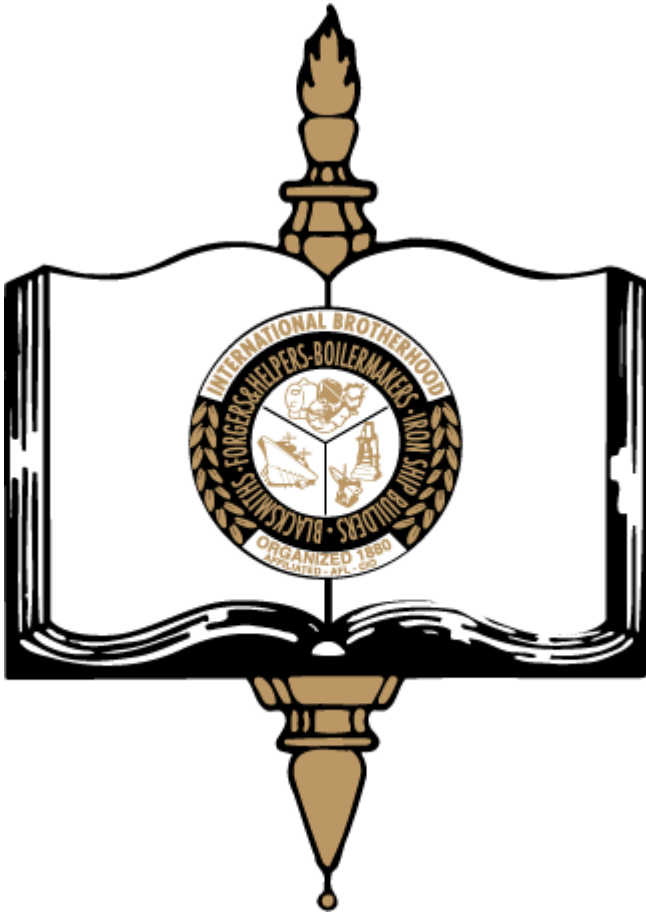


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Area Special Rules and Regulations

BOILERMAKERS SOUTHEASTERN AREA JOINT
APPRENTICESHIP COMMITTEE

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Area Special Rules and Regulations

Introduction

The Boilermakers National Apprenticeship Program Southeastern Area has adopted the following rules and regulations under the National Apprenticeship Standards. These rules represent the minimum performance levels acceptable to the National and Area Joint Apprenticeship Committee. At the same time, we expect all apprentices to exceed these minimums—those who do not are subject to the below-listed penalties.

BNAP Equal Employment Opportunity Pledge

The Boilermakers National Apprenticeship Program will not discriminate against apprenticeship applicants or apprentices based on RACE, COLOR, RELIGION, NATIONAL ORIGIN, SEX (INCLUDING PREGNANCY AND GENDER IDENTITY), SEXUAL ORIENTATION, GENETIC INFORMATION, OR BECAUSE THEY ARE AN INDIVIDUAL WITH A DISABILITY OR A PERSON 40 YEARS OLD OR OLDER.

The Boilermakers National Apprenticeship Program takes affirmative action to provide equal opportunity in apprenticeship. It operates the apprenticeship program as required under Title 29 of the Code of Federal Regulations, part 30.

BNAP Mission Statement

Our mission is to educate our members to be the safest, most highly skilled, most productive, and most sought-after craft in the building trades. To practice unity, progress, and brotherhood to provide industry stability for future generations.

Program Goals

To fulfill our mission, the Southeastern Area Apprenticeship Program uses the goals below as a guide to assess our current effectiveness and plan for the future.

Safety: Our top priority is to create a culture of safety in our program, to teach our apprentices safe and effective work practices, and to ensure our training facilities are safe, healthful, and free of recognized hazards.

School Climate: Provide our students with a safe and supportive environment that empowers them to develop advanced technical, academic, and professional skills for success as a Boilermaker.

Facilities: Maintain clean, safe, and well-equipped training facilities that meet the needs of the Boilermakers National Apprenticeship Program.

Curriculum & Instruction: Teach current core content, technical skills, and standards to develop students into highly skilled professional Boilermakers.

Assessment: Measure and report student achievement and work habits based on technical-vocational and core content standards and use these results to improve instruction.

Skills: Identify and develop skills that cross all content areas of the trade, such as technical and hands-on skills, critical thinking, problem-solving, collaboration, work ethic, and a sense of personal responsibility.

Literacy Practices: Identify and develop strategies to build strong content knowledge of the trade by responding to various demands of task, purpose, and discipline.

Equipment & Technology: Utilize current industry-standard equipment and current instructional technology tools and resources for our training programs.

Student Engagement: Help students develop strong, positive relationships with instructors and peers via programs that shape their intellectual, physical, and professional development and work ethic.

Instructional Support: Provide a continuum of support services to help all students achieve their academic and technical goals.

Student Recruitment and Retention: Implement recruitment and retention strategies that lead to sustained enrollment, steady student retention, and preparation for a career as a journeyman Boilermaker.

Staff Recruitment and Retention: Identify, recruit, develop, and support highly qualified instructors, administrators, and support staff dedicated to fulfilling the BNAP's mission.

Apprentices' Expectations and Obligations

Our students are active learners in meeting our Program's goals of excellence. The following are our student's expectations of their training facility and its staff. It also lists our students' responsibilities toward their training facility, staff, Union, and community.

Boilermaker Apprentices must abide by all the provisions in the student handbook.

With the limited time for every course, SAJAC places great importance on work ethic and expects apprentices to make the most of every learning opportunity.

Safety is a priority for everyone involved in the apprenticeship program. If an apprentice is aware of any recognized safety hazard or behavior that is dangerous to the general well-being of any class participant, they must report it to the instructor immediately.

Respectful Behavior

Our program insists that Boilermaker Apprentices always conduct themselves with respect for the rights of other students and staff. These include:

The right to a safe, non-threatening environment

The right to courtesy at all times

The right to protection of private property

The right to have a clean environment

The right to hear only acceptable language

1 Probationary Period

- 1.1 Apprentices employed under the program shall be subject to a tryout or probationary period of the lesser of 1,500 hours of reasonably continuous employment or one year. Apprentices receive full credit for time spent during the probationary period.
- 1.2 During the probationary period, termination or cancellation of the Apprenticeship Agreement shall be made by the Area Joint Apprenticeship Committee at the request of either party. After the probationary period, the Area Joint Committee may cancel the agreement for due cause, such as a lack of progress or interest or a failure to comply with the Area Special Rules.
- 1.3 No apprentice will be terminated based on their protected status.
- 1.4 No applicant or apprentice is eligible to participate in the BNAP if that person is also indentured in another apprenticeship program.

2 Transportation

Apprentices must have access to reliable transportation. For this requirement, the term reliable transportation shall mean any form of transportation that permits the apprentice to attend work and any required classroom instruction held in the geographic jurisdiction of the area.

3 SAJAC Policy on Readmitted Apprentices:

- Canceled apprentices may be reinstated into the program upon the area office receiving a letter of recommendation from the Local Business Manager.
- Reinstated apprentices must pass a MOST Drug Screening within 48 hours of reinstatement.
- Reinstated apprentices shall resume the program from the period they were canceled.

- Reinstated apprentices must serve a probationary period of the lesser of 1,500 work hours or one year. Either the apprentice or the area committee may terminate the Apprenticeship Agreement during the probationary period without the right to appeal (Per Section IX of the National Standards).
- An apprentice may only be reinstated into the program one time under this policy.

4 Related Studies / Learning Management System (LMS)

- 4.1 Apprentices must complete the curriculum on the Learning Management System (LMS). The curriculum includes forty-eight (48) related studies lessons, each having a written examination and online course materials.
- 4.2 Apprentices are required to receive passing grades for all online tests. A minimum of 70% is considered a passing grade. If an apprentice fails a lesson, they must complete the applicable, related study lesson and re-test.
- 4.3 Related studies materials applicable to the lessons are available online on the LMS. The apprentice can print these materials for reference.
- 4.4 Apprentices are required complete a minimum of one period of online Related Studies Coursework every six months. Any apprentice who does not complete all delinquent online coursework within 30 days of their semiannual progress report shall be subject to Disciplinary Action. (Refer to Disciplinary Action).
- 4.5 Apprentices caught cheating on any assignment or test will be subject to disciplinary action.
- 4.6 Posting BNAP copyrighted material, trademarks, service marks, or other intellectual property is strictly prohibited. Publishing, posting, or releasing any information that is considered confidential or not public is strictly prohibited. This includes any instructional materials or materials accessed from the Learning Management System (LMS).
- 4.7 Reasonable and necessary accommodations will be made for Apprentices with disabilities in accordance with the Rehabilitation Act of 1973, Executive Order 13164, and EEOC regulations at 29 CFR § 1614.203(d)(3).

5 Classroom/Shop Training Requirements

- 5.1 Apprentices must complete Performance Based Tests (PBTs) after each curriculum period during regularly scheduled classroom training.
- 5.2 PBTs will be administered per the BNAP Performance-Based Testing Policy.
- 5.3 Reasonable and necessary accommodations will be made for Apprentices with disabilities in accordance with the Rehabilitation Act of 1973, Executive Order 13164, and EEOC regulations at 29 CFR § 1614.203(d)(3).
- 5.4 Apprentices are to receive a minimum of one hundred forty-four (144) hours of classroom/shop training per year, for 576 hours.
- 5.5 All Apprentices must attend the required classes at an approved Local or Regional Training Center before being promoted to journey worker.
- 5.6 Misconduct during classes or failure to attend scheduled classes without a legitimate reason (e.g., personal sickness, bereavement, absences covered under the Family Leave Act) that is acceptable to the

Program Coordinator will result in Disciplinary Action, which may include termination from the Apprenticeship Program.

- 5.7 Apprentices caught cheating on a shop assignment or test may be dismissed from class and subject to disciplinary action.
- 5.8 The area program requires local/regional training facilities to notify the area apprenticeship office when an apprentice attending class requires disciplinary action. The Training Center must advise the Area Coordinator of each incident with a recommendation. The area coordinator's responsibility is to impose the penalty as recommended or adjusted.
- 5.9 Should an apprentice fail a classroom/shop training subject, the program requires studying the applicable lesson and re-testing at an approved facility.
- 5.10 Area rules of conduct shall be posted at the Training Center.
- 5.11 Reasonable and necessary accommodations will be made for Apprentices with disabilities in accordance with the Rehabilitation Act of 1973, Executive Order 13164, and EEOC regulations at 29 CFR § 1614.203(d)(3).
- 5.12 Apprentices arriving at scheduled classroom/shop training with incomplete or delinquent online lessons/coursework are not permitted to attend. Nor are suspended apprentices. They are subject to disciplinary action (refer to Disciplinary Action).

6 MOST Classes

- 6.1 Apprentices must complete the MOST OSHA 10 within six (6) months of being indentured.
- 6.2 Apprentices must complete MOST Supplementary Rigging Modules 1 through 4 before graduating from the Apprenticeship Program.
- 6.3 Apprentices must complete the MOST Code Training before graduating from the Apprenticeship Program.

