

DEPARTMENT OF INDUSTRIAL RELATIONS
Division of Apprenticeship Standards
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102
Tel: (415) 703-4920 Fax: (415) 703-5218

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603



July 25, 2014

Northern California Laborers Joint Apprenticeship Training Committee
Jeff Armstrong, Director of Apprenticeship
1001 Westside Drive
San Ramon, CA 94583-4098

Re: Apprenticeship Ratio Exemption pursuant to Labor Code Sec. 1777.5

Dear Mr. Armstrong:

Your request for an exemption from the ratio of one hour of apprentices employment for each five hours of journey level labor performed on Public Works projects by affiliated employers who are approved to train apprentices by the Northern California District Council of Laborers Construction Craft Laborers Joint Apprenticeship Training Committee, subject to Labor Code Section 1777.5 has been reviewed and is hereby approved.

The Northern California Laborers Joint Apprenticeship Training Committee request for an exemption from the hourly ratio was based on your program's determination that an hourly apprenticeship ratio was not feasible because the specific tasks to which the apprentice would be assigned is of a nature that proper supervision and training cannot be provided by the journey person. An example of such work is the horizontal directional drilling operation, where there is a three-person crew, each of whom is performing distinctly different functions: the operator of the drill, the electronic tracking locator and the drilling crew laborer. Each of these distinct functions has complex duties which must be performed and no one in the three-member crew is in a position to supervise or train an apprentice. Another example is the typically two-member drilling and blasting crew, where one person is drilling holes and the other is setting dynamite charges for blasting and neither journey person is in a position to properly supervise an apprentice.

Upon request, Labor Code Section 1777.5 authorizes the Division of Apprenticeship Standards (DAS) to order a minimum ratio of not less than one apprentice for each five journey persons where the hourly ratio is not feasible. Therefore, based upon the authority vested in the DAS by Labor Code section 1777.5, the Northern California Laborers Joint Apprenticeship Training Committee is hereby granted an exemption from the one to five hourly apprentice ratio; and contractors are required to employ apprentices as follows:

Participating contractors employing four (4) or fewer journey-level Laborers on a public works jobsite shall not be required to hire an apprentice; however, the fifth (5th) Laborer employed shall be an apprentice. Additionally, participating employers may, and are encouraged to employ an apprentice after employing at least one journey-level Laborer whenever possible.

This exemption from the hourly ratio is effective August 1, 2014 and will remain in effect until revoked by the Administrator of Apprenticeship.

Sincerely,

A handwritten signature in black ink, appearing to read "Diane M. Ravnik". The signature is written in a cursive, flowing style with a large, prominent initial "D".

Diane Ravnik
Chief



Northern California Laborers Joint Apprenticeship Training Committee

1001 Westside Drive, San Ramon, CA 94583-4098

(925) 556-0858 • (925) 556-0652 Fax

July 17, 2014

Ms. Diane Ravnik, Chief
Department of Industrial Relations
Division of Apprenticeship Standards
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102

Re: Apprentice Ratio Exemption

Dear Ms. Ravnik:


The Northern California District Council of Laborers Construction Craft Laborer Joint Apprenticeship Training Committee (JATC) hereby grants the following exemption in accordance with Section 1777.5 (k)(4) of the California Labor Code to its approved contractors employing Construction Craft Laborers on publicly funded projects.

Approved contractors employing four or fewer journey-level Laborers on a public works jobsite shall not be required to hire an apprentice; however, the fifth Laborer employed shall be an apprentice. In addition, participating employers may employ an apprentice after employing at least one journey-level Laborer on a public works project.

The reason a 1 to 5 hourly ratio is not feasible is that there are numerous employers who, because of the size of their operation or because of the type of work that is being done, are only able to utilize a limited number of journey-level Laborers. An example would be concrete demolition performed by Laborers when working on streetlights or traffic signals. In such an instance, a journey-level Laborer would not be able to properly supervise and train an apprentice. There are also instances when the job is small or because of the nature of the work being done on the job, that the journey-level Laborer would not be able to train apprentices in the use of new equipment, materials and processes or supervise apprentices in accordance with the Program's Apprenticeship Standards.

