

**Apprenticeship Program Summary Sheet**

for  
Wonderful Pistachios & Almonds

**Division of Apprenticeship Standards (DAS)**

To: Chief Eric Rood  
From: Jennifer Vargas, Apprenticeship Consultant  
CC: Glenna Linn, Program Planning and Review  
Date: September 19, 2019

Program Name Wonderful Pistachios & Almonds

Industry(s) Mobile Mechanic

DAS File No. 100359

**ACTIONS**

- Proposed New Apprentice Program
- Existing Apprenticeship Program Expanding Area of Operations  
Expansion to *(name proposed new Counties of Operation)*
- Existing Apprenticeship Program Changing Work or Training Processes on approved  
Occupation(s).

**LIST OF LABOR ORGANIZATIONS REPRESENTING ANY OF THE APPRENTICES**

N/A

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## **DISCLAIMER OF INTEREST IN THE BUILDING TRADES AND DISPATCH RESTRICTION**

The Wonderful Pistachios & Almonds Apprenticeship Program is not intended to train in the building and construction trades within the meaning of Labor Code section 3075, and is not eligible to dispatch apprentices to projects with public works, prevailing wage, or skilled and trained workforce requirements.

The Wonderful Pistachios & Almonds Apprenticeship Program will train its apprentices to serve as full-time employees for this employer

## **SUMMARY**

The Wonderful Pistachios & Almonds Apprenticeship Training Committee oversees the apprenticeship program herein and seeks approval as a California-registered Apprenticeship Program from the Department of Industrial Relations, Division of Apprenticeship Standards. The unilateral single employer program committee offers the following apprenticeable occupation listed below.

The apprenticeable occupation within the program consists of not less than 144 hours of related classroom instruction for every 2000 hours of on-the-job training. Classroom and/or online instruction will be provided by qualified instructors employed by West Hills Community College District's community colleges. Employer sponsor will start apprentices at wages above 50% of the journeyman wage for each occupation. Please approve the Wonderful Pistachios & Almonds Apprenticeship Program for California registered apprenticeship program status.

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## **PROPOSED OCCUPATION(s) & WAGE RATES(s)**

## **O\*NET CODE**

Program sponsors may pay at or above the minimum wage cited on the approved wage schedule, but never below the state minimum wage.

Mobile Mechanic *Journey Person Wage \$19.50 per hour*

Mobile Mechanic (Plant)

Wage Rate: 76.69% of Journey Person

O\*NET CODE: 49-3041.00

**Wonderful**  
pistachios & almonds™

# **Apprenticeship Program Standards**

*Adopted on  
August 23, 2019*

**APPRENTICESHIP STANDARDS  
(UNILATERAL)**

NAME OF EMPLOYER (PROGRAM SPONSOR) <b>Wonderful Pistachios &amp; Almonds LLC</b>			TELEPHONE NO. <b>661-767-6451</b>
STREET ADDRESS <b>13646 Highway 33</b>	CITY <b>Lost Hills</b>	ZIP CODE <b>93249</b>	COUNTY <b>Kern</b>
OCCUPATION <b>Mobile Mechanic</b>			O-Net CODE <b>49-3041.00</b>

The administration and operation of this apprenticeship program shall be supervised by the party signatory to these standards or a designated authorized representative. The apprenticeship program shall be subject to the review and approval by the Chief, Division of Apprenticeship Standards.

1. **Term of apprenticeship:** The term of apprenticeship is as follows:

Occupational Title:	O*NET Code:	On-the-Job Training:	Related Instruction:
Mobile Mechanic	49-3041.00	8000 hours	728 hours

2. **Ratio:** The employer (hereinafter referred to as the program sponsor) may employ two (2) apprentices when at least one (1) journeyman is regularly employed and one (1) additional apprentice for every one (1) or more additional journeymen are regularly employed.
3. **Hours and working conditions:** The regular work day, work week, and other working conditions for apprentices shall conform to all applicable laws and regulations. Overtime shall not interfere with nor impair training nor be detrimental to the health and safety of the apprentice.
4. **Work Processes to be learned:** The major work processes in which apprentices will be trained (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) is as follows:

<b>Mobile Mechanic</b>	<b>Hours</b>
Diagnose and repair various facility vehicles, including but not limited to forklifts, trucks, semi-trucks, golf carts, man lifts, and heavy farming equipment	2000
Utilize diagnostic tools to repair computer, electrical, and heating-ventilation & air conditioning HVAC issues on facility vehicles, including but not limited to forklifts, trucks, semi-trucks, golf carts, man lifts, and heavy farming equipment	2000
Perform routine maintenance checks on various facility vehicles, including but not limited to fluid levels, hoses, belts, brakes, tires, clutches, batteries and filters	2000
Utilize shop tools to perform repairs, including but not limited to grinding, cutting, welding, jacking, towing, and hoisting equipment	2000
<b>Total hours</b>	<b>8000</b>