7 Welding Certifications

- 7.1 Apprentices who have not received a welding certification from an employer or the Common Arc Program shall not be promoted to Journeyworker until one of the following has occurred.
 - 7.1.1 The apprentice receives additional training in welding sufficient to pass the required welding test to qualify for referral as a qualified welder.
 - 7.1.2 Hands-on training shall not exceed two hundred seventy (270) hours.
 - 7.1.3 All additional training in welding must be conducted at an approved Local or Regional Training Center.
 - 7.1.4 If it is determined at any time during the additional training that the apprentice is incapable of accomplishing the skills of a qualified welder, the apprentice may be promoted to journey worker status.
- 7.2 Reasonable and necessary accommodations will be made for Apprentices with disabilities in accordance with the Rehabilitation Act of 1973, Executive Order 13164, and EEOC regulations at 29 CFR § 1614.203(d)(3).

8 Apprentice Work Hours Reporting

- 8.1 Apprentices must report all work hours by logging into the SAJAC Student Website at <https://student.sajac-boilermakers.org/Login.aspx>, whether working or not. Work reports shall be submitted no more than thirty (30) days following the last day of the month. The information required in the report must be filled in by the apprentice, including the employer's name, activities on the job, and the number of hours spent on each work activity.
- 8.2 Apprentices out of work during a calendar month shall submit a report for zero (0) hours stating they were out of work.
- 8.3 Apprentices, not their supervisors, business managers, or anyone else, are responsible for completing the reports. Submitting incomplete reports, not reporting within thirty (30) days of the end of the month, or providing false information on the report shall result in disciplinary action (Refer to DISCIPLINARY ACTION).
- 8.4 The Area Program verifies hours reported by apprentices through the Boilermaker National Funds Office.

9 On-the-Job Training Modules

- 9.1 On-the-Job Training modules should be completed on the job. However, instructors have the authority to sign off OJTs for tasks completed at the local/regional training facility under simulated work conditions.
- 9.2 Apprentices must complete each OJT Module related to the work progress shown on the Monthly Job Reports that they have completed and turned in.
- 9.3 Failure to complete the required OJT Modules may delay promotion to Journeyworker until the required OJT Modules are completed.

9.4 SAJAC OJT POLICY:

In addition to all other requirements, each apprentice must complete the following:

Five (5) On the Job (OJT) modules before being promoted to the second year of training and pay.

Five (5) additional On the Job (OJT) training modules before being promoted to the third year of training and pay.

Five (5) additional On the Job (OJT) training modules before being promoted to the fourth year of training and pay.

Six (6) additional On-the-Job training modules to complete Apprenticeship Training and graduate from the Program.

Failure to complete and submit all required On-the-Job training modules will delay promotion to journeyman until completed.

- 9.5 Reasonable and necessary accommodations will be made for Apprentices with disabilities in accordance with the Rehabilitation Act of 1973, Executive Order 13164, and EEOC regulations at 29 CFR § 1614.203(d)(3).

10 Competency/Performance Evaluation

10.1 Performance-Based Testing: Apprentices must complete a performance-based test for each of the eight (8) training periods following the SAJAC testing procedure.

10.2 SAJAC Related-Studies, Performance-Based-Testing Procedure

The Performance-Based-Test (PBT) procedure shall be conducted per the following protocol:

After completing a series of (6) or (12) Related Studies Lessons, the Area Coordinator, local coordinator, or local instructor shall conduct PBT Testing at the local or area site.

This test is computer-generated, and the testing process shall be proctored by a qualified instructor (or Business Manager).

The students cannot bring any paperwork or materials into the testing area.

The area must be free of any reference materials during the test.

The proctor may give out blank scrap paper if the student chooses to do hand calculations. This paper must be collected at the end of the test and properly discarded.

Calculators are allowed; however, cell phones/smartphones are prohibited from the testing area.

The individual in charge shall register the apprentices for the testing process with the area office.

The student may have a maximum (2) hour time limit to complete the test.

The student may have the testing procedure explained before taking the test.

The test will be loaded for (1) attempt.

If the student earns a passing grade of 70%, they will advance to the next period.

If the student earns less than a 70% passing grade, they must do remedial training before retaking the test at a later date.

Should the apprentice fail the test a second time, the apprentice will be required to study and re-test within 90 days.

If the apprentice fails the third attempt at the PBT, the apprentice will be canceled from the apprenticeship program.

11 District or Local Joint Referral Rules

11.1 A copy of the District or Local Joint Referral Rules for the District or Local or where the apprentice is being indentured is to be included in the Apprentice indenturement package and presented when the apprentice signs the apprenticeship agreement. These Joint Referral Rules may change from time to time

following the decisions of the Joint Committee. It is the Apprentices' obligation to familiarize themselves with the applicable Joint Referral Rules.

- 11.2 Apprentices should be aware that District and Local Joint Referral Rules may vary for each District and Local. Questions regarding the referral rules should be directed to the District or Local Business Manager.
- 11.3 Apprentices shall comply with the applicable Joint Referral Rules. Violations of the Referral Rules may result in disciplinary action, including termination from the Apprenticeship Program.
- 11.4 **BNAP POLICY: INDENTURED APPRENTICES SIGNING OUT-OF-WORK LISTS:** Each Apprentice will be indentured in the geographical area of the Local Lodge in which they applied for admission to the program. The apprentice shall be eligible to sign the out-of-work list of that Local Lodge only. Referrals to job sites outside the geographical area of the Local Lodge must come through the Business Manager of the Local Lodge in which the apprentice is indentured. Any reasonable request made by an apprentice to work in another Local will not be withheld. All Business Managers are to notify MOST when apprentices are available to travel, and MOST, by circular letter, will inform the locals of the availability of apprentices. Apprentices must be notified of this policy and informed that failure to comply with this policy could result in discipline, including cancellation from the program.

12 Work Referral Qualifications

- 12.1 Apprentices will be referred to work through the MOST Boilermaker Delivery System (BDS) under the applicable Joint Referral Rules.
- 12.2 Apprentices may not refuse a work referral except for compelling reasons, such as bereavement, illness, or injury. Each refusal shall be documented by the District or Local, and the Business Manager shall immediately file a report with the area JAC, along with supporting documentation advising of the reason(s) for refusal.
- 12.3 An apprentice that is refused employment for just cause may be subject to disciplinary action, which may include termination from the Apprenticeship Program. The Business Manager's responsibility is to immediately send a report to the Area JAC, along with supporting documentation advising of the reason(s) for the refusal to hire.

13 MOST Drug and Alcohol Testing

- 13.1 Apprentices shall adhere to the rules and regulations of the MOST Drug Screening Policy & Procedures.
- 13.2 Apprentice applicants selected for indenturement will be issued a Chain of Custody from the MOST Program.
- 13.3 Apprentices selected for indenturement are required to comply with the drug testing policies and procedures set forth in the Joint Referral Rules.
- 13.4 The MOST Program will notify the BNAP if an apprentice fails to meet the minimum safety requirements or is out of compliance with their drug testing.
- 13.5 All Apprentices indentured into the program must sign the BNAP Consent and Release Form when they sign the Apprenticeship Agreement.

- 13.6 Apprentices who refuse to sign the BNAP Drug Test Consent and Release Form attached when they sign the Apprenticeship Agreement shall not be admitted into the Program.
- 13.7 Apprentices that are out-of-compliance will be subject to disciplinary action, including termination from the Apprenticeship Program.
- 13.8 Apprentices must have a current MOST drug screen certification to participate in any classes or training activities at the Local/Regional training facility.
- 13.9 Apprentices may be drug/alcohol tested while attending the Local/Regional Training Centers for Post-Accident, Incident, Reasonable Suspicion, or cause.
- 13.10 All drug/alcohol screening shall be conducted in accordance with MOST Drug/Alcohol Screening Policy and Procedures.
- 13.11 Apprentices may be drug/alcohol tested while attending Local/Regional Training Centers using procedures, vendors, independent testing laboratories, and/or the medical review officer of the MOST Drug Screening Program.
- 13.12 Post-Accident/Incident: When a drug/alcohol test is required due to a Post-Accident/Incident while attending a Local/Regional Training Center, the local instructor must notify the area coordinator, who will inform the MOST office with the required information such as name, address, and other relevant information.
- 13.13 Cause: Any indentured apprentice shall be subject to drug or alcohol testing, for cause, for any of the following reasons: Involvement in, or causing, an incident or accident while attending a local/regional training center or while staying in a hotel during school attendance which causes or could have caused injury to employees, apprentices, or other individuals, or which causes or could have caused destruction or damage to property.
- 13.14 Observed behavior, which is unusual under the circumstances, or different from the individual's normal behavior, indicating impairment or drug/alcohol abuse.
 - 13.14.1 Observed behavior must be witnessed by at least two [2] individuals.
- 13.15 Policy Changes: All BNAP Policy changes related to drug/alcohol testing procedures must be reviewed and approved by the MOST Board of Trustees to ensure no conflict in administering the program.
- 13.16 Consent and Information Release Form:
 - 13.16.1 All apprentices indentured into the program must sign the BNAP Consent and Release Form when signing their Apprenticeship Agreement.
 - 13.16.2 Apprentices refusing to sign the BNAP Consent and Release Form when they sign the Apprenticeship Agreement shall be terminated.

13.16.3 ***BNAP Drug Test Consent and Information Release Form (signed with Training Agreement)***

I understand that one of the requirements for remaining indentured in the Boilermakers National Apprenticeship Program by and through one of its area committees is to submit to alcohol and drug testing under the Drug Testing Policy of the National Program. I acknowledge having received a copy of the Drug Testing Policy of the National Program.

I further understand that failure to consent to drug testing will cancel my apprenticeship agreement with the National Program and any of its area committees.

I further understand that drug testing will be conducted under the Boilermaker MOST Drug and Alcohol Policy and Procedures through an independent testing laboratory selected by MOST. I acknowledge receiving a copy of the Drug and Alcohol Policy and Procedures of the Boilermakers' MOST Program.

I authorize the independent testing laboratory to release the test results to a contact person selected by the Administrator of the MOST Program and/or the medical review officer. I authorize the contact person and/or medical review officer to release the test results to the National or Area coordinator. I understand that the National or Area coordinator will use the information in accordance with the drug testing policy of the National Program, including the release of test results to individuals who need to know in order to carry out the drug testing policy of the National Program. I authorize them to do so.

13.17 Cost of Treatment

The cost of treatment or entry into a drug/alcohol rehabilitation program shall be the sole responsibility of the apprentice. The cost to the apprentice may be reduced to the extent the Boilermakers Health & Welfare Plan or the Apprentice's health plan provides coverage, assuming eligibility. Neither the Boilermakers National Joint Apprenticeship Program nor its area committees, officers, agents, employees, or representatives will be responsible for any cost of treatment or rehabilitation.