Signed 
Oscar De La Torre, JATC Chair

Effective August 1, 2014, and will remain in effect until revoked by the Program or the Administrator of Apprenticeship.

Approved 
Diane Ravnik, Chief, DAS

Date 7/25/14

DEPARTMENT OF INDUSTRIAL RELATIONS

Division of Apprenticeship Standards
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102
Tel: (415) 703-4920 Fax: (415) 703-5218

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603



December 5, 2011

Northern California Laborers Joint Apprenticeship Training Committee
Jeff Armstrong, Director of Apprenticeship
1001 Westside Drive
San Ramon, CA 94583-4098

Re: Apprenticeship Ratio Exemption pursuant to Labor Code Sec. 1777.5

Dear Mr. Armstrong:

Your request for an exemption from the ratio of one hour of apprentices employment for each five hours of journey level labor performed on Public Works projects, subject to Labor Code Section 1777.5 has been reviewed and is hereby approved.

The Northern California Laborers Joint Apprenticeship Training Committee request for an exemption from the hourly ratio was based on your program's determination that an hourly apprenticeship ratio was not feasible because the specific tasks to which the apprentice would be assigned is of a nature that proper supervision and training cannot be provided by the journey person. An example of such work is the horizontal directional drilling operation, where there is a three-person crew, each of whom is performing distinctly different functions: the operator of the drill, the electronic tracking locator and the drilling crew laborer. Each of these distinct functions has complex duties which must be performed and no one in the three-member crew is in a position to supervise or train an apprentice. Another example is the typically two-member drilling and blasting crew, where one person is drilling holes and the other is setting dynamite charges for blasting and neither journey person is in a position to properly supervise an apprentice.

Upon request, Labor Code Section 1777.5 authorizes the Division of Apprenticeship Standards (DAS) to order a minimum ratio of not less than one apprentice for each five journey persons where the hourly ratio is not feasible. Therefore, based upon the authority vested in the DAS by Labor Code section 1777.5, the Northern California Laborers Joint Apprenticeship Training Committee is hereby granted an exemption from the one to five hourly apprentice ratio; and contractors are required to employ apprentices as follows:

Participating contractors employing four (4) or fewer journey-level Laborers on a public works jobsite shall not be required to hire an apprentice; however, the fifth (5th) Laborer employed shall be an apprentice. Additionally, participating employers may, and are encouraged to employ an apprentice after employing at least one journey-level Laborer whenever possible.

This exemption from the hourly ratio is effective December 5, 2011 and will remain in effect until revoked by the Administrator of Apprenticeship.

Sincerely,

A handwritten signature in black ink that reads "Diane M. Ravnik". The signature is written in a cursive style with a large, looping initial "D".

Diane Ravnik
Chief



Northern California Laborers Joint Apprenticeship Training Committee

1001 Westside Drive, San Ramon, CA 94583-4098

(925) 556-0858 • (925) 556-0652 Fax

July 26, 2011

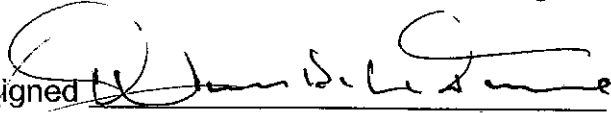
Glen Forman, Acting Chief
Department of Industrial Relations
Division of Apprenticeship Standards
455 Golden Gate Avenue, 10th Floor
San Francisco CA 94102

Re: Apprentice Ratio Exemption

Dear Mr. Forman:

The Northern California District Council of Laborers Apprenticeship Program hereby grants the following exemption in accordance with Section 1777.5 (k)(4) of the California Labor Code to its participating contractors employing Construction Craft Laborers on publicly funded projects:

Participating contractors employing four or fewer journey-level Laborers on a public works jobsite shall not be required to hire an apprentice as demonstrated by the following: there are numerous employers who, because of the size of their operation or because of the type of work that is being done, are only able to use a limited number of journey-level Laborers. An example would be concrete demolition performed by Laborers when working on streetlights or traffic signals. In such an instance, a journey-level Laborer would not be able to properly supervise and train an apprentice. There are also instances when the job is small or because of the nature of the work being done on the job, that the journey-level Laborer would not be able to train apprentices in the use of new equipment, materials and processes or supervise apprentices in accordance with the Program's Apprenticeship Standards.