5. **Related Supplemental Instruction (RSI):** Shall be provided by **West Hills Community College District** in the agreement. Apprentices shall not be compensated for required school time. Books and/or supplies are at the cost of the apprentices. The courses will be a combination of lecture, demonstration, discussion, and practical group exercises. Instruction will be supplemented with visual aids and handouts. Class hours are variable. Apprentices will attend a minimum of 144 RSI hours per year. Course outline is as follows:

Course ID	Course Title	Units	Hours
IMT 060	Industrial Core	3 units	90 hours
WT 070	Intro to Certified Welding	2.5 units	62 hours
WT 074	Gas Metal ARC Welding and FCAW	3 units	126 hours
DT 094	Introduction to Diesel Engine Repair	3 units	180 hours
DT 095	Advanced Diesel Engine Repair	3 units	90 hours
DT 096	Hydraulics	3 units	90 hours
DT 097	Equipment Systems	3 units	90 hours
AG 015X	Occupational Work Experience	1+ units	N/A hours
<b>Total Hours:</b>			<b>728</b>

6. **Wage Schedule:** Apprentices shall be paid not less than 50% of the current journeyperson's wage rate. Overtime is paid according to State and Federal regulations, whichever is greater and/or more stringent. The first 500 hours shall be a probationary period. Wage advancement periods are based on the work process hours and RSI completed as per wage scale as follows:

**JOURNEYPERSON WAGE \$19.50**

**AS OF January 1, 2019**

Apprentice Program Period	Program Months Completion	Minimum On-the-Job Training Hours	Minimum Instruction Hours (School)	% of Journey-Person Wage*	Apprentice Wage
1	0-12	0-2000	0-144	76.69%	\$15.00
2	12-24	2000-4000	144-288	82.05%	\$16.00
3	24-36	4000-6000	288-432	89.74%	\$17.50
4	36-48	6000-8000	432-728	94.48%	\$18.50

7. **Apprentice Agreements:** Apprentices shall be at least 18 years of age. An apprentice is one who has signed an individual apprentice agreement with the program sponsor under these standards, which agreement has been approved by the Chief or his duly authorized representative and filed with the California Apprenticeship Council. The standards shall be a part of the apprenticeship agreement. Apprentices shall be furnished a copy of the standards or given an opportunity to read them before indenture. Apprentice agreements may be cancelled by the Chief during the probationary period at the request of either party; after the probationary period agreements shall be cancelled by the Chief by mutual consent of the parties or for good and sufficient reason. An apprentice agreement shall remain in effect during a lay-off unless cancelled.
8. **Responsibilities of apprentices:** Each apprentice shall satisfactorily perform all work and learning assignments and complete a course of related instruction as determined in accordance with California Labor Code Section 3078(d). There shall be no liability on the part of the employer for an injury sustained by an apprentice engaged in school work at a time when the employment of the apprentice has been temporarily or permanently terminated.
9. **Responsibilities of program sponsor:** The program sponsor agrees to: a) administer and enforce the standards as approved; b) establish rules and regulations governing the program; c) select apprentices on the basis of qualifications alone, through fair and impartial procedures applied uniformly to all applicants, as required under Title 29 of the Code of Federal Regulations, Part 30 and by the California Plan for Equal Opportunity in Apprenticeship and by the California Code of Regulations, Title 8. Chapter 2; d) provide reasonably continuous employment to all apprentices in its employ; e) provide the diversified work training scheduled herein under competent trainers, including safety training through the program and first aid training, either in conjunction with the apprentices, related instruction classes, or otherwise as appropriate; f) arrange for Related and Supplemental Instruction pursuant to LC 3074; g) maintain a record of each apprentice's work training, related instruction and progress therein; h) file a copy of each apprentice agreement with the Secretary of the California Apprenticeship Council; i) grant apprentices credit for previous experience; j) develop disciplinary procedures for apprentices including fair hearings; k) provide training in the recognition of illegal discrimination and sexual harassment; l) ensure there is meaningful representation of the apprentice in the management of the program; m) participate in the development or comply with training criteria where such have been adopted n) create an adequate mechanism to be used for the rotation of apprentices through all work processes; o) submit an annual Self-Assessment Review and Program Improvement Plan to the Chief of DAS.