13.18 Area Apprenticeship Rules: The BNAP Drug/Alcohol Policy, Procedures, and any amendments or changes approved by the BNAP Board are recognized as a part of the Apprenticeship Rules.

13.19 DRUG TESTING: Newly indentured apprentices will not be referred for employment until the Area Coordinator receives the drug test results.

13.20 MOST/MRO PROCEDURES FOR POSITIVE SUBSTANCE ABUSE DONOR: REQUIRED RETURN TO DUTY DECISIONS: If a non-probationary apprentice is cleared for a re-test and the re-test is positive, the apprentice is dropped from the program.

13.21 BNAP POLICY 10/17/1998: DRUG TESTING (APPRENTICES) INTERPRETATION:

13.21.1 When an apprentice is rejected or terminated from a job for receiving a positive result on a contractor drug test (not MOST), the following is to take place immediately:

13.21.1.1 The Business Manager is to notify (in writing) the Area Coordinator.

13.21.1.2 The Area Coordinator is to advise the MOST office and request a new C. O. C.

13.21.1.3 If a probationary apprentice tests positive, they are terminated from the program.

13.21.1.4 If they are out of the probationary period, they must comply with the MRO requirements if it is their first positive. If it is the second positive, they are terminated from the program.

14 Credit Hours

Apprentices may receive up to a maximum of three thousand (3,000) hours of credit toward completion of the program for the following:

14.1 Previous Boilermaker Related Experience: Apprentices may receive up to three thousand (3,000) credit hours for previous Boilermaker, Boilermaker Sub-Journeyman, related craft, or shop experience. The Boilermakers Funds Office must verify these hours for Boilermaker or Boilermaker Sub-Journeyman experience, the related craft pension statement, or verification of hours and duties in the case of a shop on Company letterhead with a contact phone number.

14.2 Vocational/Technical Training:

14.2.1 Apprentices may receive up to one thousand hours (1,000) for Vocational-Technical school training in the metal trades if the activity is post-high school and accompanied by the student's transcript.

14.2.2 Apprentices may receive up to one thousand hours (1,000) for training in a formal welding school (e.g., Hobart, Lincoln, Tulsa).

- 14.3 College Degree: Apprentices may receive up to one thousand hours (1,000) for a two-year or four-year college degree.
- 14.4 Welding Certifications:
- 14.4.1 Plate [SMAW]: 250 hours
 - 14.4.2 Tube Backing [SMAW]: 500 hours
 - 14.4.3 Tube/Pipe Open Butt [SMAW]: 750 hours
 - 14.4.4 Tube 6G Position [TIG/SMAW]: 1000 hours (Maximum combined hours for SMAW and GTAW certifications will not exceed one thousand hours (1,000)).
 - 14.4.5 FCAW or GMAW: A maximum of five hundred hours (500) may be granted for GMAW (Gas Metal Arc Welding) or FCAW (Flux-Core Arc Welding) certifications.
 - 14.4.6 Only welding certifications from Common-Arc or signatory Boilermaker Contractors are accepted for credit hours.
- 14.5 SAJAC Policy 07/02/2015: Special Advancement for Common Arc Certified Welders:**
- 14.5.1 Apprentices with SMAW welding certifications shall be advanced to the period of 80%.
 - 14.5.2 Apprentices with FCAW or GMAW welding certifications shall be advanced to the period of 85%.
 - 14.5.3 Apprentices with 6g tube GTAW and SMAW welding certifications shall be advanced to 90%.
 - 14.5.4 Apprentices must notify the area apprenticeship office of their welding certifications to receive their advancement.
 - 14.5.5 The area apprenticeship office will verify all welding certifications through Common-Arc before issuing advancements.
- 14.6 Rigging: In addition to the previous practical or theoretical experience in the trade, the Area Joint Committee will grant a maximum of seven hundred fifty hours (750) to an apprentice based on the following: The apprentice must have completed and passed all four of the MOST Supplementary Rigging Modules.
- 14.7 These credit hour rules apply to all apprentices indentured to the Southeastern Area Joint Apprenticeship Committee.
- 14.8 The area apprenticeship will not issue credit hours (except for welding certifications) until an apprentice has completed all their academic studies. (all online coursework and tests, four years of Apprentice Classroom Training, and 21 OJT modules).
- 14.9 Except for welding certifications, no credit hours will be applied until the apprentice is within the applicable credit hour range of accruing six thousand hours (6,000). (E.g., an apprentice has completed the academic studies and applied for seven hundred fifty (750) rigging hours. They will not receive those hours until they reach five thousand two hundred and fifty hours (5,250) for a total of six thousand hours (6,000)).

15 Disciplinary Action

15.1 Apprenticeship Program Violations:

- 15.1.1 When violations occur regarding Classroom/shop and Online Training Requirements, Monthly Hours Reporting, the area coordinator shall send apprentices a report stating each violation or suspension.
- 15.1.2 Each offense shall result in a 30-day suspension from work.

- 15.1.3 A semiannual progress report will advise apprentices of their overdue lessons and allow thirty (30) days to comply with the requirements. Failure to comply within thirty (30) days will result in suspension from work and classes.
- 15.1.4 The suspension will remain in effect until the apprentice meets the requirements to have their suspension lifted.
- 15.1.5 If the requirements to have the suspension lifted are not met within thirty (30) days, the area office will terminate the apprentice from the program.
- 15.1.6 The area office shall send a copy of the Progress Report and suspension notice to the Local Business Manager advising of the suspension.
- 15.1.7 The Business Manager shall have the apprentice removed from the job if employed.
- 15.1.8 The apprentice shall not be allowed to register on the out-of-work list until the area coordinator has notified the business manager that the suspension has been lifted.
- 15.1.9 If the apprentice is on the out-of-work list, their name will be removed and not be allowed to register until the area coordinator has notified the business manager that the suspension has been lifted.
- 15.1.10 SAJAC Policy 4/9/2015: Upon request of a Local Business Manager, the SAJAC office will grant a thirty (30) day extension to gainfully-employed apprentices to submit all the delinquent items listed on their semiannual progress report and avoid cancellation.
- 15.1.11 Apprentices that receive four (4) suspensions for violations of apprenticeship program requirements within two (2) years will be terminated from the program.
- 15.1.12 Apprentices shall be canceled for any suspension incurred during their probationary period (except for suspensions resulting from overdue monthly job reports or lessons listed in their semiannual progress report).

15.2 Classroom/Shop Training:

- 15.2.1 Apprentices arriving at scheduled classroom/shop training with incomplete or delinquent online lessons or coursework and suspended apprentices will not be permitted to attend. They will receive an attendance violation for an unexcused absence.
- 15.2.2 Any apprentice reported to violate the BNAP policy on hotel conduct shall be dismissed from class and suspended pending a review by the area committee. Upon reviewing the apprentice's violation, the committee will determine the appropriate disciplinary action up to the termination of the Apprenticeship Agreement.

15.3 Academic Honesty:

- 15.3.1 Students are responsible for the honest completion and representation of their work. By placing their name on their work, students certify the originality of all work not otherwise identified by appropriate acknowledgments.
- 15.3.2 Cheating is a form of academic dishonesty in which an individual undermines the integrity of an assignment or exam.
- 15.3.3 Any student who cheats on an assignment shall receive a zero (0) and be dismissed from class. They will then be suspended or terminated from the program.

15.4 Attendance Violations and Dismissal from Class (Local/Regional Training Center):

- 15.4.1 Two (2) Violations within 30 days or Three (3) Violations within one year: Upon a second unexcused tardy or absence (in 30 days or third within one year), the apprentice will be dismissed from class, sent home at their own expense, and receive a mandatory 30-day suspension (if non-probationary) or cancellation from the program (if probationary).
- 15.4.2 A second no-show or dismissal from a scheduled training class will result in termination from the program.

15.5 Referral Rules Violations:

- 15.5.1 All apprentices must comply with the Local Joint Referral Rules (a copy must be given to each apprentice when indentured), and a copy must be on file at the area coordinator's office. Apprentices will be suspended or terminated from the program for:
 - 15.5.1.1 Violation of the Local Joint Referral Rules, the local Business Manager must immediately file a report with the Area Apprenticeship Office advising of the reason(s) and penalty applied.
 - 15.5.1.2 Refusing work referral except for a compelling reason. The Local Business Manager shall note and report each refusal to the area apprenticeship office, advising of the reason(s).
 - 15.5.1.3 An apprentice who is refused employment for just cause (subject to different employers within one (1) year) is cause for termination from the program. It will be the responsibility of the Business Manager to immediately send a report to the Area Coordinator's Office along with supporting documents advising of the reason(s) for the refusal (s).
 - 15.5.1.4 Chronic violations of the Local Joint Referral Rules are cause for termination from the program. All reports must be filed immediately as the infractions occur. Apprentices have the right to submit a referral dispute to the Local Joint Referral Disputes Committee per the Rules.
 - 15.5.1.5 The Area Apprenticeship Committee will refer all referral disputes to the Local Business Manager.
 - 15.5.1.6 During the probationary period, any suspension under the Uniform Referral Standards shall automatically cancel the apprenticeship agreement absent any grievance or dispute.
 - 15.5.1.7 In any twelve months, three (3) suspensions under the Uniform Referral Standards shall automatically cancel the apprenticeship agreement, absent any grievance or dispute.

15.6 Drug/Alcohol Policy Violations:

- 15.6.1 The area office will terminate a probationary apprentice who tests positive for prohibited substances. They will not be eligible to reapply for admission to the program for two (2) years. They may reapply after six months if they have completed a bona fide rehabilitation program or otherwise complied with the recommendation or instructions of the [MOST Programs] MRO. The Area Coordinator will be responsible for advising the apprentice of their termination and options for reapplying.
- 15.6.2 A non-probationary apprentice who tests positive will automatically receive a thirty (30) day suspension from the apprenticeship program and work or employment referral. The apprentice must have a negative re-test through MOST before the end of the thirty (30) day suspension, or they will be terminated from the program.
- 15.6.3 A non-probationary apprentice who tests positive a second time will be terminated from the program.
- 15.6.4 Refusal to submit to drug/alcohol testing shall result in immediate termination.

15.7 Lack of Progress:

- 15.7.1 Apprentices reporting less than one hundred fifty (150) actual work hours during any twelve (12) month period while enrolled in the program will be canceled for lack of progress. (Does not apply to apprentices on Leave of Absence.) A waiver may be requested due to lack of available work or other extenuating circumstances and approved by the Area Director.

15.8 Notification of Terminations:

- 15.8.1 The Area Coordinator shall issue all letters of termination at the request of the Area Joint Committee after the review and approval of the Area Joint Committee. The termination notice to the apprentice will contain the reason(s) for the termination and the appeal procedures in case the apprentice should desire to appeal the Area Joint Committee's action.
- 15.8.2 The Area Coordinator will send copies of all termination letters to the current local business manager.

