

Union Update 12-21-11

The Sub Committee has come to an agreement on the changes to the Apprenticeship Standards which was carried over from Negotiations in May. Here are some of the highlighted changes that are being submitted to the DOL and UAW International Skilled Trades Department:

1. Article 4: Selection Process

All apprentice candidates will be required to pass the test requirements as outlined in Appendix A. Of those that meet the requirements, candidates with the highest score per the following table shall be awarded the posting:

SENIORITY		TEST SCORE		SELECTION POINTS	
Years	Points	Score	Points	Seniority Points	
0 to 7	2	17-20	5	Test Points	+
8 to 14	4	21-24	10	Total points	-
15 to 22	6	25-28	15		
23 to 29	8	29 and up	20		
30 and up	10				

2. Article 5: Credit for Previous Experience

The Company may grant credit towards the term of apprenticeship to new apprentices who demonstrate previous acquisition of skills or knowledge equivalent to that which would be received under these Standards.

Apprentice applicants seeking credit for previous experience gained outside the supervision of the Company must submit the request at the time of application and furnish such records, affidavits, and other documents to substantiate the claim. Applicants requesting such credit who are selected into the apprenticeship program will start at the beginning wage rate. The request for credit will be evaluated and a determination made by the Company during the probationary period when actual on-the-job and related instruction performance can be examined. Prior to completion of the probationary period, the amount of credit to be awarded will be determined after review of the apprentice's previous work and training/education record and evaluation of the apprentice's performance and demonstrated skill and knowledge during the probationary period.

An apprentice granted credit will be advanced to the wage rate designated for the period to which such credit accrues. The Registration Agency will be advised of any credit granted and the wage rate to which the apprentice is advanced.

The granting of advanced standing will be uniformly applied to all apprentices.

3. ARTICLE 11 - WAGES

Apprentices' starting hourly wage will be 65% of the journeyman's wage rate, or 75% of their permanent job classification rate, whichever is greater, plus any work experience credit (Appendix C).

4. ARTICLE 12 - RELATED INSTRUCTION AND SCHOOL ATTENDANCE

As a highly skilled employee, the company wishes to retain the investment in the journeyman completing the apprentice program. If the apprentice leaves the employment of the company on their own accord, the apprentice graduate will reimburse the company for company provided training at the following rate:

- If leaving within:
- first year: 50% reimbursement
- second year: 40% reimbursement
- third year: 30% reimbursement
- fourth year: 20% reimbursement

No reimbursement if employee leaves after four years. The reimbursement will be for class time only, and be charged at the current Rock Valley college credit hour rate. The rate for continuing education classes will be converted to standard credit hour rates.

Example: at current rate of \$150/hr, a 3 credit hour class is valued at \$450. Outside training and CE classes are converted to credit hours. Example: 40 hour class is 3 credit hours and valued at \$450, even if the company paid \$2000.

5. Article 14: Work Assignments

The supervisor, apprentice and the committee will meet every two months to review prior period progress and expected progress for the next period.

6. Appendix E: Work Experience Schedules

Some changes were made to the hours needed for each of the Skilled Trades .

Please remember that when you sign up for the Apprenticeship, you are agreeing to all provisions and language in the document.