

Division of Apprenticeship Standards (DAS)

Apprenticeship Program Summary Sheet

To: Adele Burnes, Chief
From: Paul Martinez
CC: Program Planning and Review
Date: December 9, 2025

Program Name: Los Angeles & Vicinity Steamfitters and Industrial Pipefitters JATC
Industry: Building & Construction
DAS File No.: 280
Grant Awardee: No Yes

Actions:

- Proposed new apprentice program
- Existing apprenticeship program adding new occupations
- Existing apprenticeship program expanding area of operations
- Existing apprenticeship program changing work processes on approved occupations.

Labor Organizations Representing Any of the Apprentices:

Los Angeles & Vicinity Steamfitters and Industrial Pipefitters Labor Union 250
18355 South Figueroa Street, Gardena, CA 90248

Request for Approval under Labor Code 3075:

Los Angeles & Vicinity Steamfitters and Industrial Pipefitters JATC intends to train in the building and construction trades and intends to dispatch apprentices to projects with public works, prevailing wage or skilled and trained workforce requirements within the meaning of Labor Code sections 1720 and 3075 and will train or dispatch apprentices in the building and construction trades or firefighters occupations.

Comments:

Los Angeles & Vicinity Steamfitters and Industrial Pipefitters JATC will oversee the apprenticeship program herein and seeks approval from the Department of Industrial Relations, Division of Apprenticeship Standards for the following:

Proposed Occupation, Wage Rate & O*Net Code:

- Steamfitter/Industrial Pipefitter O*Net: 47-2152.00
Journeyman Wage: Wages pursuant to [Public Works](#) and/or most applicable requirement(s) of CA Labor Code §1720-1785; 8 CCR § 208 & §16000
Proposed Apprentice Wage: Wages pursuant to [Public Works](#) and/or most applicable requirement(s) of CA Labor Code §1720-1785; 8 CCR § 208 & §16000

Los Angeles & Vicinity Steamfitters and Industrial Pipefitters Joint Apprenticeship Training Committee Program Standards

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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 an education sponsored, employer-based 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 or Occupation, Related and Supplemental Instruction, Term of Apprenticeship, Ratio, Wage Schedule and Work Training

Occupation: Steamfitter/Industrial Pipefitter

O*Net Code: 47-2152.00

Attachment: B

Article III Organization

There is hereby established the above-named master apprenticeship committee. The committee shall consist of eight (8) members, four (4) of whom shall be selected by and represent the employer organization(s) signatory hereto and four (4) 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 (1) advisor from the Local Education Agency 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.

Area Covered by Standards: Imperial, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, and Ventura Counties.

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) serve in an advisory capacity with employers and employees in matters pertaining to these standards;
- 3) ensure the program's ability, including financial ability, and commitment to meet and carry out its responsibilities under federal and state law and regulations applicable to the apprenticeable occupation and for the welfare of the apprentice;
- 4) aid in the adjustment of apprenticeship disputes;
- 5) develop fair and impartial selection procedures and an affirmative action plan in accordance with existing laws and regulations and apply them uniformly in the selection of applicants for apprenticeship.

Article VI Responsibilities

The responsibilities of the apprenticeship committee shall be to:

- 1) maintain suitable and adequate facilities to train apprentices;
- 2) supervise the administration and enforcement of these standards;
- 3) adopt such rules and regulations as are necessary to govern the program provided that the rules and regulations do not conflict with these standards;
- 4) conduct orientations, workshops or other educational sessions for employers to explain the apprenticeship program's standards and the operation of the apprenticeship program;
- 5) pass upon the qualification of employers and, when appropriate, to suspend or withdraw approval;
- 6) conduct on-going evaluation of the interest and capacity of employers to participate in the apprenticeship program and to train apprentices on the job;
- 7) Make periodic evaluations of each apprentices on-the-job training and related and supplemental instruction;
- 8) ensure safe work site facilities, skilled workers as trainers at the work site, and safe equipment sufficient to train apprentices;
- 9) determine the qualifications of apprentice applicants and ensure fair and impartial treatment of applicants for apprenticeship selected through uniform selection procedures;
- 10) ensure apprentice agreements are sent to DAS for registration within thirty (30) days of the execution by the apprentice. For programs in the building and construction trades industry, the agreement shall be submitted to DAS in an acceptable electronic format, and a signed original of the agreement shall be retained by the program for at least five years following the completion or cancellation of the agreement.