15.9 Appeal Procedures:

- 15.9.1 Probationary Period Apprentices do not have appeal rights regarding Termination (See National Standards, Article IX, Probationary Period).
- 15.9.2 Except for Referral Rules-related discipline, an Apprentice may appeal any imposed suspension or termination only in the following manner:
- 15.9.2.1 By written appeal to the Area Apprenticeship Committee, sent to the Area Coordinator within thirty (30) days of the notice of the discipline. Failure to appeal in this manner shall be a waiver of any rights to appeal the penalty imposed.
- 15.9.2.2 Within fifteen (15) days of receipt of the apprentice's written appeal, the Area Coordinator shall send notice of the date, time, and place of a hearing before the Area Apprenticeship Committee. The hearing shall coincide with the next regular area committee meeting.
- 15.9.2.3 At the hearing, the Area Committee will allow the apprentice to refute the allegations that form the basis of the discipline appealed. The apprentice shall represent themselves and is responsible for bringing any evidence or witnesses that the apprentice deems necessary to dispute the penalty.
- 15.9.2.4 The Area Apprenticeship Committee shall mail a written decision to the apprentice at the last known address within fifteen (15) days of the adjournment of the hearing.

BNAP POLICY: 08/22/2005:

Canceled apprentices may no longer appeal to the Boilermakers National Apprenticeship Program. Effective date: June 01, 2005.

16 US DEPARTMENT OF LABOR POLICY:

No apprentice will be allowed to be signed to (2) Apprenticeship Programs Simultaneously.

17 Leave of Absence Policy for Apprentices

The Boilermakers National Apprenticeship Program ("Program" or "BNAP ") recognizes that apprentices may need to be absent from their training or educational obligations for various reasons. These may include issues related to an apprentice's medical condition or a family member's. It is the position of the Program to accommodate this needed time-off, assuming adherence to the leave and notification obligations in this Leave of Absence Policy ("Policy").

A request for a leave of absence must be submitted to the Area Coordinator. It must be approved by the Area Committee or the applicable Administrative Committee. Where the need for a leave of absence is foreseeable, the apprentice shall provide written notice at least 30 days before the leave period. If the need for leave results from an emergency or other unexpected circumstances, notification shall be provided to the Area Coordinator as soon as practicable. In such cases, a verbal notification shortly after the onset of the leave of absence shall suffice. Should an apprentice fail to give the required notice without reasonable excuse, the Program shall be entitled to delay or deny the leave of absence request.

The committee shall assess a request for leave on a case-by-case basis according to the needs of the apprentice and the impact of the apprentice's absence on the Program. In the determination of the respective committee, the limitations on leave and notification requirements may be subject to adjustment on a case-by-case basis to reasonably accommodate an apprentice.

Basic Leave of Absence

In the interest of protecting the health and well-being of apprentices and their family members, apprentices who have completed their probationary period may be entitled to a leave of absence, not to exceed 12 weeks, during any 12 consecutive months. An apprentice may take leave for any one, or a combination, of the following reasons:

For the birth of an apprentice's child or to care for a newborn child;

For placement with the apprentice of a child for adoption or foster care and to care for a newly-placed child;

To care for the apprentice's spouse, a child under 18, or a parent (but not in-law) with a serious health condition

If the apprentice's serious health condition makes them unable to perform one or more of the essential functions of the on-the-job training or educational requirements.

For any "qualifying exigency" (including attending military events, arranging for alternative childcare, addressing financial and legal arrangements, and attending counseling sessions) resulting from the fact that the apprentice's spouse, child, or parent is a military member on active duty or is on call-to-active duty status as a member of the military reserves.

For purposes of this policy, a "serious health condition" shall generally mean an absence of more than three consecutive days caused by a condition requiring treatment and which renders the individual unable to do their normal activities or any period of incapacity for a chronic illness or one requiring inpatient care.

Where requested by the Area Coordinator or Director, an apprentice seeking leave for a serious medical condition must provide, within fifteen (15) days of the request, a certification to the Area Coordinator supporting the need for such leave. The apprentice's healthcare provider must execute the certification or, if applicable, the health care provider of the apprentice's spouse, child, or parent. All costs for obtaining certification shall be the exclusive responsibility of the apprentice. An apprentice requesting a leave beyond one month may be asked to submit an additional certification for each thirty (30) days of absence if it is necessary to establish grounds for continued leave from the Program at the discretion of the Area Coordinator.

Once it is determined that the requested leave is for an approved reason, the Program will immediately submit written notice to the apprentice of the approval and the procedures for reinstatement into the Program. If leave is not granted, the Program shall provide written notice of the reasons why.

Upon returning to work at the end of leave taken because of a serious health condition, an apprentice must provide medical certification to the Area Coordinator to confirm that they can return. The fitness-for-duty certification must specifically address the health condition upon which the leave was initially granted. The apprentice is responsible for any costs involved in obtaining a fitness-for-duty certification. The Program shall not require any second or third opinions for a fitness-for-duty certification.

Extended Leave of Absence Policy

Where the length of an apprentice's anticipated leave of absence will exceed that provided by the FMLA, or where an apprentice has already exhausted FMLA leave, they may be eligible to request an additional period of job-protected medical leave as a reasonable accommodation under the Americans with Disabilities Act ("ADA"). Where requested by the Area Coordinator,

the apprentice must submit documentation from a health care provider sufficient to establish that the apprentice is disabled, the functional limitations of that disability and that they are qualified for a reasonable accommodation under the ADA.

If an absence is requested as a reasonable accommodation, the apprentice must provide at least an approximation of the date anticipated for the apprentice's return to the Program. A request for a leave of absence without a reasonably-approximate return date may be denied. A request for indefinite leave with no end date may not be a reasonable accommodation. It could cause undue hardship to the Program and prevent the apprentice from performing the essential functions of the Program, including on-the-job training and classroom education.

The request must be provided to the Area Coordinator. The respective committee shall assess it to determine whether the grounds for leave are appropriate. Among the grounds for requesting leave from the Program as a reasonable accommodation under the ADA are the following:

Obtaining medical treatment or therapy

Recuperation from medical treatment, therapy, or surgery

Obtaining repairs on an assistive device

Adjustments to this Policy may be made if, at the exclusive discretion of the committee, they are necessary to provide a reasonable accommodation to a disabled apprentice. A request for leave may be denied if, after discussions between the Area Coordinator and the apprentice, it is determined that another practical accommodation can be provided that eliminates the need for leave.

An apprentice who wishes to continue a leave of absence for a period beyond that made in their initial estimate shall communicate, in writing, the reasons for continuing such leave of absence as a reasonable accommodation.

Military Leave of Absence

In compliance with the Uniformed Services Employment and Reemployment Rights Act of 1994, a leave of absence for military service shall be granted for the voluntary or involuntary performance of active duty, training, military fitness examinations, funeral honors duty, and other military obligations associated with service in the uniformed services. In most cases, an apprentice is entitled to a leave of absence not to exceed five (5) years.

The apprentice shall submit reasonable notice to the Area Coordinator detailing the military service, with a start and return dates where possible. A military service order, or equivalent, must be provided. Failure to provide reasonable notice may affect your rights to return to the Program.

An apprentice returning from military service shall be reinstated to the Program at a level reflecting the experience and training the apprentice received before the onset of military service.

18 Discrimination and Harassment Policy

PURPOSE

This Policy has been adopted by the Boilermakers National Joint Apprenticeship Board and each of the Area Apprenticeship Programs Committees to:

define their policy regarding discrimination or harassment directed at, or engaged in by, any of their apprentices,

to prohibit such discrimination or harassment in all its forms, and

to provide a method of redress for apprentices who believe that they have been victimized by or witnessed such discrimination or harassment while apprenticing in the Boilermakers National Apprenticeship Program and/or any of the Area Apprenticeship Programs.

COVERAGE

This Policy applies to all apprentices. For the purposes of this Policy, apprentices shall include all pre-apprentices, apprentices, trainees, interns and helpers in BNAP and any of the Area Apprenticeship Programs.

DISCRIMINATION DEFINED

Discrimination is adverse treatment of any individual based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, age, genetic information, or disability with regard to: (1) Recruitment, outreach, and selection procedures;

(2) Hiring and/or placement, upgrading, periodic advancement, promotion, demotion, transfer, layoff, termination, right of return from layoff, and rehiring; (3) Rotation among work processes; (4) Imposition of penalties or other disciplinary action; (5) Rates of pay or any other form of compensation and changes in compensation; (6) Conditions of work; (7) Hours of work and hours of training provided; (8) Job assignments; (9) Leaves of absence, sick leave, or any other leave; and (10) Any other benefit, term, condition, or privilege associated with apprenticeship.

Discrimination may involve, but is not limited to, one of the following: (1) Making decisions based on stereotypes or assumptions about the abilities, traits, or performance of individuals of a certain race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, age, or individuals with disabilities, or based on myths or assumptions about an individual's genetic information, or (2) Denying opportunities to a person because of marriage to, or association with, an individual of a particular race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, age, genetic information or an individual with a disability.

HARASSMENT DEFINED

Harassment is a form of discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, (ADEA), the Americans with Disabilities Act of 1990, (ADA), the Pregnancy Discrimination Act, (PDA), the Genetic Information Nondiscrimination Act, (GINA) and the regulations promulgated thereunder.

Harassment is unwelcome conduct that is based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, age, genetic information, or disability. Harassment becomes unlawful where: (1) enduring the offensive conduct becomes a condition of continued participation in the apprenticeship program, or (2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination or harassment charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

Petty slights, annoyances, and isolated incidents (unless extremely serious) will not rise to the level of illegality. To be unlawful, the conduct must create a work environment that would be intimidating, hostile, or offensive to reasonable people.

Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets or name-calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance. Harassment can occur in a variety of circumstances, including, but not limited to, the following:

The harasser can be the victim's supervisor, a supervisor in another area, a fellow apprentice, a journey worker, an agent of an employer, a co-worker, or a non-employee.

The victim does not have to be the person harassed, but can be anyone affected by the offensive conduct.

Unlawful harassment may occur without economic injury to, or discharge of, the victim.

PROHIBITION OF DISCRIMINATION AND HARASSMENT

BNAP and the Area Apprenticeship Programs believe that discrimination and harassment are forms of misconduct that undermine the integrity of the apprenticeship and training relationship, debilitate morale, and, therefore, interfere with effective apprenticeship and training. BNAP and the Area Apprenticeship Programs will not tolerate discrimination or harassment of any kind. BNAP and the Area Apprenticeship Programs will not tolerate any adverse treatment of its apprentices because they reported instances of discrimination or harassment or provided information relating to an investigation into allegations of discrimination or harassment. It is the policy of the BNAP

and the Area Apprenticeship Programs to prevent and promptly correct any instance of discrimination against or harassment of or by its apprentices.

COMPLAINT PROCEDURE Filing a Complaint

BNAP and the Area Apprenticeship Programs cannot effectively prevent or remedy acts of discrimination or harassment without knowledge of its occurrence. Apprentices who believe they or another apprentice have been subjected to discrimination or harassment should immediately report such conduct through the Complaint Procedure described in Section V of this Policy. BNAP and the Area Apprenticeship Programs strongly encourage anyone who believes that they suffered or witnessed discrimination or harassment to report such harassment before it becomes severe or pervasive.

