

Local 669 JATC Sprinkler Fitter Apprenticeship Application Packet Checklist

Please be sure to send in a complete applicant hiring packet.

- JATC Apprenticeship Application (**signed** and **dated**)
- Copy of Proof of Age (ie: Birth Certificate); not less than 18 years of age
- Copy of High School Diploma or GED
- Medical Examination (form must be brought to the medical exam, signed by a doctor and returned to Ahern with other documents)
- Substance Abuse Consent and Release Form
- Scholarship Loan Agreement (complete all sections, signed and dated)
- Safety Form (signed and dated)
- Prior Experience Credit (checked, signed and dated)
- Discrimination and Sexual Harassment Letter (name printed, signed and dated)
- Copy of Military Discharge (if applicable)
 - Yes, I have previously received benefits
 - No, I have never received benefits
- U.S. Department of Labor Apprenticeship Agreement (complete all of part A, signed and dated). Ahern will need the original document to send to the JATC. This cannot be emailed or faxed.

Local 669 Joint Apprenticeship and Training Committee

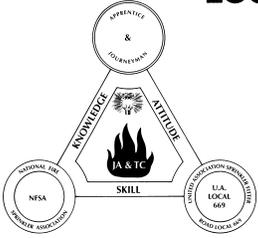
7050 OAKLAND MILLS RD., SUITE 100 • COLUMBIA, MARYLAND 21046

Telephone: (410) 312-5202

Toll Free: (800) 638-0592

Fax: (301) 621-6699

Charles W. Ketner
Director



To: All Apprenticeship Applicants

From: Director of Apprenticeship Training

Re: Discrimination and Sexual Harassment

It is the policy of the Road Sprinkler Fitters Local No. 669 Joint Apprenticeship and Training Program to provide equal employment opportunity in an environment which is free of unlawful discrimination and harassment. The purpose of this letter is to inform you of the anti-discrimination and harassment policy and procedures, which protect you as an apprentice, enrolled in the Local 669 Joint Apprenticeship Training Program.

◆ **What type of conduct am I protected from?**

Discrimination and/or harassment on the basis of your race, religion, color, sex, age, national origin, citizenship, handicap or status as a Vietnam Veteran.

◆ **What is discrimination?**

Discrimination is unfair and unreasonable treatment or denial of normal privileges on the basis of any of the characteristics listed above.

◆ **What is harassment?**

Harassment is the creation of a hostile work environment through the use of unwelcome derogatory language or other verbal or non-verbal behavior which would be found offensive by a reasonable person. Harassment can include jokes and pranks.

◆ **Is sexual harassment different?**

Sexual harassment is like other types of harassment in that a hostile work environment is created. But, there are aspects of sexual harassment, which are different too –such as making unwelcome sexual advances, requests for sexual favors, and other verbal or physical contact of a sexual nature. These behaviors are unacceptable, whether committed by an apprentice, journeyman, supervisor, or any other person at your job site. The person committing the unlawful act need not be employed by your employer, or work in the same trade as you. Any person on your job site who has the effect of unreasonably interfering with your work performance or creates an intimidating, hostile, or offensive work environment should be the focus of a complaint.

Sexual harassment can also be different from other types of harassment because it can take the form of “quid pro quo” (this for that) harassment. An example of quid pro quo would be asking a person to trade favors for job benefits. The sexual favors do not need to be for the person requesting the favors. When submission to such conduct is explicitly or implicitly made a term or condition of an individual’s employment or submission or rejection of the conduct by the individual is used for employment decisions such as performance appraisal, promotion, work assignments or similar matters, that conduct is unlawful and is prohibited by this policy.

◆ **What are some examples of sexual harassment?**

Examples of prohibited conduct include, but are not limited to, unwanted advances or propositions, repeated offensive sexual flirtations, continued or repeated comments about a person’s body, sexually offensive language or jokes, and display at work of sexually suggestive pictures or objects.

◆ **What should I do if I believe I have been a victim of discrimination or sexual harassment?**

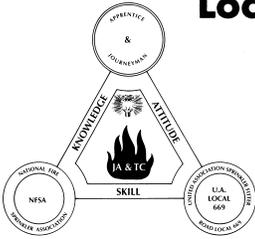
Apprentices or apprenticeship applicants who believe they have been discriminated against or sexually harassed should tell the people harassing them that their behavior is offensive and that it must stop. They should also immediately report the problem to the Director of Apprentice Training, who may be reached at (800) 638-0592.

It is the responsibility of every apprentice to eliminate all forms of prohibited harassment, and to report all incidents of discrimination and harassment which are forbidden by this policy. Reports should be made immediately upon the observation of such behavior so that every complaint can be quickly and fairly resolved.