- 11) establish and utilize a procedure to record and maintain all records of the apprentice's worksite job progress and progress in related and supplemental instruction;
- 12) establish and utilize a system for the periodic review and evaluation of the apprentice's progress in job performance and related instruction;
- 13) provide to each apprentice, on at least a semiannual basis, a statement showing the number of hours of on-the-job training and related and supplemental instruction that the apprentice has acquired toward graduation, the total number of hours of on-the-job training and related and supplemental instruction that are necessary for graduation, and the apprentice's expected graduation date;
- 14) discipline apprentices, up to and including termination, for failure to fulfill their obligations on-the-job or in related instruction, including provisions for fair hearings;
- 15) annually prepare and submit a Self-Assessment Review as well as a Program Improvement Plan to the Chief of the Division of Apprenticeship Standards;
- 16) ensure training and supervision, both on the job and in related instruction, in first aid, safe working practices and the recognition of occupational health and safety hazards;
- 17) ensure training in the recognition of illegal discrimination and sexual harassment, including the anti-harassment and anti-discrimination training required under Labor Code section 3073.9, subdivision (c)(4)(A);
- 18) procedures to ensure that its apprentices are not harassed or discriminated against on any of the bases protected by the Fair Employment and Housing Act, and to ensure that its apprenticeship program is free from intimidation and retaliation;
- 19) establishment and implementation of procedures for handling and resolving internal complaints about harassment or discrimination as required under Labor Code section 3073.9, subdivision (c)(4)(C).
- 20) establish an adequate mechanism to be used for the rotation of the apprentice from work process to work process to assure the apprentice of complete training in the apprenticeable occupation including mobility between employers when essential to provide exposure and training in various work processes in the apprenticeable occupation;
- 21) establish an adequate mechanism that will be used to provide apprentices with reasonably continuous employment in the event of a lay-off or the inability of one employer to provide training in all work processes as outlined in the standards;
- 22) comply with meaningful representation requirements for the interests of apprentices in the management of the program where apprentices are at least equally represented on an advisory panel established by the apprenticeship committee responsible for the operation of the program;
- 23) shall submit apprentice registration, change of address, graduation, and termination data to the Division of Apprenticeship Standards on a monthly basis in an electronic format acceptable to the division;
- 24) adopt changes to these standards, as necessary, subject to the approval of the parties hereto and the Chief of the Division of Apprenticeship Standards;

25) abide by any and all relevant California Labor Codes and California Code of Regulations regarding apprenticeship.

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 of participating employer, who is engaged in learning a designated craft or 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 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, by the program sponsor, and by the apprentice 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 registration. 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 Lay-off

- 1) If for any reason the 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, the program, or the committee for an injury sustained by an apprentice engaged in schoolwork at a time when the apprentice is unemployed.

Article XII Controversies

All controversies or differences concerning apprentice agreements that cannot be adjusted locally by the apprenticeship committee or otherwise shall be submitted to the Administrator for determination.

Article XIII Certificate of Completion

- 1) In addition to previous on-the-job training and related school instruction, which is of an approved nature, the Apprentice shall have completed not less than an additional six (6) months as an apprentice under the laws of the State of California and demonstrated mastery of the skills and knowledge of the prescribed program.
- 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 percent (12½%).
- 3) 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 Chief of the Division of Apprenticeship Standards and the California Apprenticeship Council.

Article XIV Equal Opportunity in Apprenticeship Pledge

Los Angeles & Vicinity Steamfitters and Industrial Pipefitters Joint Apprenticeship Training Committee will not discriminate against apprenticeship applicants or apprentices based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age for individuals over forty years of age, military or veteran status, or sexual orientation.