Complaints of discrimination or harassment should be submitted in writing to one or more of the individuals identified in Appendix B who are responsible for overseeing BNAP and the Area Apprenticeship Programs' commitment to equal opportunity in apprenticeship. Such complaints may be hand-delivered to any of these individuals or mailed to their address in an envelope marked "Personal." The Coordinator or Director of each respective Area should ensure that any changes to the appointed individuals or contact information in Appendix B are communicated in a timely manner. Individuals who believe they have been subjected to or witnessed discrimination or harassment by the Chairman and/or Secretary of BNAP or an Area Program should submit their allegations in writing, in an envelope marked "Personal," to BNAP's legal counsel Jason McClitis or Michael J. Stapp (or BNAP's successor legal counsel) at the following address: Blake & Uhlig, P.A., 753 State Avenue, Ste. 475, Kansas City, KS 66101.

All such complaints should include the following information:

the identity of the complainant, including the complainant's name, address, and telephone number or other means of contacting the complainant;

the identity of alleged offender(s);

the behavior that the apprentice believes constitutes discrimination or harassment, including the date(s), location(s), and the presence of any witnesses; and

any other information the complainant believes to be relevant or important.

In the event the alleged discrimination or harassment occurs during or in connection with employment with a signatory employer, all resulting claims of discrimination or harassment must be processed in compliance with the grievance/arbitration procedure as set forth in the applicable collective bargaining agreement (CBA). The complainant should contact his/her union steward or other union representative, if he/she needs assistance in filing a timely grievance. In the event the complainant does not know who to contact, he or she may contact the Area Coordinator or Director identified in Appendix B who shall assist the complainant in determining the proper person to contact. Please note many CBAs may have a short period of time within which to file a grievance. The Union responsible for processing grievances under the applicable CBA shall process such grievance in accordance with the CBA and in accordance with the Union's duty of fair representation.

In addition to filing a grievance under the terms of the CBA, apprentices should report discrimination or harassment in connection with their employment with a signatory employer to BNAP and/or the Area Apprenticeship Program

using the complaint procedure provided in Section V of this Policy. It is the policy of BNAP and the Area Apprenticeship Programs to undertake steps to address harassment or discriminatory actions taken by signatory employers when BNAP and the Area Apprenticeship Programs have knowledge of such actions. Such steps include entering into written agreements with the employer setting forth reasonable procedures to ensure that employment opportunity is being granted and terminating relationships with employers who fail to remedy acts of discrimination or harassment.

Investigation of the Complaint

Immediately upon receipt of the complaint of discrimination or harassment, the individual who receives the complaint shall contact and promptly forward a copy of the complaint to the BNAP Chairman and Secretary and, if applicable, the equivalent trustees of the Area Apprenticeship Program and the Area Coordinator(s) or Director. In cases involving alleged harassment by the Chairman and/or Secretary of BNAP, BNAP's legal counsel will forward such complaints to the remaining members of the BNAP Board of Trustees who are not alleged to have involvement in the alleged discrimination or harassment.

An individual or a committee shall be appointed to conduct a prompt, thorough, and impartial investigation of the complaint and recommend remedial action, if warranted and available under the circumstances. In no event, shall the appointed investigator(s) include the alleged offender(s), nor shall the appointed investigator(s) be related to the alleged offender(s) by blood or by marriage. The investigation will include, but will not necessarily be limited to, interviews with the complainant and/or victim(s), offender(s), and witnesses.

Upon completion of the investigation, the appointed investigator or investigatory committee shall submit its findings and recommended remedial action, if any, to BNAP and/or the applicable Area Apprenticeship Committee.

Determinations of Discrimination and/or Harassment and Corrective Action

BNAP and/or the Area Apprenticeship Committee shall review the investigation's findings and recommendations, and (with the aid of legal counsel, if necessary): (1) make a determination as to whether discrimination or harassment has occurred; and, if so, (2) take any action it believes to be available and appropriate to correct such discrimination or harassment and to prevent its reoccurrence. BNAP and/or the Area Apprenticeship Committee shall issue a written determination of its findings, which shall be mailed to the complainant's address.

If BNAP and/or the Area Apprenticeship Committee determine from the investigation that no discrimination or harassment has occurred, and/or that BNAP and/or the Area Apprenticeship Committee is not the appropriate entity to remedy the alleged discrimination or harassment, the results of the investigation will be reduced to writing and the complainant shall be so notified. The investigatory file shall be closed and no notation shall be made in the personnel files of either the complainant or the alleged offender.

Should BNAP and/or the Area Apprenticeship Committee determine from the investigation that discrimination or harassment has occurred, it shall, if appropriate under the circumstances, take any action it believes to be available and appropriate to correct such discrimination or harassment and to prevent its reoccurrence, including actions that may differ from the investigation's recommendations. The complainant shall be informed of the determination and the remedial actions taken against the offender. Additionally, a notation regarding the discrimination or harassment and the remedial action taken shall be placed in the offender's file.

In the event an apprentice believes he/she has been subject to discrimination or harassment on a job site or in connection with employment by a signatory employer, he/she shall make his/her employer immediately aware and follow the employer's discrimination and harassment policy. He/she may also file a grievance in accordance with the

applicable collective bargaining agreement in effect. Should BNAP or an Area Program determine that a signatory employer has not properly remedied or addressed acts of discrimination or harassment, it shall address such acts with the employer, and if continuing or otherwise unremedied, take steps to remove the employer from participating in the apprenticeship program.

Appeals

If a complainant or an alleged offender feels that BNAPs and/or the Area Apprenticeship Committee's determinations and/or corrective actions are incorrect, inappropriate, or otherwise not satisfactory or sufficient, he or she may appeal such determination and/or action at the next full meeting of the National Board and/or Area Apprenticeship Committee, by filing a written "Appeal" addressed to the National Board (753 State Ave., Ste. 754 Kansas City, KS 66101) and/or Area Committee, as appropriate. An "Appeal" must be received within 30 days of the written determination as set forth in Article V(c) of this Policy.

Confidentiality & Prohibition against Retaliation

All complaints and testimony provided by individuals during the course of an investigation into allegations of discrimination or harassment shall be kept as confidential as possible and shall be held in a file separate from other personnel and apprentice files.

It should be noted, however, that the identity of the complainant is usually revealed to the alleged offender and witnesses during the course of an investigation into alleged discrimination or harassment. Nonetheless, retaliation against any apprentice for bringing a discrimination or harassment complaint or assisting in the investigation of such a complaint is strictly prohibited. Any employee or apprentice who believes that they are a victim of or have knowledge of such retaliation should report such conduct through this Complaint Procedure. Such a complaint shall be investigated and addressed in the same manner as a discrimination or harassment complaint.

Your Right to Equal Opportunity

It is against the law for a sponsor of an apprenticeship program registered for Federal purposes to discriminate against an apprenticeship applicant or apprentice based on race, color, religion, national origin, sex, sexual orientation, age (40 years or older), genetic information, or disability. The sponsor must ensure equal opportunity with regard to all terms, conditions, and privileges associated with apprenticeship. If you think that you have been subjected to discrimination, you may file a complaint within 300 days from the date of the alleged discrimination or failure to follow the equal opportunity standards with the U.S. Department of Labor, Office of Apprenticeship or State Apprenticeship Agency: Alabama: Medical Forum Bldg., 950 22nd Street North, Room 648, Birmingham, AL 35203, Tel: (205) 731-1308, E-Mail: Dixon.Rowland@dol.gov, Attn: Rowland C. Dixon; Arkansas: 700 West Capitol Street, Room 3507, Little Rock, AR 72201-3204, Tel: (501) 324-5415, E-Mail: Price.Lester@dol.gov, Attn: Lester 'Lee' Price; District of Columbia: 4058 Minnesota Avenue, NE, Suite 3900, Washington, DC 20019, Tel: (202) 698-5099, Email: Lewis.Brown@dc.gov, Attn: Lewis Brown; Florida: 325 W. Gaines Street, Room 754, Tallahassee, FL 32399, Tel: (850) 245- 0454, E-Mail: Richard.Norman@fldoe.org, Attn: Richard "Ted" Norman; Georgia: 61 Forsyth Street SW, Room 6T80, Atlanta, GA 30303, Tel: (404) 302-5897, Attn: William Kraus; Iowa: 210 Walnut Street, Room 715, Des Moines, IA 50309, Tel: (515) 284-4690, Email: Sisson.Greer@dol.gov, Attn: Greer Sisson; Kansas:1000 Southwest Jackson Street, Suite 100, Topeka, KS 66612-1354, Tel: (913) 577-5940, Email: TConey@kansasccommerce.com, Attn: Theo Coney; Kentucky: 1047 U.S. Highway 127 South, Suite 4, Frankfort, KY 40601, Tel: (502) 564-3070, E-Mail: Mike.Donta@ky.gov, Attn: Mike Donta; Louisiana: P.O. Box 94094, 1001 N.23rd, Baton Rouge, LA 70802- 3338, Tel: (225) 342-7819, E-Mail: KMiller@lwc.la.gov, Attn: Karen Miller; Maryland: 1100 North Eutaw Street, Baltimore, MD 21201, Tel: (410) 767-3969, E-Mail: Christopher.Maclarion@maryland.gov, Attn: Christopher Maclarion; Mississippi: Federal Building, 100 West Capitol Street, Room 771, Jackson, MS 39269, Tel: (601) 965-4346, E-Mail: Westcott.Fred@dol.gov, Attn: Woodrow Middleton; Missouri: Robert A. Young Federal Building, 1222 Spruce Street, Room 9.102E, St. Louis, MO 63103, Tel: (314) 539- 2519, E-Mail: Perry.Neil@dol.gov, Attn: Neil Perry; Nebraska: 222 South 15th Street – Suite 405C, Central Park Plaza, South Tower, Omaha, NE 68102-1608, Tel: (402) 221-3281, Email:

Creameens- Risinger.D@dol.gov, Attn: Debra Creameens-Risinger; North Carolina: 4316 Mail Service Center, Raleigh, NC 27699, Tel: (919) 814-0303, E-Mail: apprenticeshipmail@ncommerce.com, Attn: Kathryn P. Castellones; Ohio: P.O. Box 1618, Columbus, OH 43216-1618, Tel: (614) 466-9498, E-Mail: MacieA@odjfs.state.oh.us, Attn: Andy Maciejewski; Oklahoma: 215 Dean A McGee Avenue, Suite 346, Oklahoma City, OK 73102, Tel: (405) 231-4338, E-Mail: Walton.Shannan.L@dol.gov, Attn: Shannan L.;Walton; South Carolina: 1835 Assembly Street, Room 838, Columbia, SC 29201, Tel: (803) 765-5547, Email: Vaughan.Charles@dol.gov, Attn: Charles Vaughan; Tennessee: Airport Executive Plaza, 1321 Murfreesboro Road, Suite 541, Nashville, TN 37217, Tel: (615) 781-5318, Email: Brown.Nat@dol.gov, Attn: Nathaniel Brown; Texas: 300 East 8th Street, Suite 914, Austin, TX 78701, Tel: (512) 916-5435, Email: Light.Dudley@dol.gov, Attn: James 'Dudley' Light; Virginia: Main Street Centre, 600 East Main Street, Ste 207, Richmond, VA 23219, Tel: (804) 225-4362, Email: Patricia.Morrison@doli.virginia.gov, Attn: Trish Morrison. West Virginia: 405 Capitol Street, Suite 409, Charleston, WV 25301, Tel: (304) 347- 5794, Email: Milnes.Kenneth@dol.gov, Attn: Kenneth Milnes. You may also be able to file complaints directly with the EEOC or State fair employment practices agency. If those offices have jurisdiction over the sponsor/employer, their contact information is listed below.; US Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for individuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the US Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at www.eeoc.gov. Alabama: Alabama Department of Human Resources, Office of Equal Employment & Civil Rights, Gordon Persons Building, Suite 2104, 50 North Ripley Street, Montgomery, AL 36130, Tel: (334) 242-1550, Fax: (334) 353-1115, Email Address: oeecr@dhr.alabama.gov, Website: <http://dhr.alabama.gov>; Arkansas: N/A; Delaware: Delaware Human Relations Division, Carvel Building, 820 N. French Street, Wilmington, DE 19801, Tel: (302) 577-8277, Fax: (302) 577-3996, Email: jobs@state.de.us, Website: <http://statehumanrelations.delaware.gov>; District of Columbia: District of Columbia, Office of Human Rights, 441 4th Street NW, Suite 570N, Washington DC, 20001, Tel: (202) 727-4559, TTY, 711, Fax: (202) 727-9589, Email: ohr.intake@dc.gov, Website: <https://ohr.dc.gov/>; Florida: Florida Commission on Human Relations, 4075 Esplanade Way, Suite 110, Tallahassee, FL 32399- 7020, Tel: (850) 488-7082, Toll-Free: 1-800-342-8170, The Florida Relay Service Voice (statewide): 711, TDD ASCII: (800) 955-1339, TDD Baudot: (800) 955 – 8771, Fax: (850) 487-1007, E-Mail: fchrinfo@fchr.myflorida.com, Web Site: <http://fchr.state.fl.us>; Georgia: Georgia Commission on Equal Opportunity, 7 Martin Luther King, Jr. Drive, S.E., 3rd Floor-Suite 351, Atlanta, GA 30334, Tel: (404) 651- 6458, 1-800-473-6736, Fax: (404) 656-4399, Email: rbrown@gceo.state.ga.us, Website: <http://gceo.state.ga.us>; Iowa: Iowa Civil Rights Commission, Grimes State Office Building, 400 East 14th Street, Des Moines, IA 50319-0201, Tel: (515) 281-4121, (800) 457- 4416, Fax: (515) 242-5840, Website: <https://icrc.iowa.gov>; Kansas: Kansas Human Rights Commission, Landon State Office Building, 900 SW Jackson Street, Suite 568 South, Topeka, KS 66612-1258, Tel: (785) 296-3206, TDD: (785) 296-0245, Fax: (785) 296-0589, Website: <http://www.khrc.net>; Kentucky: Kentucky Commission on Human Rights, Louisville: 332 W. Broadway, Suite 1400, Louisville, KY 40202, Tel: (502) 595-4024, Toll- free: (800) 292- 5566, Fax: (502) 595-4801; Northern Kentucky: 20 West Pike St., Suite 108, Covington, KY 41011-242, Tel: (859) 292-2935, Fax: (859) 292-2938; Email: kchr.mail@ky.gov, Website: www.kchr.ky.gov; Louisiana: Louisiana Commission on Human Rights, P.O. Box 94094, Baton Rouge, LA 70804-9094, Tel: (225) 342-6969, Fax: (225) 342-2063, Website: <http://gov.louisiana.gov/page/lchr>; Maryland: Maryland Human Rights Commission, Attn: Intake, William Donald Schaefer Tower, 6 Saint Paul Street, 9th Floor, Baltimore, MD 21202-1631, Tel: (410) 767-8600, Toll-free number: 1-800-637-6247 (Para español, marque el 2), Maryland Relay: 711, Email: mccr@maryland.gov, Website: <http://mccr.maryland.gov/>; Missouri: Missouri Commission Human Rights, 3315 W. Truman Blvd., Rm 212, P.O. Box 1129, Jefferson City, MO 65102-1129, Tel: (573) 751-3325, Toll-Free Complaint Hotline: 1-877-781-4236, Relay Missouri: 711, TDD: 1-800-735-2966, Fax: (573) 751-2905, Email: mchr@labor.mo.gov, Website: <http://labor.mo.gov/mohumanrights>; Nebraska: Nebraska Equal Opportunity Commission, Lincoln (Main Office): Nebraska State Office Building, 301 Centennial Mall South, 5th Floor, P.O. Box 94934, Lincoln, NE 68509-4934, Tel: (402) 471-2024, Toll Free: (800) 642-6112, Fax: (402) 471-4059; Omaha: State Office Building, 1313 Farnam-on-the-Mall, Suite 318, Omaha, NE 68102-1836, Tel: (402) 595-2028, Toll Free: (800) 382-7820, Fax: (402) 595-1205; Scottsbluff: Panhandle State Office Complex, 505A Broadway, Suite 600, Scottsbluff, NE 69361-3515, Tel: (308) 632-1340, Toll Free: (800) 830-8633, Fax: (308) 632- 1341; Website: www.nol.org/home/NEOC; North Carolina: N/A; Ohio: Ohio Civil Rights Commission, Central Office: Rhodes State Office Tower, 30 East Broad Street, 5th Floor, Columbus, OH 43215, Tel: (614) 466-2785, Fax: (614) 644-8776; Cincinnati- Satellite Office: Mid-Pointe

Towers, 7162 Reading Road, Suite 1005, Cincinnati, OH 45237, Tel: (513) 351-2541, TTY: (937) 285-6500, Fax: (513) 351-2616; Columbus Regional Office: Rhodes State Office Tower, 30 East Broad Street, 4th Floor, Columbus, OH 43215, Tel: (614) 466-2785, TTY: (614) 752-2391, Fax: (614) 466-6250; Dayton Regional Office: 3055 Kettering Blvd, Suite 111, Dayton, OH 45439, Tel: (937) 285-6500, TTY: (937) 285-6500, Fax: (937) 285- 6606; Website: <http://crc.ohio.gov/>; South Carolina: South Carolina Human Affairs Commission, 1026 Sumter Street, Suite 101, Columbia, SC 29201, Tel: (803) 737-7800, Toll Free: 1-800-521-0725, Fax: (803) 737-7835, Email: information@schac.state.sc.us, Website: <http://www.schac.sc.gov>; Tennessee: Tennessee Human Rights Commission, 312 Rosa L Parks Ave, 23rd floor Nashville, TN 37243, Tel: (615) 741-5825, Toll Free: (800) 251-3589, Fax: (615) 253-1886 | 615-532-2197, Email: ask.thrc@tn.gov, Website: <https://www.tn.gov/humanrights>; Texas: Texas Workforce Commission Civil Rights Division, 101 East 15th Street, Guadalupe C.R.D., Austin, TX 78778-0001, Tel: (888) 452-4778, Fax: (512) 482-8465, Email: EEOIntake@twc.state.tx.us, Website: <http://www.twc.state.tx.us>; Virginia: Office of the Attorney General - Division of Human Rights, 202 North Ninth Street, Richmond, VA 23219, Tel: (804) 225-2292, Fax: (804) 225-3294, Email: human_rights@oag.state.va.us, Website: <http://www.oag.state.va.us/programs-initiatives/human-rights>; West Virginia: West Virginia Human Rights Commission, 1321 Plaza East Room 108A, Charleston, WV 25301-1400, Tel: (304) 558-2616, Toll Free: (888) 676-5546, Fax: (304) 558-0085, Website: <http://www.hrc.wv.gov>.

Each complaint filed must be made in writing and include the following information:

Complainant's name, address and telephone number, or other means for contacting the complainant;

The identity of the respondent (i.e., the name, address, and telephone number of the individual or entity that the complainant alleges is responsible for the discrimination);

A short description of the events that the complainant believes were discriminatory, including but not limited to when the events took place, what occurred, and why the complainant believes the actions were discriminatory (for example, because of his/her race, color, religion, sex, sexual orientation, national origin, age (40 or older), genetic information, or disability);

The complainant's signature or the signature of the complainant's authorized representative. Policy on Impaired Apprentices at Training Centers

It is the policy of the Boilermakers National Apprenticeship Program ("BNAP ") to protect the safety of individuals taking part in instruction at training centers by safely and efficiently removing an individual suspected of being under the influence of alcohol or drugs from the training center.

By signing the apprenticeship agreement, an apprentice agrees to be bound by the terms of this policy and shall hold harmless the BNAP and the Area Committee from any liability which may arise from adherence to this policy.

An apprentice suspected of being under the influence of drugs or alcohol while attending the training center shall be ordered immediately removed from the facility.

A minimum of two (2) witnesses shall provide written statements regarding their observations of the individual's alleged intoxication, including details of the apprentice's behavior, appearance, or odor. In cases where at least two individuals are employed by the Fund on-site at the facility, witness statements shall be taken from those individuals. In locations where only one individual is employed by the Fund on-site, a member of the apprenticeship class may serve as a witness to meet the requirement of two (2) witness statements.

A minimum of two (2) witnesses shall monitor the apprentice at all times before the ultimate departure or removal of the apprentice from the grounds of the training center. In cases where at least two individuals are employed by the Fund on-site at the facility, those individuals shall be obligated to monitor the apprentice. In locations where there is only one individual employed by the Fund on-site, a member of the apprenticeship class may be used to monitor the individual to meet this requirement.

The Instructor of the training center shall notify the applicable Area Coordinator of the events occurring at the facility and shall submit within ten (10) days a written report, including witness statements, to the Area Coordinator for review and potential disciplinary action.

The Instructor of the training center shall make all reasonable efforts to remove the apprentice from the facility's grounds. The Instructor may, within their discretion, reasonably assist in arranging transportation for the apprentice by taking any of the following actions:

The Instructor may first attempt to contact the emergency contact indicated on the apprentice's confirmation of receipt and acknowledgment form or another responsible party to transport the apprentice from the facility.

The Instructor may arrange for a taxicab or other transportation to drive the apprentice to his residence or a medical facility at the expense of the apprentice. In no event shall funds of the BNAP, any subordinate body thereof, or a training center be used to transport an impaired apprentice.

Should the distance between the training center and the apprentice's residence be determined too far so as to make transportation efforts unreasonable, the Instructor is authorized to contact local authorities to remove the apprentice from the facility.

Should an impaired apprentice leave the facility by operating a motor vehicle while suspected of being under the influence of drugs or alcohol, the Instructor of the training center shall contact the local police department and describe the make, model, and license plate of the vehicle being operated by the apprentice.