Signed 

Effective September 1, 2011, and will remain in effect until revoked by the Program or the Administrator of Apprenticeship.

Approved 

Date 8-22-11

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF APPRENTICESHIP STANDARDS
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102
Tel: (415) 703-4920
Fax: (415) 703-5477

www.dir.ca.gov



ADDRESS REPLY TO:
Div. of Apprenticeship Standards
P. O. Box 420603
San Francisco, CA 94142-0603

July 29, 2011

Northern California Laborers JATC
Jeff Armstrong, Director
1001 Westside Drive
San Ramon, CA 94583

Dear Mr. Armstrong,

This letter is to inform you that I have received your exemption request, due to processing time for these requests I am extending the current extension until August 31, 2011. The existing exemption will now expire on August 31, 2011 and your new exemption will be effective September 1, 2011.

Please notify your contractors of this change.

Yours truly

A handwritten signature in blue ink, appearing to read "Glen K. Forman", with a long horizontal line extending to the right.

Glen K. Forman
Acting Chief
Division of Apprenticeship Standards
(415) 703-4939

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF APPRENTICESHIP STANDARDS
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102
Tel: (415) 703-4920
Fax: (415) 703-5477

www.dir.ca.gov



ADDRESS REPLY TO:
Div. of Apprenticeship Standards
P. O. Box 420603
San Francisco, CA 94142-0603

July 1, 2011

Northern California Laborers JATC
Jeff Armstrong, Director
1001 Westside Drive
San Ramon, CA 94583

Dear Mr. Armstrong,

This letter is to inform you that I am granting your request for an extension until July 31, 2011. Make sure to submit a request for an exemption to the 5-1 hourly ratio if your committee desires to have such an exemption. Your existing exemption will now expire on July 31, 2011.

Please notify your contractors of this change.

Yours truly

A handwritten signature in blue ink, appearing to read "Glen K. Forman".

Glen K. Forman
Acting Chief
Division of Apprenticeship Standards
(415) 703-4939



Northern California Laborers Joint Apprenticeship Training Committee

1001 Westside Drive, San Ramon, CA 94583-4098

(925) 556-0858 • (925) 556-0652 Fax

June 30, 2011

Glen Forman, Acting Chief
Department of Industrial Relations
Division of Apprenticeship Standards
455 Golden Gate Avenue, 10th Floor
San Francisco CA 94102

Re: Request For an Extension To Our Variance

Dear Mr. Forman:

I would like to thank you for extending our variance from the 1 to 5 hourly ratio until July 3rd, 2011. Now that we have submitted our standards with a new ratio, we are asking that our exemption be extended until July 31st, 2011. This will give you and your staff time to review the standards as well as allowing our affiliated contractors time to prepare for the change.

Please feel free to contact me if you have any questions or if you would like to discuss this matter further.

Sincerely,

Jeff Armstrong
Director of Apprenticeship

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF APPRENTICESHIP STANDARDS
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102
Tel: (415) 703-4920
Fax: (415) 703-5477

www.dir.ca.gov



ADDRESS REPLY TO:
Div. of Apprenticeship Standards
P. O. Box 420603
San Francisco, CA 94142-0603

June 2, 2011

Northern California Laborers JATC
Jeff Armstrong, Director
1001 Westside Drive
San Ramon, CA 94583

Dear Mr. Armstrong,

This letter is to inform you that I am granting your request for an additional 30. Your existing exemption will now expire on July 3, 2011.