Los Angeles & Vicinity Steamfitters and Industrial Pipefitters Joint Apprenticeship Training Committee will take affirmative steps to provide equal opportunity in apprenticeship.

Article XV Selection of Apprentice Applicant

Apprenticeship programs may utilize any method or combination of methods for the selection of apprentices, provided that the selection method(s) used meets the following requirements:

- 1) The selection procedure(s) must be uniformly and consistently applied to all applicants and apprentices within each selection procedure utilized.
- 2) The selection procedure(s) must comply with title I of the ADA, EEOC's implementing regulations at 29 CFR part 1630, the Fair Employment and Housing Act, and the Civil Rights Council's implementing regulations at sections 11064, et seq. of title 2 of the California Code of Regulations as applicable to apprenticeship program sponsors.
- 3) The procedure(s) must not screen out or tend to screen out an individual with a disability or a class of individuals with disabilities, on the basis of disability, unless the standard, test or other selection criteria, as used by the apprenticeship program, is shown to be job-related for the position in question and is consistent with business necessity.
- 4) The selection procedure(s) must be facially neutral in terms of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age for individuals over forty years of age, military or veteran status, or sexual orientation.

Los Angeles & Vicinity Steamfitters and Industrial Pipefitters Joint Apprenticeship Training Committee will select apprentices based on the procedures below. All applicants will be notified in writing of acceptance or rejection. If rejected, reasons for rejection will be stated.

ABOUT THE PROGRAM

The Steamfitter and Industrial Pipefitter Apprenticeship Training Program is for five (5) years. Apprentices earn while they learn, working on the job and attending classes of related technical instruction.

Nature of Work: Fabricates, assembles, installs, tests, maintains, and rehabilitates industrial, manufacturing, heating, cooling, instrumentation and control piping. A variety of welding processes are used in performing welding operations. Work may include rigging operations and Computer Aided Design CAD functions.

Area: Imperial, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, and Ventura Counties.

Helpful High School, Trade School, or College Courses: Mathematics, including Algebra and Geometry, Machine or Forge Shop, Drafting, Mechanical Drawing or Blueprint Reading, Physical Science.

Wages: Apprentices earn a percentage of the Journeyman wage rate, by classification. The current Journeyman wage (refer to current DIR wage determination at: <https://www.dir.ca.gov/oprl/DPreWageDetermination.htm>) the 1st Year apprentice wage is 45% of journeyman wages. All wage rates and conditions are subject to change without notice as per the Collective Bargaining Agreement. After meeting all annual requirements apprentices advance in the program and receive a pay raise once a year.

Hours of Work: 6:30 a.m. - 3:30 p.m., ½ hour lunch, forty (40) hrs./wk., or as modified by union agreement.

Classes: Apprentices attend 240 hours a year in classes of related technical and manipulative instruction. All new apprentices will do Block Training attending daytime training 4 days for one week, 6:30 am - 4:30 pm every 5 weeks.

Tools and Transportation: Apprentices must have the required tools and their own transportation. The tools are tape measure, level, channel locks, hammers, screwdrivers, wrenches, tube cutters, tin snips, reamers, and saws. While in the trade, apprentices will learn to work with drills, grinders, braces & bits, chisels, power machines, hydraulic pipe benders, gas & arc welding, soldering /brazing equipment while on the job.

Where Employed: Commercial, industrial, manufacturing, food processing plants & petrochemical industry.

Skills required for this job: Steamfitters and Industrial Pipefitters work with their hands, use hand, power tools and use welding processes on piping systems. Must know mechanical principles and understand how things work. Steamfitters and Industrial Pipefitters need a working knowledge of mathematics and science.

Working Conditions: Steamfitter and Industrial Pipefitter work is strenuous; most is done outdoors. It involves a lot of standing, stooping, and heavy lifting, pulling and pushing. The work involves joining pipes together by following layouts, diagrams and blueprints. It may require standing for long periods or being in cramped and uncomfortable positions. The work can be uncomfortable during hot or cold weather. Risks include falls from ladders, cuts from sharp tools, and burns from hot pipes or steam.