All complaints will be investigated in a timely and responsible manner. To the extent possible, information supplied by a complainant will be kept confidential. All witnesses and those interviewed during an investigation will be required to treat the matter as confidential. The purpose of confidentiality shall be to protect, to the extent practical, both the complainant and the accused.

If investigation establishes that a complaint is valid, immediate and appropriate corrective action will be taken to stop the unlawful behavior and prevent its recurrence.

No form of retaliation or reprisal will be tolerated against any apprentice or applicant reporting any incident of claimed discrimination or harassment.



Local 669 Joint Apprenticeship and Training Committee

7050 OAKLAND MILLS RD., SUITE 100 • COLUMBIA, MARYLAND 21046

Telephone: (410) 312-5202

Toll Free: (800) 638-0592

Fax: (301) 621-6699

Charles W. Ketner

Director

Re: Local 669 JATC

Scholarship Loan Agreement

Dear Apprentice Applicant:

The Local 669 Joint Apprenticeship & Training Committee requires as a condition of entering the Apprenticeship Program that the applicant sign a Loan Agreement and a Promissory Note covering the cost of training. As the Contract indicates the note can be paid off by working for 10 years after attaining Journeyman status for employers making payments to the Local 669 Educational Fund or to a similar Joint Apprenticeship Training Fund. However, a person who enters employment in any facet of the piping industry of an employer performing work covered by the Constitution of the United Association who does not contribute to a Jointly Administered Educational Fund will be required to reimburse the Local 669 Educational Fund for the training received.

Action will not be taken to seek reimbursement from an individual who leaves the trade but does not utilize the knowledge gained in the trade in earning his/her livelihood.

All applicants are to complete the documents for the entire period of apprenticeship. If you receive 6 months or more credit for prior trade or related experience, the Committee will, when granting that credit, send to you for completion and return to the Joint Apprenticeship & Training Committee Office a revised Contract and Note indicating a schedule based on a proportionately lower cost of training.

Directions for completing the Scholarship Loan Agreement

The Contract: *(Titled Apprentice Scholarship Agreement)*

Introductory Paragraph – Type or print your name and the date.

Section 12 – Type or print your address.

Bottom of page – Type or print the date and sign your name.

The Promissory Note: *(Titled Exhibit 2, Apprentice Promissory Demand)*

Introductory Paragraph – Type or print your name and the date.

Bottom of page – Type or print your name, address and the date. Sign your name.

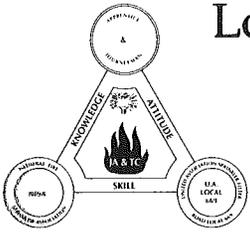
The completed Contract and Promissory Note has to be submitted to the Joint Apprenticeship & Training Committee with the other required paperwork by your sponsoring contractor if and when the contractor submits your application to the JATC for your entry into the Apprenticeship Program.

When you are accepted into the Apprenticeship Program, the Director of Apprenticeship shall sign the Contract as the agent of the Committee and copies of the documents will be forwarded to you for your records.

If you have any questions contact me at the above Toll Free number or by E-mail at cketner@jatc.org Monday through Friday 8:00 – 4:30 eastern standard time.

Very truly yours,

Charles W. Ketner
Director



Local 669 Joint Apprenticeship and Training Committee

PLEASE TYPE OR PRINT THIS APPLICATION, USING A BLACK BALL POINT PEN.

APPRENTICESHIP APPLICATION

All applicants shall be afforded equal employment opportunity regardless of race, creed, color, sex, or national origin. Information requested on race or sex is for statistical purposes and is required to comply with Federal record maintenance requirements.

Full Name
(Last) (First) (Middle)

Permanent Address - Phone Number.....

Street and No.....City.....State.....Zip.....

Social Security No.....Date of Birth..... Male Female

RACE/ETHNIC GROUP

("X" one)

- Am. Indian or Alaskan Nat. White (not Hispanic)
- Asian or Pacific Islander Information Not Available
- Black (not Hispanic) Not Elsewhere Classified
- Hispanic

VETERAN STATUS

("X" one)

- Non-Veteran
- Veteran

C #.....

HIGHEST EDUCATION LEVEL

("X" one)

- G.E.D. Certificate
- High School Graduate
- Attended College
- College Graduate

Sponsoring Company/Employer Name: J. F. Ahern Co.

Company Address... 855 Morris Street..... City Fond du Lac..... State WI..... Zip 54935.....

Documents to be supplied to prospective employer:

1. Proof of age documentation (not less than 18 years of age.)
2. Copy of High School Diploma or General Education Development Test (G.E.D.)
3. Copy of Form DD214 "Report of Transfer or Discharge", if applicable.