Please notify your contractors of this change.

Yours truly

A handwritten signature in blue ink, appearing to read "Glen K. Forman".

Glen K. Forman
Acting Chief
Division of Apprenticeship Standards
(415) 703-4939



Northern California Laborers Joint Apprenticeship Training Committee

1001 Westside Drive, San Ramon, CA 94583-4098

(925) 556-0858 • (925) 556-0652 Fax

May 31, 2011

Glen Forman, Acting Chief
Department of Industrial Relations
Division of Apprenticeship Standards
455 Golden Gate Avenue, 10th Floor
San Francisco CA 94102

Re: Request For an Extension To Our Variance

Dear Mr. Forman:

As you know, the Northern California Laborers Joint Apprenticeship Program has had a variance to the 1 to 5 hourly ratio as provided in Section 1777.5 of the California Labor Code since October 2003. While your office has revoked all variances of this type last year, you provided our program a 90 day extension (which expires on June 3rd) so that Labor and Management could meet and develop a mutually agreed path forward.

The parties have been meeting over the past 90 days and are close to reaching an agreement. However, due to the fact that there are still ratification meetings ahead, we are asking for an additional 30 days so that the ratification process can take place. Therefore, on behalf of those parties, I am asking you to extend our variance to July 1, 2011.

Please feel free to contact me if you have any questions or if you would like to discuss this matter further.

Sincerely,

Jeff Armstrong
Director of Apprenticeship



DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF APPRENTICESHIP STANDARDS
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102
Tel: (415) 703-4920
Fax: (415) 703-5477

www.dir.ca.gov



ADDRESS REPLY TO:
Div. of Apprenticeship Standards
P. O. Box 420603
San Francisco, CA 94142-0603

March 1, 2011

Northern California Laborers JATC
Jeff Armstrong, Director
1001 Westside Drive
San Ramon, CA 94583

Dear Mr. Armstrong,

This letter is to inform you that I am granting your 90 day extension per your request. Your existing exemption will now expire on June 3, 2011.

Please notify your contractors of this change.

Yours truly

A handwritten signature in blue ink, appearing to read "Glen K. Forman".

Glen K. Forman
Acting Chief
Division of Apprenticeship Standards
(415) 703-4939



Northern California Laborers Joint Apprenticeship Training Committee

1001 Westside Drive, San Ramon, CA 94583-4098

(925) 556-0858 • (925) 556-0652 Fax

February 10, 2011

Glen Forman
Department of Industrial Relations
Division of Apprenticeship Standards
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102

Re: Revocation of Exemption To Apprentice To Journeyman Hours Ratio

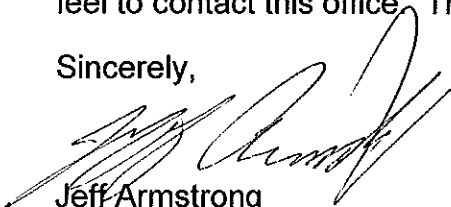
Dear Mr. Forman:

This office has received your notice of revocation dated February 2, 2011. I have shared this letter with the Oscar De La Torre, Business Manager of the Northern California District Council of Laborers. Mr. De La Torre informed me that the District Council has recently entered into contract negotiations with their affiliated contractor associations and apprenticeship is one of the many topics that will be discussed.

It is for that reason that I am requesting a 90 day extension of our current exemption set to expire on March 3, 2011. This will allow the negotiating parties time to fully contemplate and agree to a path forward that will allow greater opportunities for Construction Craft Laborer apprentices.

If you need any additional information, or if you would like to discuss this matter further, please feel to contact this office. Thank you for your consideration.