Availability and Continuity of Work: Employment prospects vary with industry needs, economic cycles and capital expenditures by public agencies, locality and weather.

Fringe Benefits: Health, Dental, and Prescription Drug coverage, Pension, Vacation and Holiday, and Life Insurance are provided as eligibility is established.

Union Affiliation: Apprentices are obligated to make an application to the Union at the start of their apprenticeship and must maintain their availability for employment referral. Apprentices serve a probationary period for the first year of 1500 OJT working hours and 240 RSI classes in their apprenticeship.

Completion Certificates: Apprentices attain journeyman status and are awarded completion certificates.

ADMINISTRATION AND SUPERVISION:

The program is under a collective bargaining agreement between signatory contractors and the Union. Our signatory contractors pay all costs by hourly contributions to the apprenticeship fund. A Board of Trustees administers the fund and determines policy. Apprentices are supervised by the Journeyman Apprentice & Training Committee (JA&TC) comprised of equal representatives of the Union and signatory Contractors.

TRAINING STANDARDS:

The JA&TC prepares the apprenticeship training standards, and they are approved and registered with, the State of California, Department of Industrial Relations, Division of Apprenticeship Standards (DIR/DAS). These Standards provide for training of apprentices on the job, in work processes of the trade, and related technical and manipulative instruction. The five (5) year program aims to train apprentices to be an all-around journeyman Steamfitters. Safety is stressed throughout the training.

APPRENTICESHIP AGREEMENT:

Each apprentice is registered with the Department of Labor (DOL) and the State of California, DIR/DAS by signing an Apprenticeship Agreement with the JA&TC and must abide by the Rules and Regulations, Policies and Standards.

HOW, WHERE AND WHEN TO APPLY FOR APPRENTICESHIP:

Applications for the Steamfitter and Industrial Pipefitter Apprenticeship Program are only accepted online at www.ua250.org. Your application will be disregarded if you do not have all the required documentation for submittal. We will not accept any documentation outside of the application period.

Information about the application can be obtain at:

Steamfitter and Industrial Pipefitter
Joint Apprenticeship & Training Committee Office
18355 S. Figueroa St., Gardena, CA 90248

[\(310\) 323-4475](tel:3103234475)

UA250JATC@ua250.org

Minimum Qualifications:

Applicants must be a minimum of 18 years old, with a high school diploma OR have a G.E.D.

Applications are now done online, and you must upload all documents listed below.

1. *** If you have earned a degree, you may use the college transcripts from that College***.H.S. Diploma **OR** G.E.D. Certificate **OR** H.S. Transcripts. You can upload a **higher degree diploma**, such as, a **Bachelors** or **Associates** degree from an accredited college **OR** the transcripts that reflect the awarded degree. Upload the entire document. If you are uploading anything that is from outside of the United States it must be accompanied by an official certificate of translation. **(MUST UPLOAD ONLINE)**
2. Birth Certificate: **-OR** current US passport **OR** INS documentation, such as, Naturalization papers, Permanent Resident Card, as evidence of your employment authorization. Upload all pages of the document/s **(MUST UPLOAD ONLINE)**
3. Valid State Issued Photo I.D. or Driver's License **(MUST UPLOAD ONLINE)**
4. Social Security Card. You will only need to input your number not upload.
5. Attn: Military Veterans who have served may qualify for direct entry into the apprenticeship program. - have your DD 214; Register with helmetstohardhats.org; **(MUST UPLOAD ONLINE)**
6. Other certifications and completion documents – There is an opportunity to upload other certs, such as, L.A. Structural Steel D1.1 cert, OSHA Certs, TWIC cert, etc. on the online application. Some certifications maybe considered for credit in our program.

Do NOT upload your social security card **OR** your resume for the application processing.

NOTE: **ANY** incorrect documents uploaded will disqualify your application. If your application is disqualified, it will be necessary to reapply when the application period is re-opened, and a link is provided. You must comply with the requirements requested. There will be **NO** application documentation follow up via email or in person delivery.

