compensation:

a. Health & Welfare

Health benefits shall be paid by the employer. The employer contribution shall be based on the formula as provided in Government Code Section 22825.1

b. Pension

PERS – Pension shall be paid by the employer in accordance with Government Codes. Pension shall be based on tier 1.

c. Vacation

Vacation Accrual Per monthly pay period:

<u>Service Requirements</u>	<u>Days</u>	<u>Hours</u>
1 month to 3 years	5/6	6-2/3
37 months to 6 years	1-1/4	10

ARTICLE XVII Work Training

The following are work processes required of apprentices enrolled in the CSU-SETC United Joint Apprenticeship and Training Program on any California State University Campuses or off-site center. The major work processes in which apprentices will be trained (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

<u>Painter</u>		Approximate
<u>WORK PROCESSES</u>		<u>Hours</u>
1)	Preparation and Maintenance of Equipment	540
2)	Preparation of Surfaces	720
3)	Interior/Exterior Base Coats – Spraying	720
4)	Interior/Exterior Finish Coats – Spraying	720
5)	Exterior Stucco/Masonry	540
6)	Interior Painting and Trim Work	630
7)	Wall Coverings and Applications	270
8)	Scaffolding and Health and Safety	270
9)	Taping and Finishing Work	270
10)	Texturing Work	270
11)	Mixing of Paint – Matching Colors	315
12)	Glazing Applications	67.5
13)	Health & Safety	67.5
Total Hours		5400

OCCUPATION - C

Apprenticeship Standards

California State University & State Employees Trades Council (SETC)-United Joint Apprenticeship Training Committee (JATC)

Occupation - **Electrician I, (Maintenance)**

O*NET CODE - **47-2111.00M**

ARTICLE XIV Term of Apprenticeship

The term of apprenticeship shall be 7200 OJT hours within 48 months.
There shall be no tryout or probationary period.

ARTICLE XV Ratio

Each campus wishing to hire and train apprentices must have at least one journey-level worker in the same trade for the first apprentice. Thereafter, a campus must employ at least three journey-level workers in the same trade for each additional apprentice as follows:

- 1st Apprentice / 1 Journey Worker
- 2nd Apprentice / 4 Journey Workers
- 3rd Apprentice / 7 Journey Workers

ARTICLE XVI Wage Schedule

1. Apprentices shall be paid not less than the following percentages of the current journeymen's rate, which is \$5,109.00 per month, effective July 1, 2016.

WAGE & ADVANCEMENT SCHEDULE				
Period	Percent of Journeyman Rate	Monthly Wage	Minimum OJT Hours Per Period	*Related & Supplemental Instruction (RSI) 144 hours/year
1 st period-6 months	65%	\$3,321	0 – 900	Successful Completion
2 nd period-6 months	69%	\$3,525	901 – 1800	Successful Completion
3 rd period-6 months	73%	\$3,730	1801 – 2700	Successful Completion
4 th period-6 months	77%	\$3,934	2701 – 3600	Successful Completion
5 th period-6 months	81%	\$4,138	3601 – 4500	Successful Completion
6 th period-6 months	85%	\$4,343	4501 – 5400	Successful Completion
7 th period-6 months	90%	\$4,598	5401 – 6300	Successful Completion
8 th period-6 months	95%	\$4,854	6301 - 7200	Successful Completion

*Advancement from one period to the next level, the apprentice must complete all of the following:

- 1) Minimum six (6) calendar months.
- 2) Completion of required OJT hours.
- 3) Successful completion of RSI with passing grade.

2. Straight time hours per day 8, and 40 per week.
3. Overtime provisions – 1 1/2 times after 8 hours and after 40 hours per week.

ARTICLE XVI Wage Schedule (cont.)

4. Other Compensation:

a. Health & Welfare

Health benefits shall be paid by the employer. The employer contribution shall be based on the formula as provided in Government Code Section 22825.1

b. Pension

PERS – Pension shall be paid by the employer in accordance with Government Codes. Pension shall be based on tier 1.

c. Vacation

Vacation Accrual

Per monthly pay period

<u>Service Requirements</u>	<u>Days</u>	<u>Hours</u>
1 month to 3 years	5/6	6-2/3
37 months to 6 years	1-1/4	10

ARTICLE XVII Work Training

The following are work processes required of apprentices enrolled in the CSU-SETC United Joint Apprenticeship and Training Program on any California State University Campuses or off-site center. The major work processes in which apprentices will be trained (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

<u>Electrician I</u>		Approximate
WORK PROCESSES		Hours
1)	Commercial Wiring	1800
	a. Wiring of public, commercial buildings	
	b. Conduit	
	c. Wire (Number 8 & up)	
	d. Switchboards	
	e. Sign work	
	f. Metal Moldings	
	g. Bus Ducts and Wire Ways	
	h. Electrical Codes	
2)	Industrial Wiring	1800
	a. Conduit	
	b. Power house	
	c. Substation	
	d. Panels and Switchboards	
	e. Layout Lighting	
	f. Layout Power	
	g. Transformers	
	h. Rigging and Handling of Heavy Equipment	
	i. Motor Transformer Windings	
3)	Operations of Electrical Equipment	315

ARTICLE XVII Work Training (cont)