Sincerely,



Jeff Armstrong
Director of Apprenticeship

cc: Leonard Gonzales, Executive Director, Laborers Training Center

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF APPRENTICESHIP STANDARDS
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102
Tel: (415) 703-4920
Fax: (415) 703-5477

www.dir.ca.gov



ADDRESS REPLY TO:
Div. of Apprenticeship Standards
P. O. Box 420603
San Francisco, CA 94142-0603

February 2, 2011

Northern California Laborers JATC
Jeff Armstrong, Director
1001 Westside Drive
San Ramon, CA 94583

Dear Mr. Armstrong,

This letter is to inform you that I am revoking your exemption to apprentice to journeyman hours ratio in Labor Code Section 1777.5 which was approved October 31, 2003 (attached). Your exemption will be revoked effective with projects with a bid date on or after March 3, 2011. I am taking this step because of the amount of time that has passed since the exemption was granted. I believe it is appropriate for the program to reevaluate its request in light of current conditions and training needs. There has also been some confusion concerning the scope of the exemption on public works projects.

If after considering the matter and you wish to reapply for an exemption, please contact me as soon as possible.

Please notify your contractors of this change.

Yours truly

A handwritten signature in blue ink, appearing to read "Glen K. Forman". The signature is stylized and written over a horizontal line.

Glen K. Forman
Acting Chief
Division of Apprenticeship Standards
(415) 703-4939

Enc.

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF APPRENTICESHIP STANDARDS
455 GOLDEN GATE AVENUE, 8TH FLOOR
SAN FRANCISCO, CA 94102
(415) 703-4920
FAX: (415) 703-5477

www.dir.ca.gov



ADDRESS REPLY TO:
Div. of Apprenticeship Standards
P. O. Box 420603
San Francisco, CA 94142-0603

October 31, 2003

Mr. Jeff Armstrong, Director of Apprenticeship
Northern California Laborers JATC
1001 Westside Drive
San Ramon, CA 94583

Dear Mr. Armstrong:

Your request for an exemption from the one hour of apprentice employment for each five hours of journey level labor performed on Public Work projects, relative to Labor Code Section 1777.5, has been reviewed by the Division. Your standards, approved in October 1995, call for the man-to-man type ratio, mirroring the Collective Bargaining Agreement. Your Program did a review and has determined that the hourly apprenticeship ratio is not feasible for your program.

The Northern California Laborers Joint Apprenticeship Training Committee request an exemption because of a perceived lack of feasibility is based on the following:

There are dozens of employers of construction craft laborers who, because of the size of their operations, are able to utilize one or two laborers. An example of this type of employer is an electrical contractor who uses a laborer to demolish sidewalks when working on streetlights or traffic signals. Requiring such an employer to meet the ratio of hours would cause it to violate the JAC Standards, which state:

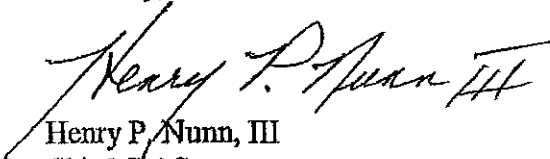
- 1) Apprentices work under the supervision of qualified journeymen;
- 2) Apprentices are trained in the use of new equipment, materials and processes as they come into the craft.

You state the fact that strict adherence to the hour ratio requirement precludes the use of registered apprentices by these small contractors, claiming that the 1-5 hour ratio can create situations where apprentices will not be able to be properly trained or supervised on the job.

Upon request, Labor Code Section 1777.5 authorizes the Division of Apprenticeship Standards (DAS) to order a minimum ratio of not less than one apprentice for five journeyman where the hourly ratio is not feasible for a particular occupation.

Therefore, based on the authority vested in the DAS by Labor Code Section 1777.5, the Northern California Laborers Joint Apprenticeship Training Committee is granted an exemption from the one to five hourly apprentice ratio on Public Works projects and is ordered to utilize a minimum ratio of not less than one apprentice for five journeyman in the construction craft laborer classification. This exemption will remain in effect until revoked.

Sincerely,

A handwritten signature in cursive script that reads "Henry P. Nunn III". The signature is written in black ink and is positioned above the typed name.

Henry P. Nunn, III
Chief, DAS

Effective Date: October 31, 2003