Application Procedures:

1. Applicants are scheduled and notified by mail/e-mail for the Qualification Basic Math Test. Handheld calculators are allowed to be used on the test. Applicants must keep the JAC Office notified of any address, phone or e-mail changes.
2. Applicants must achieve 75% or higher on the test to be notified when to appear for an oral interview.
3. After completing the oral interview, applicants are then placed on an eligible pool of applicants list ranked from highest score to lowest score achieved.
4. Names are then drawn from the eligible pool of applicants list from highest to lowest score achieved to form upcoming apprentice classes. Those who do not make it into the semester due to the quantity of available space will need to reapply for the next round of the applicant process.

NON-DISCRIMINATION

The Los Angeles & Vicinity Steamfitter & Industrial Pipefitter Apprenticeship Committee does not discriminate in the selection, employment or training of Apprentices based on race, sex, color, religion, or national origin. Title 29 CRFR 30.11 & Title 8 CCR §3073.9: Any applicant or apprentice who believes that they have been discriminated against may file a written and signed complaint to an authorized representative of the Registration Agency. Procedure information shall be provided upon request.

Classes: Apprentices attend 240 hours a year in classes of related technical manipulative instruction. All new apprentices will do Block Training attending daytime training 4 days for one week -6:30 a.m. to 4:30 p.m. every 5 weeks.

DIRECT ENTRY

VIP (Veterans in Piping) Military and Veterans who have completed a military technical training school, or participated in a registered apprenticeship program, or completed military technical training school in a recognized apprentice able occupation may be given direct entry into the apprenticeship program.

H2H (Helmets to Hard Hats Military Veterans) who have served may qualify for direct entry into the apprenticeship program. - have your DD 214; Register with helmetstohardhats.org

NON-SIGNATORY CONTRACTOR ORGANIZED An employee of a non-signatory employer not qualifying as a journey worker when the employer becomes signatory, will be evaluated by the JATC in accordance with the procedures for the granting of credit for previous experience, and registered at the appropriate period of apprenticeship based on previous work experience and related training.

Organizing Priority Referral/Direct Entry

Referring to non-union individuals who have attained journeyman-level skills through work experience and/or related education, and who become members of the Local Union through its organizational efforts. Such individuals are eligible for advanced credit based on their documented experience and educational background in the Steamfitters/Fitters construction trade. The process includes an evaluation by the Committee or its representative, consisting of an interview and a review of verified proof of their experience and training. Upon completion of this assessment, these individuals may receive appropriate credit for their prior work and education, supporting their integration into the trade at a level that reflects their established skills and knowledge.

Article XVI Records

All records will be maintained, in written or electronic form, for five years and kept at:

Los Angeles & Vicinity Steamfitters and Industrial Pipefitters Joint Apprenticeship Training
Committee

18355 South Figueroa Street

Gardena, CA 90248

Article XVII Annual Compliance

Los Angeles & Vicinity Steamfitters and Industrial Pipefitters Joint Apprenticeship Training
Committee will submit an annual compliance report to the Division of Apprenticeship
Standards as requested by the Division.

Los Angeles & Vicinity Steamfitters and Industrial Pipefitters Joint Apprenticeship Training Committee agrees to accept electronic signatures for these Division of Apprenticeship Standards and all related Division of Apprenticeship Standards documents.

The foregoing standards are hereby agreed to and adopted by Los Angeles & Vicinity Steamfitters and Industrial Pipefitters Joint Apprenticeship Training Committee on December 1, 2025 (Committee approval date).

Employer Organization

California Plumbing & Mechanical Contractors Association
3500 West Olive Ave. Suite 860, Burbank, CA 91505

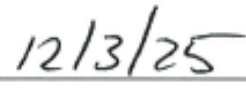

Tony Hanson, Chairman


Date

Employee Organization

Los Angeles & Vicinity Steamfitters and Industrial Pipefitters L.U. 250
18355 South Figueroa Street, Gardena, CA 90248


Robert Bonte- Co-Chairman


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 _____

(DAS approval date)

Adele Burnes, Chief
Division of Apprenticeship Standards

Date

Attachment B

Training Schedule and Working Conditions

Los Angeles & Vicinity Steamfitters and Industrial Pipefitters Joint Apprenticeship
Training Committee

Occupation

Occupation: Steamfitter/Industrial Pipefitter

O*Net Code: 47-2152.00

Article I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be 7,500 on-job-training (OJT) hours, 1,080 related and supplemental instruction (RSI) hours, and completed within 60 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one year. The period of probation shall be 12 months.