<u>Electrician I WORK PROCESSES</u>		Approximate Hours
4)	New Construction and Remodeling a. Installing Wiring. Etc. to Architectural Specifications b. Interpreting Schematics and Diagrams	720
5)	General Maintenance & Shop Work a. Troubleshooting malfunctions of all types of electrical equipment b. Estimating c. Interpreting Schematics and Diagrams d. Designing Appropriate Repair Measures After Diagnosing Problems e. Maintenance Procedures	720
6)	Electronics/Solid State Controls & Emergency Generators a. Operation of Circuit Breakers, Emergency Power Systems, Starters, Variable Speed Controllers, Fans, AC Equipment & Pumps b. Troubleshooting Malfunctions of All Types of Equipment c. Inspecting Equipment to Determine Safety, Needed Upkeep or Replacement d. Adjusting Spring Tensions and Related Activity	720
7)	Fire & Intrusion Alarm Systems a. Inspecting Equipment to Determine Safety & Needed Upkeep b. Designing Appropriate Repair Measures After Diagnosing Problems c. Interpreting Schematics and Diagrams d. Documenting Repair Work Done e. Installing Wiring, etc. According to Architectural Specifications	675
8)	Use and Care of Tools	180
9)	Safety Procedures a. Electrical Codes b. Cal OSHA & Code of Regulations –Title 8, 22, 24 c. Uniform Building Codes d. Proper Disposal of Wastes – PCBs, etc	270
Total Hours		7200

OCCUPATION - D

Apprenticeship Standards

California State University & State Employees Trades Council
(SETC)-United Joint Apprenticeship Training Committee (JATC)

Occupation - **Plumber I (Maintenance)**

O*NET CODE - **47-2152.02M**

ARTICLE XIV Term of Apprenticeship

The term of apprenticeship shall be 7200 OJT hours within 48 months.
There shall be no tryout or probationary period.

ARTICLE XV Ratio

Each campus wishing to hire and train apprentices must have at least one journey-level worker in the same trade for the first apprentice. Thereafter, a campus must employ at least three journey-level workers in the same trade for each additional apprentice as follows:

- 1st Apprentice / 1 Journey Worker
- 2nd Apprentice / 4 Journey Workers
- 3rd Apprentice / 7 Journey Workers

ARTICLE XVI Wage Schedule

1. Apprentices shall be paid not less than the following percentages of the current journeymen's rate, which is \$5,109.00 per month, effective July 1, 2016.

WAGE & ADVANCEMENT SCHEDULE				
Period	Percent of Journeyman Rate	Monthly Wage	Minimum OJT Hours Per Period	*Related & Supplemental Instruction (RSI) 144 hours/year
1 st period-6 months	65%	\$3,321	0 – 900	Successful Completion
2 nd period-6 months	69%	\$3,525	901 – 1800	Successful Completion
3 rd period-6 months	73%	\$3,730	1801 – 2700	Successful Completion
4 th period-6 months	77%	\$3,934	2701 – 3600	Successful Completion
5 th period-6 months	81%	\$4,138	3601 – 4500	Successful Completion
6 th period-6 months	85%	\$4,343	4501 – 5400	Successful Completion
7 th period-6 months	90%	\$4,598	5401 – 6300	Successful Completion
8 th period-6 months	95%	\$4,854	6301 - 7200	Successful Completion

*Advancement from one period to the next level, the apprentice must complete all of the following:

- 1) Minimum six (6) calendar months.
 - 2) Completion of required OJT hours.
 - 3) Successful completion of RSI with passing grade.
2. Straight time hours per day 8, and 40 per week.
 3. Overtime provisions – 1 1/2 times after 8 hours and after 40 hours per week.

ARTICLE XVI Wage Schedule (cont)

4. Other Compensation:

a. Health & Welfare

Health benefits shall be paid by the employer. The employer contribution shall be based on the formula as provided in Government Code Section 22825.1

b. Pension

PERS – Pension shall be paid by the employer in accordance with Government Codes. Pension shall be based on tier 1.

c. Vacation

Vacation Accrual Per monthly pay period

<u>Service Requirements</u>	<u>Days</u>	<u>Hours</u>
1 month to 3 years	5/6	6-2/3
37 months to 6 years	1-1/4	10

ARTICLE XVII Work Training

The following are work processes required of apprentices enrolled in the CSU-SETC United Joint Apprenticeship and Training Program on any California State University Campuses or off-site center. The major work processes in which apprentices will be trained (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

<u>Plumber I</u>		<u>Approximate</u>
<u>WORK PROCESSES</u>		<u>Hours</u>
1)	Installation and Maintenance of Soil, Waste and Vent Piping – Domestic Water Systems	1125
	a. Cast Iron	
	b. Steel	
	c. Copper	
	d. Sizing – Drain, Waste and Vent Sizing	
2)	Installation and Maintenance of Hot/Cold Water, Solar Piping and Backflow Devices	1170
	a. Cast Iron	
	b. Steel	
	c. Copper	
	d. Backflow Prevention and Applicable Codes	
3)	Installation and Maintenance of Gas Piping	1170
	a. Threaded	
	b. Welded	
	c. Plastic	
	d. Gas Sizing	
4)	Strapping and Backing of Systems	540
	a. Wooden Backing	
	b. Strapping Hangers	
	c. Welded Backing and Hangers	
	d. Seismic and Support Hangers	