19 SAJAC Accident Policy

Whenever an apprentice or journeyman is injured in or during classroom/shop training, the instructor shall see that the apprentice or journeyman receives immediate and appropriate medical treatment. If the injury requires a medical professional's attention, the instructor should locate a medical facility from a list of PPO providers in the local vicinity of the training center.

Payment of any medical treatment for an injury to an apprentice or journeyman is the injured person's responsibility. All apprentices and journeymen who have an up-to-date "Plan G" card should carry the card with them during all classroom training. However, SAJAC and the local training center maintain insurance policies that provide supplemental medical coverage to all participants participating in approved training. These policies will coordinate with Plan G or other coverage for payment of medical treatment. These policies may pay some or even all of the treatment cost to the injured apprentice or journeyman in some circumstances. Lack of "Plan G" coverage is not an excuse for not providing appropriate medical attention to an injured party.

Whenever any injury occurs, the instructor shall:

See that the injured apprentice or journeyman receives immediate and appropriate medical attention.

Contact the SAJAC office concerning the incident as soon as possible.

Fill out a written accident report (provided by SAJAC) as quickly as possible.

Fully cooperate with SAJAC, the local training center, and all insurers in reporting and investigating the matter.

20 Course Listing

The following is a listing of courses required for all Boilermaker Apprentices:

MOST Classes:

OSHA 10 (within six (6) months of indenture)

Supplementary Rigging (four (4) modules)

Boilermaker Code

Online (LMS) Courses:

EEO Anti-Harassment (Required Annually)

Period 1

1-OC-01 Introduction (Movie)

1-OC-02 Substance Abuse Awareness

1-OC-03 Add-Subtract-Multiply-Divide

1-OC-04 Simple Tools

1-OC-05 Hand Power Tools

1-OC-06 Cutting Burning Safety

1-OC-07 Burning Setup

1-OC-08 Oxy-fuel Burning Application

1-OC-09 Welding Safety

1-OC-10 Welding Currents Power Sources

1-OC-11 Electrodes

1-OC-12 Shielded Metal Arc Welding Application

1-RS-01 Test Boilermaker Safety

1-RS-02 Test Applied Math 1

1-RS-03 Test Boilermaker Hand Tools

1-RS-04 Test Welding Cutting Basics

1-RS-05 Test Arc Welding Equipment

1-RS-06 Test SMAW Part 1

Period 1 PBT

Period 2

2-OC-01 Fractions Decimals

2-OC-02 Force Friction Mechanical Advantage

2-OC-03 Basic Rigging System Components

2-OC-04 Crane Signals

2-OC-05 Industry Scope Fundamentals of Steam

2-OC-06 Heat Transfer Boiler Design

2-OC-07 Boilers the Steam Cycle

2-OC-08 Fuels Combustions Environmental Protection

2-OC-09 Environmental Protection

2-OC-10 Drawings Line Construction

2-OC-11 Blueprint Components

2-OC-12 Blueprint Dimensioning

2-OC-13 Structural Steel Piping Symbols

2-RS-01 Test Applied Math II

2-RS-02 Test Rigging: Basic Principles

2-RS-03 Test Boilermaker Power Tools

2-RS-04 Test Construction Materials I

2-RS-05 Test SMAW Part II

2-RS-06 Test Cutting Oxyfuel I

Period 2 PBT

Period 3

3-OC-01 Ratio Percent Prime Exponents Radicals

3-OC-02 Fiber Ropes

3-OC-03 Wire Ropes

3-OC-04 Formulating a Rigging Plan JSA.

3-OC-05 Hoist Design Trade Application

3-OC-06 Hoist Mounting Setup

3-OC-07 Wire Rope Block Block Installation

3-OC-08 Hoist Rigging Implements

3-OC-09 Basic Welding Symbols Review

3-OC-10 Welding Symbols Joint Identification

3-OC-11 Weld Positions Joint Preparation

3-OC-12 Mechanical Drawing Tools

3-OC-13 Basic Layout Tools

3-RS-01 Test Applied Math III

3-RS-02 Test Rigging Ropes

3-RS-03 Test Mechanical Drafting Tools

3-RS-04 Test Mechanical Drawing Lines

3-RS-05 Test Weld Symbols

3-RS-06 Test Cutting Oxyfuel II

Period 3 PBT

Period 4

4-OC-01 GMAW Safety Basic Principles

4-OC-02 GMAW Equipment Selection Setup

4-OC-03 Metal Transfer Electrodes Shielding Gas

4-OC-04 Metal Transfer GMAW Practice Application

4-OC-05 Review Trade Technologies

4-OC-06 Power Generating Boiler Design I

4-OC-07 Power Generating Boiler Design II

4-OC-08 Paper Pulping Steel Industries

4-OC-09 GTAW Introduction to Safety

4-OC-10 GTAW Equipment Setup

4-OC-11 GTAW Consumables

4-OC-12 GTAW Application

4-OC-13 Mobile Cranes

4-OC-14 Lifting Devices

4-OC-15 Field Sketching

4-OC-16 Fabrication Review

4-OC-17 Fabrication - Basic Layout

4-OC-18 Shop Improvements

4-OC-19 Hopper Fabrication

4-RS-01 Test Rigging Cranes Equipment

4-RS-02 Test Field Sketching

4-RS-03 Test Layout Procedure

4-RS-04 Test Blueprint Reading Structural

4-RS-05 Test Boiler Systems Components I

4-RS-06 Test Gas Metal Arc Welding

Period 4 PBT

Period 5

5-OC-01 Basics of Plane Geometry-Solid Geometry

5-OC-02 Introduction to Blueprints

5-OC-03 Surfing the Blueprints

5-OC-04 Identify Blueprint Details 1

5-OC-05 Identify Blueprint Details 2

5-OC-06 Component Location 1

5-OC-07 Component Location 2

5-OC-08 Print Size Information 1

5-OC-09 Print Size Information 2

5-OC-10 Weld Information on Components 1

5-OC-11 Weld Information on Components 2

5-OC-12 Block Reeving Purpose Inspection

5-OC-13 Safety Block Inspection

5-OC-14 Reeving Lacing Systems

5-OC-15 Reeving Lacing Application

5-OC-16 Tank Classification Design

5-OC-17 Tank Drawings Layout

5-OC-18 Tank Preparation

5-OC-19 Tank Fit-up Welding

5-RS-01 Test Applied Math IV

5-RS-02 Test Rigging Tools

5-RS-03 Test Blueprint Reading

5-RS-04 Test Tanks Vessels Components

5-RS-05 Test Boiler Systems Components II

5-RS-06 Test Arc Welding Other Processes

Period 5 PBT

Period 6

6-OC-01 Air Carbon Gouging Plasma Cutting

6-OC-02 The Physics of Bolted Flange Connections

6-OC-03 The Function of Bolts Studs

6-OC-04 Flanged Connections

6-OC-05 Bolted Connection Maintenance

6-OC-06 Tube Rolling Equipment Safety

6-OC-07 Install Roll Tubes

6-OC-08 Finishing Tube Ends Troubleshooting

6-OC-09 Tube Removal

6-OC-10 Principles of Nuclear Energy

6-OC-11 Reactor Design

6-OC-12 Industry Scope

6-OC-13 FRP Safety

6-OC-14 FRP Materials

6-OC-15 FRP Application

6-RS-01 Test Construction Materials I

6-RS-02 Test Boiler Installation

6-RS-03 Test Metallurgy Welding

6-RS-04 Test Nuclear I

6-RS-05 Test Variables in Welding

6-RS-06 Test Cutting Arc

Period 6 PBT

Period 7

7-OC-01 Basics of Trigonometry

7-OC-02 Review Field Drawing

7-OC-03 Drawing Tools Templets

7-OC-04 Calculating Surface Area of Complex Shapes

7-OC-05 Rigging Drawings

7-OC-06 Blueprint Review

7-OC-07 Fabrication Drawings

7-OC-08 Drawings from an Object

7-OC-09 Creating a Fabrication Plan

7-OC-10 Review- Safety Rigging Plans

7-OC-11 Calculating Material Weights

7-OC-12 Load Weight Calculation

7-OC-13 Sling Angles Spreader Beams

7-OC-14 Equalizer Beams Multiple Lifting Devices

7-OC-15 Petrochemical Refineries

7-OC-16 Rigging Review

7-OC-17 Specialty Rigging Equipment

7-OC-18 Fiberglass Reinforced Plastic Rigging

7-OC-19 Introduction to Rigging Prints

7-OC-20 Rigging Print Skills

7-RS-01 Test Applied Math V

7-RS-02 Test Rigging Equalizing Distributing Loads

7-RS-03 Test Dimensioning

7-RS-04 Test Metallurgy Weldability

7-RS-05 Test Boiler Repair Maintenance

7-RS-06 Test Petro Chemical Steel Production

Period 7 PBT

Period 8

8-OC-01 Area of Complex Shapes

8-OC-02 Volume of Complex Shapes

8-OC-03 Weight Capacity of Complex Shapes

8-OC-04 Micrometers

8-OC-05 Metric Measurement

8-OC-06 Special Weld Process Testing Symbols

8-OC-07 Alloy Welding Hazard Awareness I

8-OC-08 Alloy Welding Hazard Awareness II

8-OC-09 High Alloy Steel

8-OC-10 Window Welding

8-OC-11 Overlay Cladding

8-OC-12 Stud Welding

8-OC-13 Welding Qualifications

8-OC-14 Stress Relief

8-OC-15 Orbital Welding Quality Control

8-OC-16 Setting Up the Fabrication Table

8-OC-17 Fabrication Techniques

8-OC-18 Drafting Techniques Used in Layout

8-OC-19 Triangulation Layout Techniques

8-OC-20 Pattern Template Development

8-OC-21 Nuclear Power Industries

8-RS-01 Test Applied Metric Math

8-RS-02 Test Environmental Controls

8-RS-03 Test Nuclear Power II

8-RS-04 Test Welding Special Applications

8-RS-05 Test Welding Design Testing Inspection

8-RS-06 Test Welding Performance Qualifications

Period 8 PBT

Local/Regional Training Classes:

Year One	Hours
Rigging Practical Application (Basic)	20
Red Cross CPR and First Aid	8
Burning and Gouging Shop	8

S.M.A.W. Welding Shop	80
Performance-Based Tests A&B	4
Local Curriculum (classroom/shop)	24
Total Hours	144
Year Two	Hours
S.M.A.W. Welding Shop	40
GMAW/FCAW Shop	40
Rigging Practical Application	20
Layout and Fabrication Practical Application	20
Performance-Based Tests A&B	4
Local Curriculum (classroom/shop)	10
Total Hours	134
Year Three	Hours
Blueprint and Layout Practical Application	16
Tube Installation Practical Application (Rolling)	8
Rigging Practical Application	20
Tank Erection Practical Application	8
SMAW/GTAW Welding Shop	80
Performance-Based Tests A&B	4
Local Curriculum (classroom/shop)	8
Total Hours	144
Year Four	Hours
Fiberglass Reinforced Plastics Practical Application	10
Weld Shop (Including Stud Welding)	80
Rigging Practical Application	20
Fabrication Practical Application	20
Performance-Based Tests A&B	4

Local Curriculum (classroom/shop)

10

Total Hours

144

On-the-Job Training (OJT) Module Listing

101	Set up and Operate an Air Tugger
102	Utilize Come-a-longs and Chain Hoists
103	Utilize Pneumatic and Electric Hoists
104	Set Up and Operate Cable Climbers
105	Set up Scaffolds
106	Inspect and Care for Rigging Accessories
107	Tie Knots
108	Reeve Blocks
110	Change Crane Booms
111	Use Hand Signals to Control Crane and Hoist Operations
201	Shielded Metal Arc Welding
202	Weld Using Gas Tungsten Arc
203	Weld Using Gas Metal Arc
205	Cut and Gouge
207	Weld Using Flux-Core Arc
208	Stud Arc Welding
301	Align and Fit Field Components
401	Remove Tubes
402	Bevel Tubes
403	Replace Tubes

21 Attendance Policy (Classroom/Shop Training)

Regular attendance is an essential practice that students must continually demonstrate at work and the training facility. Students need to attend all classes to which they are scheduled, and absences should be rare. Students who attend classes regularly will appreciate the need to be reliable members of the Boilermaker workforce. It will give them every opportunity to get the fullest academic and technical experience from the training classes.