Article II Wage Schedule

Public Works Projects:

Wage Schedule for Apprentices in the Building and Construction Industry Employed on Public Works Projects:

For apprentices participating in approved apprenticeship programs in the building and construction industry, the wages and employer payments for employee benefits as defined in 8 C.C.R. 16000 for regular and overtime work while employed on public works projects within the meaning of Labor Code 1720 et seq. shall be the per diem wage rates for apprentices in the apprenticeable occupation as determined by the Director of Industrial Relations in the geographic area of the project.

The program and employers are responsible to verify, update and pay the apprentice the current or proper prevailing wage rate as posted on the prevailing wage website for the Office of Policy, Research and Legislation (OPRL) for the occupations listed in the standards for the geographic area of the public works project.

Private Work:

For apprentices in the building and construction industry employed on projects not covered by California Code of Regulations, Title 8, Division 1, Chapter 2, Subchapter 1, Section §208, Subsection (b), the minimum hourly wage package for apprentices

while employed on projects not covered by Subsection (b) (Public Works) shall be as set forth below in (1)-(5) or, in the alternative, as set forth in subsection (6):

- 1) A starting hourly wage package for first period apprentices of not less than 40 percent of the prevailing per diem wage package for journey person(s) in the apprenticeable occupation and geographic area of the project, as determined by the Director of Industrial Relations for purposes of Labor Code §1720 et seq., using the rate effective on the immediately preceding March 1. At least 65 percent of this minimum hourly wage package must be paid to the apprentice as taxable wages;
- 2) If there is no prevailing hourly wage package and wage package progression determined by the Director for journey person(s) for the apprenticeable occupation and geographic area, a starting wage rate decided by the sponsoring program in consultation with and subject to the approval of the Chief DAS based on consideration of the minimum starting hourly wage package and wage package progression for apprentices in the most analogous occupations and geographic areas;
- 3) Where an employer elects to satisfy a portion of the hourly wage package by employer payments for employee benefits as defined in 8 C.C.R. §16000, the payment of such contributions must be verifiable and the cost of the benefit(s) must be reasonably related to the amount of the contribution(s). The employer shall submit its books and records to an audit by the DAS staff, upon request, to verify such payments;
- 4) Where an employer elects not to satisfy a portion of the apprentice's hourly wage package by employer payments for employee benefits as defined in 8 CCR §16000, the employer shall pay the entire hourly wage package to the apprentice on the apprentice's paycheck. Where an employer elects to satisfy a portion of the apprentice's hourly wage package by employer payments for employee benefits, the employer shall pay the remainder of the apprentice's hourly wage package to the apprentice in the apprentice's paycheck;
- 5) The minimum hourly wage package shall increase for each successfully completed period of apprenticeship to a higher percentage of the prevailing per diem wage package for journey person(s) in the apprenticeable occupation and geographic area of the project. These periodic increases in percentage shall be equal (e.g., 40 percent, 50 percent, 60 percent, etc.) and shall be such that the minimum hourly wage package in the final period of apprenticeship is not less than 80 percent of the prevailing per diem wage package for journey person(s) in the apprenticeable occupation and geographic area of the project, as determined by the Director, using the rate effective on the immediately preceding March 1. At least 65 percent of this minimum hourly wage package must be paid to the apprentice as taxable wages;
- 6) In the alternative, a contractor will be in compliance with this entire subsection (c) if the contractor provides the same total hourly wage package and wage

package progression to apprentices employed on private projects as the contractor provides to apprentices employed on public works projects in the same geographic area, and that total hourly wage package is not less than the prevailing per diem apprentice wage package for the apprenticeable occupation and the geographic area of the project.