<u>Plumber I</u>		Approximate
WORK PROCESSES		Hours
5)	Installation and Maintenance of Shower Pans, Roof Drains and Flashings	450
	a. Hot-mopped surfaces	
	b. Copper, Lead, Plastic and Other Materials	
	c. Swimming Pools - Chemicals	
6)	Testing of Sewer, Waste, Vents and Gas Lines	630
	a. Trouble-shooting	
	b. Pressure Testing	
	c. Unplugging Sewer Lines	
	d. Flues for Water Heaters and Boilers	
	e. Sewage Ejection Stations – Design and Operation	
7)	Installation, Maintenance and Connection of Fixtures and Equipment – Design and Installation	675
	a. Sanitary	
	b. Processing	
	c. Cooling	
	d. Wet Heating	
	e. Gas Heating	
	f. Air Conditioning	
8)	Indirect and Special Waste (New)	180
9)	Shop Repairs	225
10)	Welding	180
	a. Soldering and Welding Techniques	
	b. Measuring, Cutting, Threading, Bending and Joining of Pipe	
11)	Estimating and Blueprint Reading	270
12)	Use and Care of Tools	135
13)	Rigging and Safety Practices	270
	a. Uniform Plumbing Codes	
	b. UBC	
	c. Titles 8, 22 and 24	
	d. Water Heater and Boiler Safety Procedures and Operation	
14)	Maintenance and Repair of Plumbing Fixtures – Domestic Water Booster Operation	180
Total Hours		7200

OCCUPATION - E

Apprenticeship Standards

California State University & State Employees Trades Council
(SETC)-United Joint Apprenticeship Training Committee (JATC)

Occupation - **Locksmith I (Trade)**

O*NET CODE - **49-9094.00**

ARTICLE XIV Term of Apprenticeship

The term of apprenticeship shall be 3600 OJT hours within 24 months.
There shall be no tryout or probationary period.

ARTICLE XV Ratio

Each campus wishing to hire and train apprentices must have at least one journey-level worker in the same trade for the first apprentice. Thereafter, a campus must employ at least three journey-level workers in the same trade for each additional apprentice as follows:

- 1st Apprentice / 1 Journey Worker
- 2nd Apprentice / 4 Journey Workers
- 3rd Apprentice / 7 Journey Workers

ARTICLE XVI Wage Schedule

1. Apprentices shall be paid not less than the following percentages of the current journeymen's rate, which is \$4,807.00 per month, effective July 1, 2016.

WAGE & ADVANCEMENT SCHEDULE				
Period	Percent of Journeyman Rate	Monthly Wage	Minimum OJT Hours Per Period	*Related & Supplemental Instruction (RSI) 144 hours/year
1 st period-6 months	65%	\$3,125	0 – 900	Successful Completion
2 nd period-6 months	75%	\$3,605	901 – 1800	Successful Completion
3 rd period-6 months	85%	\$4,086	1801 – 2700	Successful Completion
4 th period-6 months	95%	\$4,567	2701 – 3600	Successful Completion

*Advancement from one period to the next level, the apprentice must complete all of the following:

- 1) Minimum six (6) calendar months.
- 2) Completion of required OJT hours.
- 3) Successful completion of RSI with passing grade.

ARTICLE XVI Wage Schedule (cont.)

2. Straight time hours per day 8, and 40 per week.
3. Overtime provisions – 1 1/2 times after 8 hours and after 40 hours per week.

ARTICLE XVI Wage & Advancement Schedule (cont.)

4. Other Compensation:

a. Health & Welfare

Health benefits shall be paid by the employer. The employer contribution shall be based on the formula as provided in Government Code Section 22825.1

b. Pension

PERS – Pension shall be paid by the employer in accordance with Government Codes. Pension shall be based on tier 1.

c. Vacation

Vacation Accrual Per monthly pay period

<u>Service Requirements</u>	<u>Days</u>	<u>Hours</u>
1 month to 3 years	5/6	6-2/3
37 months to 6 years	1-1/4	10

ARTICLE XVII Work Training

The following are work processes required of apprentices enrolled in the CSU-SETC United Joint Apprenticeship and Training Program on any California State University Campuses or off-site center. The major work processes in which apprentices will be trained (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

<u>Locksmith I</u> <u>WORK PROCESSES</u>	Approximate Hours
1) Identify and to use stock hardware	225
a. Types of hardware	
b. Related items	
2) Duplicate Keys	225
3) Code and fits keys	450
a. Security	
b. Code Requirements	
c. Fits keys	
4) Install, repair and maintain door closers	270
5) Install & Repair Locks	585
a. Types of locks	
b. Repair & replacement	
6) Open Locks	225
7) Pins and key master lock systems	450
8) Card Key Access Systems	225
9) Install and Repair panic bars	225
10) Change combinations & safes	180
11) Proper Use of Tools & Equipment	135
12) Gas Welding and Parts making	135

Locksmith I
WORK PROCESSES

Approximate
Hours

13) Computer skills, recordkeeping	180
14) Training on Health and Safety Codes	90
a. Trade-related safety factors	
b. California Code of Regulations	
c. Titles 8, 22, 24 and UBC	
d. Proper disposal of waste and/or flammable materials	
Total Hours	3600

OCCUPATION - F

Apprenticeship Standards

California State University & State Employees Trades Council (SETC)-United Joint Apprenticeship Training Committee (JATC)

Occupation - **Building Services Engineer (Stationary Engineer)**

O*NET CODE - **51-8021.00**

ARTICLE XIV Term of Apprenticeship

The term of apprenticeship shall be 7200 OJT hours within 48 months.
There shall be no tryout or probationary period.