10. **Disciplining of apprentices:** Disciplinary proceedings for apprentices shall be duly noticed to such individuals. The Division of Apprenticeship Standards shall audit all such proceedings. All controversies or differences concerning the apprentice agreement which cannot be adjusted locally shall be submitted to the Administrator of Apprenticeship for determination.
11. **Certificate of completion:** A certificate of completion will be issued by the California Apprenticeship Council to apprentices upon receipt of competent evidence of their satisfactory completion of apprenticeship hereunder.
12. **Modification of standards:** These standards shall be modified to conform to any changes in prevailing practices, conditions, and wages in the area and the industry if and when such changes occur. Requests of the program sponsor for modification are subject to the approval of the Chief, Division of Apprenticeship Standards.
13. **Rules and regulations:** For governing the program, when established by the program sponsors, a copy of such shall be provided to each apprentice.
14. **Veterans:** The program sponsor further hereby applies and agrees to train eligible veteran apprentices in its employ under the terms and conditions set forth in the "Montgomery GI Bill", and to file documents required by the Veterans Administration and the Division of Apprenticeship Standards for the purpose of entering and maintaining veterans in said training program. The foregoing Chapter 30 approval is hereby agreed to by the program sponsor.
15. **Collective Bargaining Agreement:** In the event of a collective bargaining agreement with a labor organization applicable to this organization/occupation, the foregoing standards are hereby agreed to by: **N/A**
16. **Program Administration:** Sponsor's designee authorized to administer the apprenticeship program:

Signature: \_\_\_\_\_

Title: **Employee Development Director**

Print Name: **Loren Meigide**

Phone: **661-767-6451**

Email: **loren.meigide@wonderful.com**

Website: **www.wonderfulpistachiosandalmonds.com**

The foregoing standards are hereby agreed to by the program sponsor as of \_\_\_\_\_.

The foregoing 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 \_\_\_\_\_;

Effective \_\_\_\_\_

By: \_\_\_\_\_

Jennifer Vargas, Apprenticeship Consultant  
 Fresno District Office  
 Division of Apprenticeship Standards  
 2550 Mariposa Mall, Room 3080  
 Fresno, CA 93721

By: \_\_\_\_\_

Eric Rood  
 Chief, Division of Apprenticeship Standards  
 Apprenticeship Administrator  
 California Department of Industrial Relations  
 1515 Clay St, 3rd floor, Suite 301  
 Oakland, CA 9461

**SELECTION PROCEDURES  
(ADDENDUM TO STANDARDS)**

NAME OF EMPLOYER (PROGRAM SPONSOR) <b>Wonderful Pistachios and Almonds, LLC</b>			TELEPHONE NO. <b>661-767-6451</b>
STREET ADDRESS <b>13646 Highway 33</b>	CITY <b>Lost Hills</b>	ZIP CODE <b>93249</b>	COUNTY <b>Kern</b>
OCCUPATION <b>Mobile Mechanic</b>			O-Net CODE <b>49-3041.00</b>

Recruitment, selection, employment, and training shall be without discrimination because of race, color, religion, national origin or sex. The sponsor shall operate the program in accordance with Part II, Title 8, Chapter 2, California Administrative Code.

- Information on apprentice openings shall be disseminated in writing to the Division of Apprenticeship Standards and to other agencies as required by State regulations at least 45 days in advance of the closing date for accepting applications. If applications are accepted continuously, information must be disseminated at least once every six months.
- Applicants will be required to complete written applications, which shall be kept on file for three years.
- Applications will be dated and recorded when received to establish chronological order of application.
- Age limitations: Must be at least 18 years of age.
- Education required: Completion/graduation of the 12<sup>th</sup> grade. G.E.D. accepted in lieu of high school graduation
- Physical examination is not required. Drug screen may be required. Participants must be physically able to perform the tasks and duties of the occupation.
- Written test: Mechanical Aptitude Test
- Oral interview factors considered and rating given to each factor in the space below:

<b>Factors Considered</b>	<b>Rating</b>
Attendance and dependability in the workplace	1 to 5
Safety conscious behavior for self and others	1 to 5
Quality and quantity of work	1 to 5
Problem-solving skill and participation	1 to 5
Recognition and acceptance of the need for change	1 to 5
Support of continuous improvement to improve performance	1 to 5
Development of self for increased capability	1 to 5
Communication skills	1 to 5
Maximum Score:	100% (40)
Minimum Passing Score:	80% (32)

9. Relative weight of written test and oral interview:

Relative weight of written test:	25 %
Relative weight of oral interview:	75 %
Maximum Score:	100 %
Minimum Passing Score:	80 %

1. Recruitment is open to the public via: <https://www.wonderful.com/careers>
2. Applicants will be notified verbally or in writing within 30 days of acceptance or rejection. If rejected, reasons for rejection will be stated in writing.
3. Applicants with previous experience, having met the basic minimum qualifications, may be evaluated separately from, and not in competition with, applicants with no previous experience. Applicants with proof of prior experience may be evaluated and placed in a higher wage bracket when employed.

\_\_\_\_\_  
**Signature of Program Sponsor**

\_\_\_\_\_  
**Title**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Apprenticeship Consultant**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Chief, Division of Apprenticeship Standards**

\_\_\_\_\_  
**Date**