The apprenticeship program and contractors are responsible to verify, update and pay the apprentice the current or proper wage rate as calculated from the posted prevailing wage rates on the website for the Office of Policy, Research and Legislation (OPRL) for the occupations listed in these standards for the geographic area of the private-work project.

Hours of Work and Working Conditions and Overtime Provision:

Eight hours of labor constitutes a day's work. Employment beyond eight hours in any workday or more than six days in any workweek requires the employee to be compensated for the overtime at not less than one and one-half times the employee's regular rate of pay for all hours worked in excess of eight hours, up to and including 12 hours in any workday, and for the first eight hours worked on the seventh consecutive day of work in a workweek; and double the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight on the seventh consecutive day of work in a workweek. If employers utilize an alternative workweek schedule in accordance with the California Industrial Welfare Commission Orders, the overtime will be determined and paid in accordance with the applicable alternative workweek provisions.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of a journeyman.

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE III 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 develop the apprentice into a proficiently skilled worker, as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and processes as they come into use in the occupation.
- 3) The major categories in which apprentices will be trained (although not necessarily in the order listed) are as follows:

Occupation: Steamfitter/Industrial Pipefitter

O*Net Code: 47-2152.00

Work Process:

Approximate Hours:

1) Installation: This section shall include approximately 6,500 hours covering experience in the following processes:

- | | |
|--|----------------|
| <p>a. Piping and equipment conveying solids, slurries, powders, liquids, steam or gas, including but not limited to: hydronic heating, biogas, geo-thermal or hydrogen. This includes waste carbon capture, vent, water and drain piping. Blueprint reading, rigging w/ certification, safety.</p> | <p>(3,250)</p> |
| <p>b. Installing different types of pipe materials, fittings, valves, supports, fasteners, valve repair, pumps, tubing, this may include but not limited to copper, plastic, steel, ferrous and non-ferrous piping systems. Welding on all pipping and supports. Oxy-fuel welding & shielded metal arc welding Gas Tungsten arc welding, Orbital welding, soldering & brazing. Oxygen-Acetylene welding and burning.</p> | <p>(2,250)</p> |
| <p>c. Air conditioning equipment, heating, cooling, refrigeration and related components.</p> | <p>(600)</p> |
| <p>d. Start, test and balance of all systems. Including instrumentation and electric or pneumatic controls.</p> | <p>(400)</p> |

2) Maintenance: This section shall include approximately 1,000 hours covering experience in the following processes:

- | | |
|---|--------------|
| <p>a. Repair, operation, and use of related equipment, piping and tools.</p> | <p>(300)</p> |
| <p>b. Demolition and rehabilitations, but not limited to, green systems awareness to include hydronic heating, cooling, geo-thermal, solar.</p> | <p>(700)</p> |

Total Hours: 7,500 hrs.

*Total number of OJT hours required for graduation is 7,500.

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 216 hours per year. Related and supplemental instruction will be provided by A & J Training and overseen by Los Angeles Unified School District.

Time spent in related and supplemental instruction may not be compensated.

Occupation: Steamfitter/Industrial Pipefitter

O*Net Code: 47-2152.00

Related Supplemental Instruction:**Approximate Hours:****Year 1**

- | | | |
|---------------------|--|-----|
| 1) <u>Module 1:</u> | | |
| i. | 30 hour Cal-OSHA | 30+ |
| ii. | Orientation- Survival of the Fittest (P & F) 901 | 6+ |
| 2) <u>Module 2:</u> | Pipe Related Trade Math (P & F) 902 | 36+ |
| 3) <u>Module 3:</u> | Advanced Piping Math and Science | 36+ |
| 4) <u>Module 4:</u> | Fundamentals of Copper & Brazing | 36+ |
| | Intro to Acetylene welding/burning. | |
| 5) <u>Module 5:</u> | Plan Read (Blueprints) and Isometrics | 36+ |
| 6) <u>Module 6:</u> | Fundamental of Pipe Fabrication | 36+ |