ARTICLE XV Ratio

Each campus wishing to hire and train apprentices must have at least one journey-level worker in the same trade for the first apprentice. Thereafter, a campus must employ at least three journey-level workers in the same trade for each additional apprentice as follows:

- 1st Apprentice / 1 Journey Worker
- 2nd Apprentice / 4 Journey Workers
- 3rd Apprentice / 7 Journey Workers

ARTICLE XVI Wage Schedule

1. Apprentices shall be paid not less than the following percentages of the current journeymen's rate, which is \$5,109.00 per month, effective July 1, 2016.

ADVANCEMENT SCHEDULE				
Period	Percent of Journeyman Rate	Monthly Wage	Minimum OJT Hours Per Period	*Related & Supplemental Instruction (RSI) 144 hours/year
1 st period-6 months	65%	\$3,321	0 – 900	Successful Completion
2 nd period-6 months	69%	\$3,525	901 – 1800	Successful Completion
3 rd period-6 months	73%	\$3,730	1801 – 2700	Successful Completion
4 th period-6 months	77%	\$3,934	2701 – 3600	Successful Completion
5 th period-6 months	81%	\$4,138	3601 – 4500	Successful Completion
6 th period-6 months	85%	\$4,343	4501 – 5400	Successful Completion
7 th period-6 months	90%	\$4,598	5401 – 6300	Successful Completion
8 th period-6 months	95%	\$4,854	6301 - 7200	Successful Completion

*Advancement from one period to the next level, the apprentice must complete all of the following:

- 1) Minimum six (6) calendar months.
 - 2) Completion of required OJT hours.
 - 3) Successful completion of RSI with passing grade.
2. Straight time hours per day 8, and 40 per week.
 3. Overtime provisions – 1 1/2 times after 8 hours and after 40 hours per week.

ARTICLE XVI Wage Schedule (cont.)

4. Other Compensation:

a. Health & Welfare

Health benefits shall be paid by the employer. The employer contribution shall be based on the formula as provided in Government Code Section 22825.1

b. Pension

PERS – Pension shall be paid by the employer in accordance with Government Codes. Pension shall be based on tier 1.

c. Vacation

Vacation Accrual Per monthly pay period

<u>Service Requirements</u>	<u>Days</u>	<u>Hours</u>
1 month to 3 years	5/6	6-2/3
37 months to 6 years	1-1/4	10

ARTICLE XVII Work Training

The following are work processes required of apprentices enrolled in the CSU-SETC United Joint Apprenticeship and Training Program on any California State University Campuses or off-site center. The major work processes in which apprentices will be trained (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

<u>Building Service Engineer (Stationary Engineer)</u> <u>WORK PROCESSES</u>	Approximate Hours
1) Principles of Gas Heating <ul style="list-style-type: none"> a. Basic Gas Heating and Heat Exchangers b. Electrical Heating c. Boiler Operation 	540
2) Heating Equipment, Selection and Use <ul style="list-style-type: none"> a. Basic Principles of Combustion b. Valves and Their Functions 	540
3) Steam Heating	720
4) Solar Heating	450
5) Principles of Air Conditioning <ul style="list-style-type: none"> a. Types of Air Conditioning Equipment Principles of Compression Air Conditioning and Refrigeration 	720
6) Electricity and Electronics, EMS Controls and Computer Control of Systems <ul style="list-style-type: none"> a. Basic Electricity b. Generators c. Transformers d. Motors, AC/DC e. Controls f. Electronics Troubleshooting and Repair 	900

ARTICLE XVII Work Training (cont.)

Building Service Engineer (Stationary Engineer)

WORK PROCESSES

	Approximate Hours
7) Hydronics and Pumps	900
a. Hot Water Heating Systems	
b. Pump Curves	
c. Layout and Design	
d. Ducting and Piping	
Properties of Water Distribution	
8) Welding	360
9) Bearing and Sheaves	360
Relationships of Motors in Systems	
10) Reading Blueprints and Schematics	270
11) Plumbing Codes and Safety	180
a. California Code of Regulations – Titles 8, 22, 24 and UBC	
b. Proper Disposal of Waste	
Storage of Flammable Materials	
12) Air Properties	810
a. Air Balancing	
b. Air Distribution Systems	
c. Psychometrics	
Fan Properties	
13) Pneumatic Controls	450
a. Control Theory	
b. Electronic and Pneumatic Fluid Controls	
Total Hours	7200

OCCUPATION - G

Apprenticeship Standards

California State University & State Employees Trades Council (SETC)-United Joint Apprenticeship Training Committee (JATC)

Occupation - **Operating Engineer (Boiler House Mechanic)**

O*NET CODE - **47-2011.00M**

ARTICLE XIV Term of Apprenticeship

The term of apprenticeship shall be 5400 OJT hours within 36 months.
There shall be no tryout or probationary period.

ARTICLE XV Ratio

Each campus wishing to hire and train apprentices must have at least one journey-level worker in the same trade for the first apprentice. Thereafter, a campus must employ at least three journey-level workers in the same trade for each additional apprentice as follows:

- 1st Apprentice / 1 Journey Worker
- 2nd Apprentice / 4 Journey Workers
- 3rd Apprentice / 7 Journey Workers

ARTICLE XVI Wage Schedule

1. Apprentices shall be paid not less than the following percentages of the current journeymen's rate, which is \$4,807.00 per month, effective July 1, 2016.