To that end, SAJAC's attendance policy places high expectations for attendance.

UNEXCUSED TARDY, EARLY LEAVE, OR ABSENCE

SAJAC is responsible for educating our students in behaviors that will ensure their success on the job. One of the most critical behaviors is punctuality, especially at your place of employment. Although SAJAC is not employing our students, we recognize that continual student tardiness or early dismissals only deprive them of a complete educational experience. An employer will not accept habitual tardiness or leaving early, nor does the apprenticeship program.

First Violation:

Apprentices arriving late to scheduled training at the Local/Regional Training Center will be recorded as being absent. They will not be allowed to attend the class for the entire day. The apprentice must call the Training Facility no later than 9:30 a.m. if unable to participate in class. Late and absent apprentices will not receive per diem or credit for the day's hours.

Second violation within 30 days or third violation within one year:

The apprentice will be dismissed from class upon a second unexcused tardy or absence in thirty (30) days (or third within one year). They will be sent home at their own expense and receive a mandatory thirty (30) day suspension or canceled from the program. In addition, a second no-show to a scheduled training class will result in termination from the program. Non-apprentices will be dismissed from class and sent home at their own expense.

EXCUSED TARDY, EARLY LEAVE, OR ABSENCE

Must be approved by the Lead Instructor or Business Manager in advance. The decision of whether an absence is excused will be determined on a case-by-case basis (depending on the circumstances).

Examples of excused absences include:

Doctor/Medical Health Professional Visits: Apprentices must provide a note from their doctor or healthcare provider to their instructor within three (3) days of their absence. Notes not turned in within this timeline will not be accepted, and the absences will be deemed unexcused.

Funeral

Court Appearance

Incarceration, dismissal from class, or suspension are not acceptable reasons for an absence to be excused.

Each excused absence must be accompanied by written documentation. Violation of the attendance policy can lead to termination from the program by the Area Committee.

Students attending a Local/Regional Training Center do not receive credited hours toward the Boilermakers National Health & Welfare Fund.

All absences (excused or unexcused) must be made up at a recognized Local/Regional Training Center. The apprentice must check with their Local Lodge to schedule makeups for missed time.

22 Medical Screening Policy (Classroom/Shop Training)

It is a requirement that all students complete a medical information form before being allowed to attend Classroom or Shop Training. This screening is required to ensure a student is not taking prescription drugs that could impair their performance or make them a danger to themselves or the people around them.

Should the student answer "YES" that they are on prescribed drugs, then they must supply a document from their health care provider stating, without naming the drugs, that they are able to perform the tasks required by the given Classroom/Shop Training curriculum according to the drugs side effects or they will not be allowed to attend class.

23 Regulations for all Classes

All students must have a current MOST drug screening before participating in classroom or shop training. Students without a current MOST drug screening are prohibited from any SAJAC-funded training or evaluation.

All students must keep their work area in good order and free of trash and safety hazards.

Harassment will not be tolerated. (See Sexual Harassment Policy.)

Proper attire (per the dress code) must be worn while at the training facility.

The use of tobacco products, including electronic cigarettes, is only permitted in designated areas. Any student involved in violence or is non-compliant will be subject to appropriate disciplinary action.

Students are not permitted in the Local Lodge administrative and lobby area without permission from the instructor.

Students are prohibited from opening files or file cabinets as they may contain personal and confidential information.

Room thermostats may be adjusted only by authorized personnel.

No littering in the training center or on the property.

Food or drinks are allowed only in designated areas.

No eating in the shop area.

Phones are for staff use only; permission must be requested before use.

Cell phone use is permitted ONLY during breaks and lunch.

Water coolers are for drinking water "Not to wash hands, spit in or wash tobacco products down."

Do not attempt to operate equipment unless authorized by the instructor.

No personal equipment/tools.

Destruction of property or equipment will not be tolerated in the training center or hotel/motel. Students who violate hotel policy will be dismissed from class and sent home at their own expense.

Do not play or tamper with the fire extinguisher, first aid box, or lights.

Gambling of any type is not permitted.

Drugs and alcohol are prohibited (including before class and during lunch). Any student determined to be under the influence of or in possession of alcohol or drugs while at the training facility will be subject to disciplinary action

Students may check out reference books while attending the training center with the instructor's permission. The books must be returned at the end of the class. Any loss or destruction of books will be charged to the student at their replacement cost.

Students will receive one (1) 10-minute break every two hours.

Students are not permitted to leave the training center during class hours without permission.

Lunchtime is at the discretion of the instructor. All students must be in their designated area at the start time determined by the instructor.

24 Dress Code

Appropriate dress is a matter of safety and reflects positively on the program. Students should consider the training center as their place of employment and dress accordingly. Boilermaker Apprentices are to be neat, well-groomed, and always respectful of both themselves and others. Employers and owner representatives often visit our training facilities. What they see may affect employment opportunities for our entire membership.

Students who are non-compliant with the training center's dress code will be dismissed for the day and required to make up the missed day at their own expense. Continued non-compliance will result in further disciplinary action.

Clothing and accessories containing messages which display violence, drugs, illegal behavior, sexually explicit messages, or vulgarity are prohibited.

Long hair must be kept up so as not to pose a safety hazard.

Jewelry that may pose a safety hazard is not to be worn during Classroom or Hands-On Operations.

Proper Attire:

Durable shoes or boots are required. Students may not wear athletic, running, tennis, open-toed, open-backed, or high heel shoes or sandals in the training center.

Students must wear long pants made from cotton or another non-flammable material.

Shirts with sleeves made from cotton or non-flammable material are required (no nylon, polyester, or other flammable materials).

Safety glasses and appropriate PPE must be worn while in the shop area.

Face shields are required for all grinding operations.

Welding shields with the correct filter lens and welding jackets or shirts with long sleeves made from cotton or non-flammable material are required for all welding operations.

25 Suggested Work Processes

The following are the major phases of our trade in the field erection and repair industry. The work processes will be the application of these operations on tank and water tower construction and repair, refinery construction and repair, boiler erection and repair, nuclear reactors and reactor/boiler components erection and repair, and such work as related to our trade.

Work Process Schedule	Approximate Hours
I. Care and Maintenance of Tools and Equipment	100
A. Learning names of Tools and Equipment	
B. Learning the use of Tools and Equipment	
C. Care and Maintenance	
D. Handing out tools and inventory	
II. Rigging and Bull Gang	1,000
A. Unloading and Handling	
B. Use of Hoisting Equipment	
1. Come-along	
2. Chain falls	
3. Erection and dismantling of derricks and cranes	
4. Working with derricks and cranes	

5. Use of signals and safety

C. Use of Tackle

1. Block and tackle

2. Chokers, cables, and slings

3. Proper use of knots and splicing

4. Proper use of clamps

5. Safety

D. Moving Pieces

1. Rollers

2. Levers

3. Use of tackle, come-alongs, and chain falls

4. Safety

III. General Erection

1,000

A. Steel Erection in our jurisdiction

1. Designating the location of members

2. Raising in place

3. Use of spud-wrench, bull, and drift-pins, wedges, clips, and saddles

4. Alignment

a. Use of level, plumb, tape, and ruler

5. Connecting

b. Drilling, reaming, chipping, caulking, and grinding

c. Bolting up

d. Welding (tack)

e. Riveting

B. Setting Drums and Headers

1. Use of hoisting equipment and tackle

2. Use of water level, plumb, and measuring devices

IV. Tube Installations

400

- A. Entering
 - 1. Use of come-alongs and entering devices
 - 2. Lipping
- B. Setting and Aligning
 - 1. Use of spacers
 - 2. Use of strong backs
- C. Getting Proper Stock
 - 1. Signals (sound and light)
 - 2. Come-along
 - 3. Piece of stock
 - 4. Boiler code
- D. Rolling
 - 1. Use of erectors' guides, or
 - 2. Proper selection of the following:
 - a. Expanders, rollers, pins, and mandrels
 - 3. Use of rolling machines
 - a. Pneumatic, electric, and ratchet
 - b. Lubricants
 - 4. Use of gauges and signals
 - 5. Heavy tube sheets
 - 6. Entering and connecting baffles
 - 7. Testing
 - a. Visual
 - b. Water (Use of a hydrostatic pump)
 - c. Air
 - d. Use of gauges

V. Use of Blueprint and Layout 400

A. Use of prints to designate the following:

1. Locating parts and unloading
2. Moving parts to the job location
3. Parts to be hoisted into position
4. Use of benchmark
5. Symbols

A. Layout

1. Use of precision measuring devices
2. Marketing for correction, re-cutting, and fitting
3. Directing, cutting, and fitting of parts
4. Geometric measuring of parts, tube holes, etc.
5. Working with the foreman

VI. Welding and Cutting 3,000

A. All forms of electric welding

1. Proper adjustment machines
2. Application and use of electrodes on all metals, ferrous and non-ferrous
3. Metal spraying and hard facing

B. Acetylene

1. Proper adjustment, gauges, and torch
2. Selection of tips
3. Handling of torch and application

- a. Ferrous and non-ferrous metals

C. Cutting

D. Acetylene

E. Arc (cutting and gouging)

F. Machine Methods

G.	Adjusting and operating equipment	
H.	Ferrous	
I.	Non-ferrous	
VII.	Nuclear Plant Construction-Reactors	100
A.	Theory-Types	
1.	Power	
2.	Propulsion	
3.	Heating	
B.	Research	
C.	Problems particular to Atomic Energy	
1.	Those elements which would not be covered in other sections, i.e., radiation, radiation protection,	
2.	Requirements for joints of high integrity	
	TOTAL MINIMUM HOURS	6,000