1st year Hours: 216

Year 2

- | | | |
|-----------------------|---|-----|
| 7) <u>Module 7:</u> | Safe Rigging Practices | 36+ |
| 8) <u>Module 8:</u> | Introduction to Computers | 36+ |
| 9) <u>Module 9:</u> | Safe Practices of UG Piping Installation | 36+ |
| 10) <u>Module 10:</u> | Fundamentals of Steam Systems (Shop) | 36+ |
| 11) <u>Module 11:</u> | Hydronics Heating and Cooling Systems/Refrigeration | 36+ |
| 12) <u>Module 12:</u> | Introduction to Tube Bending (Shop Class) | 36+ |
| | Basic Electric | |

2nd year Hours: 216

Year 3

- | | | |
|-----------------------|---|-----|
| 13) <u>Module 13:</u> | Basic Instrumentation | 36+ |
| 14) <u>Module 14:</u> | Safe Bolting and Pressure Testing | 36+ |
| 15) <u>Module 15:</u> | Pipe Fabrication & Layout (57 ¼ Lab Course) | 36+ |

16) <u>Module 16:</u>	Grinding/Beveling/Fit-Up/Alloy Cutting Awareness	36+
17) <u>Module 17:</u>	Introduction to Arc 1 (welding/shop class)	36+
18) <u>Module 18:</u>	Advanced Computers/Technology	36+

3rd year Hours: 216**Year 4**

19) Module 19: Introduction to Mechanical Codes 36+

*Module 20 thru Module 28. Apprentices must select one of the three Enhancements per week of Training. Due to classroom availability, selection may be out of sequence.

20) Module 20: 36+

- i Advanced Drawing & Plan Reading
- ii Advanced Tube Bending/Installation
- iii Welding D1.1 Performance/Plate Welding (SMAW)

21) Module 21: 36+

- i U.A. Crane Signaling Certification. (Rigging)
- ii Advanced Instrumentation
- iii Arc Welding II (SMAW/GTAW)

22) Module 22: 36+

- i Rigging Techniques
- ii Advanced Instrumentation/electrical
- iii Welding D1.1 Code Preparation (Written test prep)

23) Module 23: 36+

- i Quality Assurance/Control
- ii EPRI 1 Technical Preparation & Certification
- iii Arc Welding III (SMAW/GTAW)

24) Module 24: 36+

- i Valve Repair
- ii EPRI 1 Technical Preparation & Certification
- iii Arc Welding IV (SMAW, GTAW, GMAW, FCAW)

4th year Hours: 216**Year 5**

25) Module 25: 36+

- i Risk Assessment/Communication Skills
- ii EPRI II Technical Preparation & Certification
- iii Arc Welding V (SMAW, GTAW, GMAW, FCAW)

- | | |
|--|-----|
| 26) <u>Module 26:</u> | 36+ |
| i Project Estimation Awareness/Productivity | |
| ii Instrument Master Course | |
| iii Welding TIG (GTAW) | |
| 27) <u>Module 27:</u> | 36+ |
| i Advanced Trade Related Technologies | |
| ii Advanced Trade Related Technologies | |
| iii Welding TIG II (GTAW) | |
| 28) <u>Module 28:</u> | 36+ |
| i Refrigeration (30) NITC Pipefitter Exam Preparation | |
| ii Refrigeration (30) NITC Pipefitter Exam Preparation | |
| iii Welding TIG Test (GTAW,UA-41) | |
| 29) <u>Module 29</u> | 36+ |
| i Pipefitters Examination * Certification* | |
| ii Refrigeration NITC pipefitters | |
| 30) <u>Module 30:</u> | 36+ |
| i Foreman Training *Certification* | |
| ii Pipefitters Examination | |

5th year Hours: 216

Total R.S.I. Hours 1,080

Note: the “+” sign represents administrative class time. This time is not funded.

ARTICLE V Ratio

The ratio of apprentices to journeypersons shall be:

A qualified employer may employ one apprentice when at least one (1) journeyperson is regularly employed, and one (1) additional apprentice for each additional journeyperson.

- 1) Ratio #1: Each journeyperson may supervise one (1) apprentice(s)