ADVANCEMENT SCHEDULE				
Period	Percent of Journeyman Rate	Monthly Wage	Minimum OJT Hours Per Period	*Related & Supplemental Instruction (RSI) 144 hours/year
1 st period-6 months	65%	\$3,125	0 – 900	Successful Completion
2 nd period-6 months	70%	\$3,365	901 – 1800	Successful Completion
3 rd period-6 months	75%	\$3,605	1801 – 2700	Successful Completion
4 th period-6 months	80%	\$3,846	2701 – 3600	Successful Completion
5 th period-6 months	87%	\$4,182	3601 – 4500	Successful Completion
6 th period-6 months	95%	\$4,567	4501 – 5400	Successful Completion

*Advancement from one period to the next level, the apprentice must complete all of the following:

- 1) Minimum six (6) calendar months.
 - 2) Completion of required OJT hours.
 - 3) Successful completion of RSI with passing grade.
2. Straight time hours per day 8, and 40 per week.
 3. Overtime provisions – 1 1/2 times after 8 hours and after 40 hours per week.

ARTICLE XVI Wage Schedule (cont.)

4. Other Compensation:

a. Health & Welfare

Health benefits shall be paid by the employer. The employer contribution shall be based on the formula as provided in Government Code Section 22825.1

b. Pension

PERS – Pension shall be paid by the employer in accordance with Government Codes. Pension shall be based on tier 1.

c. Vacation

Vacation Accrual Per monthly pay period

<u>Service Requirements</u>	<u>Days</u>	<u>Hours</u>
1 month to 3 years	5/6	6-2/3
37 months to 6 years	1-1/4	10

ARTICLE XVII Work Training

The following are work processes required of apprentices enrolled in the CSU-SETC United Joint Apprenticeship and Training Program on any California State University Campuses or off-site center. The major work processes in which apprentices will be trained (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

<u>Operating Engineer (Boiler House Mechanic)</u> <u>WORK PROCESSES</u>	<u>Approximate Hours</u>
1) Electricity	675
a. Basic electricity Nat. Electrical Code	
b. Relays and transformers	
c. Basic wiring	
d. National Electrical Code	
2) Water Treatment	450
a. Chemistry	
b. Water treatment chemicals	
c. Water tests in steam systems	
d. Treatment of closed circulations systems	
3) Steam –Generation, Distribution and Use	900
a. Theory –steam tables	
b. Types of Boilers (shell and tube)	
c. Fire Tube Boilers	
d. Heaters and heat exchangers	
e. Emissions regulations	
f. Boiler water treatment	
g. Design and layout operations	
h. Repairs, performance monitoring	

<u>Operating Engineer (Boiler House Mechanic)</u>		Approximate
WORK PROCESSES		Hours
4) Controls and Safeties/Computer controls		450
a. Servicing Control wiring for boilers		
b. Safety control circuits		
c. Computerized control circuits		
d. pneumatic control systems		
e. Variable speed drives		
f. Energy monitoring		
5) Air Distributions Systems		900
a. Theory – Psychometrics, fan theory, compressible fluid flow		
b. Air distribution system types		
c. Filters		
d. Control Components		
e. Fan types, sheaves and belts		
f. Central and distributed systems		
g. Air Compressors		
h. Bearings		
i. Testing, maintenance repair, air balancing		
6) Welding		360
7) Hydronic Systems		900
a. Characteristics of Water in sealed circulating systems		
b. Pump characteristics		
c. Piping, flow, distribution		
8) Refrigeration and Air Conditioning		225
a. Theory –gas laws, thermodynamics, vapor compression		
b. Refrigerant types, management, regulations		
c. Water Chillers		
d. DX, split systems		
e. Cooling towers		
f. Testing, maintenance repairs		
9) Insulation & Schematics		315
a. Building Codes, specifications		
b. Cellular plastics		
c. Metal building and air filtration		
d. Types and standards of insulation		
e. Blueprints and Schematics		
10) Training in Health & Safety		225
a. California Code of Regulations		
b. Titles 8, 22, 24 and UBC		
c. Proper use of Specific Tools		
d. Proper Disposal of waste		
Total Hours		5400

OCCUPATION - H

Apprenticeship Standards

California State University & State Employees Trades Council
(SETC)-United Joint Apprenticeship Training Committee (JATC)

Occupation - **Automotive/Equipment Mechanic**

O*NET CODE - **49-3023.01**

ARTICLE XIV Term of Apprenticeship

The term of apprenticeship shall be 7200 OJT hours within 48 months.
There shall be no tryout or probationary period.

ARTICLE XV Ratio

Each campus wishing to hire and train apprentices must have at least one journey-level worker in the same trade for the first apprentice. Thereafter, a campus must employ at least three journey-level workers in the same trade for each additional apprentice as follows:

- 1st Apprentice / 1 Journey Worker
- 2nd Apprentice / 4 Journey Workers
- 3rd Apprentice / 7 Journey Workers

ARTICLE XVI Wage Schedule

1. Apprentices shall be paid not less than the following percentages of the current journeymen's rate, which is \$4,807.00 per month, effective July 1, 2016.

ADVANCEMENT SCHEDULE				
Period	Percent of Journeyman Rate	Monthly Wage	Minimum OJT Hours Per Period	*Related & Supplemental Instruction (RSI) 144 hours/year
1 st period-6 months	65%	\$3,125	0 – 900	Successful Completion
2 nd period-6 months	69%	\$3,317	901 – 1800	Successful Completion
3 rd period-6 months	73%	\$3,509	1801 – 2700	Successful Completion
4 th period-6 months	77%	\$3,701	2701 – 3600	Successful Completion
5 th period-6 months	81%	\$3,894	3601 – 4500	Successful Completion
6 th period-6 months	85%	\$4,086	4501 – 5400	Successful Completion
7 th period-6 months	90%	\$4,326	5401 – 6300	Successful Completion
8 th period-6 months	95%	\$4,567	6301 - 7200	Successful Completion

*Advancement from one period to the next level, the apprentice must complete all of the following:

- 1) Minimum six (6) calendar months.
 - 2) Completion of required OJT hours.
 - 3) Successful completion of RSI with passing grade.
2. Straight time hours per day 8, and 40 per week.
 3. Overtime provisions – 1 1/2 times after 8 hours and after 40 hours per week.

ARTICLE XVI Wage Schedule(cont.)

4. Other Compensation:

a. Health & Welfare

Health benefits shall be paid by the employer. The employer contribution shall be based on the formula as provided in Government Code Section 22825.1

b. Pension

PERS – Pension shall be paid by the employer in accordance with Government Codes. Pension shall be based on tier 1.

c. Vacation

Vacation Accrual Per monthly pay period

<u>Service Requirements</u>	<u>Days</u>	<u>Hours</u>
1 month to 3 years	5/6	6-2/3
37 months to 6 years	1-1/4	10

ARTICLE XVII Work Training

The following are work processes required of apprentices enrolled in the CSU-SETC United Joint Apprenticeship and Training Program on any California State University Campuses or off-site center. The major work processes in which apprentices will be trained (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

<u>Automotive/Equipment Mechanic</u> <u>WORK PROCESSES</u>	Approximate Hours
1) Gasoline Engines & Repair	990
a. Troubleshooting	
b. Major and minor repairs	
c. Air conditioning Service	
d. Emission Controls	
e. Engine control systems	
2) Diesel Engines & Repair	315
a. Troubleshooting	
b. Major and minor repairs and problems	
3) Computerized Ignition and Engine Control	450
a. Computerized ignitions	
b. Engine control systems	
c. Diagnosis and tune-ups	
d. Emissions	
4) Fuel Systems	630
a. Carburetors	
b. Injection systems	
c. Alternative fuels systems (gas, methanol, propane, etc.)	

<u>Automotive/Equipment Mechanic</u> <u>WORK PROCESSES</u>	Approximate Hours
5) Power Transmissions <ul style="list-style-type: none"> a. Clutches, single and double disc b. Manual transmissions c. Automatic Transmissions 	225
6) Differential and Rear Ends	157.5
7) Frame and Chassis <ul style="list-style-type: none"> a. Front and rear suspensions b. Steering (manual and power assist) 	450
8) Brakes <ul style="list-style-type: none"> a. Hydraulic type b. Air type c. Vacuum boost type 	900
9) Electrical <ul style="list-style-type: none"> a. Starting systems b. Charging systems c. Support systems (lights, etc.) 	900
10) Hydraulics	180
11) Other Campus Equipment <ul style="list-style-type: none"> a. Rollers, air compressors b. Tractors, skip loaders, etc. c. Gas and electric carts 	900
12) Use and care of tools <ul style="list-style-type: none"> a. Hand and power tools b. Tool room c. Welding and cutting 	225
13) Preventive Maintenance <ul style="list-style-type: none"> a. Minor and major service b. CHP inspections c. Bus maintenance (vehicles carrying more than 10 passengers) d. Recordkeeping 	720
14) Training in Health & Safety Codes <ul style="list-style-type: none"> a. California Code of Regulations b. Titles 8, 22, 24 and UBC c. Proper disposal of waste d. Storage of flammable materials 	157.5
Total Hours	7200

OCCUPATION – I

Apprenticeship Standards

California State University & State Employees Trades Council
(SETC)-United Joint Apprenticeship Training Committee (JATC)

Occupation - **Metal Worker I (Maintenance)**

O*NET CODE - **47-2211.OOM**

ARTICLE XIV Term of Apprenticeship

The term of apprenticeship shall be 7200 OJT hours within 48 months.
There shall be no tryout or probationary period.

ARTICLE XV Ratio

Each campus wishing to hire and train apprentices must have at least one journey-level worker in the same trade for the first apprentice. Thereafter, a campus must employ at least three journey-level workers in the same trade for each additional apprentice as follows:

- 1st Apprentice / 1 Journey Worker
- 2nd Apprentice / 4 Journey Workers
- 3rd Apprentice / 7 Journey Workers

ARTICLE XVI Wage Schedule

1. Apprentices shall be paid not less than the following percentages of the current journeymen's rate, which is \$5,109.00 per month, effective July 1, 2016.

ADVANCEMENT SCHEDULE				
Period	Percent of Journeyman Rate	Monthly Wage	Minimum OJT Hours Per Period	*Related & Supplemental Instruction (RSI) 144 hours/year
1 st period–6 months	65%	\$3,321	0 – 900	Successful Completion
2 nd period–6 months	69%	\$3,525	901 – 1800	Successful Completion
3 rd period–6 months	73%	\$3,730	1801 – 2700	Successful Completion
4 th period–6 months	77%	\$3,934	2701 – 3600	Successful Completion
5 th period–6 months	81%	\$4,138	3601 – 4500	Successful Completion
6 th period–6 months	85%	\$4,343	4501 – 5400	Successful Completion
7 th period–6 months	90%	\$4,598	5401 – 6300	Successful Completion
8 th period–6 months	95%	\$4,854	6301 - 7200	Successful Completion

*Advancement from one period to the next level, the apprentice must complete all of the following:

- 1) Minimum six (6) calendar months.
 - 2) Completion of required OJT hours.
 - 3) Successful completion of RSI with passing grade.
2. Straight time hours per day 8, and 40 per week.
 3. Overtime provisions – 1 1/2 times after 8 hours and after 40 hours per week.

ARTICLE XVI Wage Schedule (cont.)

4. Other Compensation:

a. Health & Welfare

Health benefits shall be paid by the employer. The employer contribution shall be based on the formula as provided in Government Code Section 22825.1

b. Pension

PERS – Pension shall be paid by the employer in accordance with Government Codes. Pension shall be based on tier 1.

c. Vacation

Vacation Accrual Per monthly pay period

<u>Service Requirements</u>	<u>Days</u>	<u>Hours</u>
1 month to 3 years	5/6	6-2/3
37 months to 6 years	1-1/4	10

ARTICLE XVII Work Training

The following are work processes required of apprentices enrolled in the CSU-SETC United Joint Apprenticeship and Training Program on any California State University Campuses or off-site center. The major work processes in which apprentices will be trained (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

<u>Metal Worker I (Maintenance)</u> <u>WORK PROCESSES</u>	<u>Approximate Hours</u>
1) Operation of Machine Tools and Power Equipment	495
2) Layout and Pattern Development (bench work)	855
3) Fabrication of Sheet Metal Parts	450
4) Welding – Gas, Arc, Wire Feed and Spot	810
5) Installation, Replacement and Maintenance of Equipment	1440
a. Ducts	
b. Housings	
c. Plenums	
d. Mixing boxes	
e. Grilles	
f. Registers	
g. Diffusers	
h. Louvers	
i. Other equipment	
6) Reading of Blueprints and Schematics	270
7) Installation and Maintenance of Other Surfaces	315
a. Flashing	
b. Coping	
c. Curbs	
d. Fascia	
8) Maintenance of Equipment, Trouble-shooting	360

ARTICLE XVII Work Training (cont)

<u>Metal Worker I (Maintenance)</u>		Approximate
WORK PROCESSES		Hours
9)	Fabrication and Installation of Metal Roofing and Decking	180
10)	Fabrication and Installation of Gutters and Downspouts	360
11)	Instruction in System Design	405
12)	Service and Maintenance of Heating & Air Conditioning	720
	a. Gas heating	
	b. Solar heating	
	c. Air conditioning	
	d. Related controls	
13)	Proper storage of tools & equipment & Safety	270
	a. Training in safe work practices	
	b. Storage practices	
14)	Chain Link Fencing and Gates	270
	Total Hours	7200

OCCUPATION - J

Apprenticeship Standards

California State University & State Employees Trades Council
(SETC)-United Joint Apprenticeship Training Committee (JATC)

Occupation - **Air Conditioning/Refrigeration Mechanic I (Maintenance)**

O*NET CODE - **49-9021.02**

ARTICLE XIV Term of Apprenticeship

The term of apprenticeship shall be 7200 OJT hours within 48 months.
There shall be no tryout or probationary period.

ARTICLE XV Ratio

Each campus wishing to hire and train apprentices must have at least one journey-level worker in the same trade for the first apprentice. Thereafter, a campus must employ at least three journey-level workers in the same trade for each additional apprentice as follows:

- 1st Apprentice / 1 Journey Worker
- 2nd Apprentice / 4 Journey Workers
- 3rd Apprentice / 7 Journey Workers

ARTICLE XVI Wage Schedule

1. Apprentices shall be paid not less than the following percentages of the current journeymen's rate, which is \$5,370.00 per month, effective July 1, 2016.

ADVANCEMENT SCHEDULE				
Period	Percent of Journeyman Rate	Monthly Wage	Minimum OJT Hours Per Period	*Related & Supplemental Instruction (RSI) 144 hours/year
1 st period-6 months	65%	\$3,491	0 – 900	Successful Completion
2 nd period-6 months	69%	\$3,705	901 – 1800	Successful Completion
3 rd period-6 months	73%	\$3,920	1801 – 2700	Successful Completion
4 th period-6 months	77%	\$4,135	2701 – 3600	Successful Completion
5 th period-6 months	81%	\$4,350	3601 – 4500	Successful Completion
6 th period-6 months	85%	\$4,565	4501 – 5400	Successful Completion
7 th period-6 months	90%	\$4,833	5401 – 6300	Successful Completion
8 th period-6 months	95%	\$5,102	6301 - 7200	Successful Completion

*Advancement from one period to the next level, the apprentice must complete all of the following:

- 1) Minimum six (6) calendar months.
 - 2) Completion of required OJT hours.
 - 3) Successful completion of RSI with passing grade.
2. Straight time hours per day 8, and 40 per week.
 3. Overtime provisions – 1 1/2 times after 8 hours and after 40 hours per week.

ARTICLE XVI Wage Schedule (cont.)

4. Other Compensation:

a. Health & Welfare

Health benefits shall be paid by the employer. The employer contribution shall be based on the formula as provided in Government Code Section 22825.1

b. Pension

PERS – Pension shall be paid by the employer in accordance with Government Codes. Pension shall be based on tier 1.

c. Vacation

Vacation Accrual

Per monthly pay period

<u>Service Requirements</u>	<u>Days</u>	<u>Hours</u>
1 month to 3 years	5/6	6-2/3
37 months to 6 years	1-1/4	10

ARTICLE XVII Work Training

The following are work processes required of apprentices enrolled in the CSU-SETC United Joint Apprenticeship and Training Program on any California State University Campuses or off-site center. The major work processes in which apprentices will be trained (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

<u>Air Conditioning/Refrigeration Mechanic I</u>	Approximate Hours
<u>WORK PROCESSES</u>	
1) Air Conditioning Principles	900
a. Types of Air Conditioning Equipment in Use	
Refrigerant Recovery Systems	
2) Psychometrics (Measurement of Cold)	360
3) Advanced Air Conditioning Principles	900
a. Electrical Systems Used in Air Conditioning	
b. Heat Load Calculations	
Gas Heating	
4) Refrigeration Principles	1080
a. Tools, Fittings and Materials	
b. Fundamentals of Vapor Compression	
c. Fundamentals of Absorption Systems	
d. Characteristics of Refrigerants	
e. Compressors, Heat Exchangers and Filtering Devices	
f. Evaporators and Condensers	
g. Gas Laws and Basic Thermodynamics	
Charging Methods and Water Towers	
5) Service and Maintenance of Refrigeration Systems	900
a. Construction, Operation, Installation and Repair of Refrigeration Systems	
b. Walk-in Coolers, Freezers and Ice Machines	
c. Display Cases and Multiple Evaporator Systems	
Defrost Systems	

ARTICLE XVII Work Training (cont.)

Air Conditioning/Refrigeration Mechanic I
WORK PROCESSES

Approximate
Hours

6) Hydronics and Air Distribution	900
a. Design, Installation and Maintenance of Hydronics for Heating and Cooling	
b. Principles of Low Velocity Air Distribution Systems	
c. Boiler and Pump Selection and Layout Steam-heated Water	
7) Commercial and Industrial Controls	360
a. Control Theory Electronic and Pneumatic Fluid Controls	
8) Electricity	720
a. Basics of Electrical and Electronic Circuits	
b. AC/DC Motors	
c. Controls and Transformers Troubleshooting and Repair	
9) Welding	270
10) Reading of Blueprints and Schematics, Estimating	270
11) Plumbing and Electrical Codes	180
12) Training in Health and Safety	360
a. California Code of Regulations – Titles 8, 22, 24 and UBC	
b. Proper Disposal of Wastes	
c. Storage of Flammable Materials	

Total Hours

7200

ADDENDUM – A
Article XX
Selection Procedures
EXEMPTION

Apprenticeship Standards

California State University & State Employees Trades Council
(SETC)-United Joint Apprenticeship Training Committee (JATC)

California Plan for Equal Opportunity in Apprenticeship

<u>Position Title</u>	<u>Class Code</u>	<u>O*NET CODE</u>
Carpenter I, (Maintenance)	6477	47-2031.01M
Painter I, (Maintenance)	6527	47-2141.00M
Electrician I, (Maintenance)	6536	47-2111.00M
Plumber I, (Maintenance)	6550	47-2152.02M
Locksmith I	6641	49-9094.00
Building Service Engineer (Stationary Engineer)	6701	51-8021.00
Operating Engineer	6704	47-2011.00M
Automotive/Equipment Mechanic	6838	49-3023.01
Metal Worker, (Maintenance)	6585	47-2211.00M
Air Cond/Refrigeration Mechanic, (Maintenance)	6692	49-9021.02

Area Covered by Standards: All CSU campuses in the State of California

See Article XX - Attachment #1
Exemption Letter

CSU – SETC JATC
Apprenticeship Standards
ADDENDUM “A” - Article XX – EXEMPTION Letter
Attachment #1

DAS File #:19958

TO: Diane Ravnik, Chief, Division of Apprenticeship Standards
Department of Industrial Relations
P.O. Box 420603
San Francisco, CA 94010

NAME: CALIFORNIA STATE UNIVERSITY & STATE EMPLOYEE TRADES COUNCIL JATC
401 Golden Shore, Fourth Floor
Long Beach, California 90802-4210
Area of Coverage: All California State University Campuses

SUBJECT: EXEMPTION REQUEST
Title 8, Chapter 2, Article 5, Section 214(d)
California Code of Regulations

As provided by Section 17 of the State of California Plan for Equal Opportunity in Apprenticeship, the apprenticeship program sponsor, Hereby requests an exemption from Title 8, Chapter 2, Article 5, Section 215 (d) for good cause as follows:

This State of California Program Sponsor is subject to the **State Personnel Board** Affirmative Action Plan meets the requirements of Title VIII of the Civil Rights Act of 1963 and implementing regulations. As part of the plan, the **State Personnel Board** negotiates goals for minorities and women with this Department yearly. These goals meet or exceed Cal Plan goals for minorities and women; and

This State of California Program Sponsor is covered under a memorandum of understanding.

This Program Sponsor therefore qualifies for the exemption from the affirmative action and selection procedures provisions of the California Plan for Equal Opportunity in Apprenticeship (Cal Plan) under the authority of Cal Plan Section 4 (e).

Verified: Francisco Garcia, Title Chairman

Signed: _____

An Exemption has been granted for the above Program Sponsor effective _____.

Diane Ravnik, Chief
Division of Apprenticeship Standards

This addendum to the Standards is submitted for approval of the Chief, Division of Apprenticeship Standards as adopted on:

Committee Chairman: _____
Francisco Garcia _____ Date _____

Chief of Facilities
Operations: _____
Shawn Holland _____ Date _____

DAS Consultant: _____
Sylvia Trinidad _____ Date _____

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: _____
Date _____

Signed: _____
Diane Ravnik, Chief – Division of Apprenticeship Standards _____ Date _____



ADDENDUM “B”

LEA LETTER OF INTENT

PPR

CURRICULUM