Before assignment a substance abuse test and medical examination will be required.

List any previous work experience (include, giving exact dates), in the Sprinkler Fitting Trade, Plumbing or Pipe Fitting, Pipe Welding, Sprinkler Fab Shop, Electrical, Sheet Metal, or Millwright Trades. You may also be able to claim some credit for College or Military - if the work in the military is work listed. **For credit to be considered, claims must be documented within 60 days of acceptance into the Apprenticeship Program.** JATC Form 2 (Credit for Prior Experience) is included in the Apprenticeship "Hiring Packet".

I agree to carry out all the terms and conditions of the Apprenticeship Standards and Rules and Regulations which may be set by the Local 669 Joint Apprenticeship Training Committee.

I further understand that Local Union 669 is a traveling local and that I will be required to move from job location to job location as directed by my employer. I also understand the traveling may include overnight stays.

I further agree to complete my correspondence training course at a rate prescribed by the JATC.

I further understand that should I fail to perform satisfactorily on the job or to complete my correspondence training course at the prescribed rate or fail to attend prescribed classes I am automatically subject to dismissal from the Apprentice Training Program.

I certify all of the above statements are true and correct and consent that they may be investigated and verified. I further understand that I am on probation for six months (6 months).

Signature of Applicant

Date.....

LOCAL 669 JOINT APPRENTICESHIP AND TRAINING COMMITTEE

7050 OAKLAND MILLS ROAD, SUITE 100 COLUMBIA, MARYLAND 21046

Telephone: (Toll Free) 800 638-0592

Fax: 301-621-6699

MEDICAL EXAMINATION FORM

PART A APPLICANT STATEMENT: To be completed and signed by the applicant and reviewed by medical examiner prior to physical exam.

1. Name _____ SS# _____ Are you @ least 18 years old? Yes ___ No ___
Street _____ City _____ State _____ Zip Code _____
Home Phone # _____

2. Employment: Have you ever had to change work because of your health? Yes ___ No ___

If yes, explain:

In the last 5 years, have you ever received any compensation payments for injury or occupational disease which kept you away from work for two or more months? Yes ___ No ___ If yes, explain:

3. Personal History: A. Select any of the following conditions which you have been or are now subject to:

Dizziness or Fainting Convulsions Heart Trouble Backaches Shortness of Breath

B. Do you still suffer any effects from any broken bones, dislocation or serious injury? Yes ___ No ___ If yes, explain:

C. Have you ever had any physical ailments which may affect your ability to perform as an apprentice in the sprinkler fitting industry?

Yes ___ No ___ If yes, explain:

D. Do you have a fear of heights or confined spaces? Yes ___ No ___ If yes, explain:

E. Are you taking any prescription drug or other medication at the direction of a physician? Yes ___ No ___ If yes, provide the name of the medication/drug, and if taken pursuant to a prescription, provide the name and address of the prescribing physician.

I represent that the statements and answers shown above are complete and true to the best of my knowledge and belief. I understand that willfully providing misinformation or omitting information in response to the above questions will be cause for my disqualification.

X

Signature of Applicant

Date

PART B

CERTIFICATION OF EXAMINING PHYSICIAN

JOB DESCRIPTION: The above named individual is applying for employment as a sprinkler fitter apprentice. A sprinkler fitter apprentice is primarily involved in the installation of piping for fire sprinkler systems. To perform the job successfully the individual must be capable of handling material in excess of 100 pounds and working with tools off scaffolds, ladders and mobile platforms at heights sometimes exceeding 100 feet. Therefore, the position entails a need for physical strength and dexterity. The sprinkler fitter apprentice may also be required to work in confined spaces and in trenches eight feet or more below ground level many times under adverse weather and environmental conditions.

Having reviewed the applicants statement, including the personal history, the job description and having given the above named individual a thorough medical examination I attest that this individual has no condition, illness or disability that would prevent the applicant from performing the work of the sprinkler fitting trade without significant hazard to the applicant or co-workers.

_____, M.D.
Signature of Medical Examiner

Date

Street

City

State

Telephone Number

Name of Medical Examiner (Please Type or Print)

SUBSTANCE ABUSE TEST
CONSENT AND RELEASE BY APPLICANT

_____, (Applicant Name) acknowledge that I have been asked by

_____, (Employer/Sponsor Name) to submit to a substance abuse examination for the presence of illegal drugs in my body. This examination is part of the standard medical examination uniformly required of all individuals selected by contractors for participation in the local 669 Joint Apprenticeship Program.

CHECK ONE: I have refused to submit to such an examination.

AND

I have been informed and I understand that my continued refusal to submit to this examination will result in my rejection for admission.

I consent to submitting to this examination and voluntarily agree to the release of the results to my prospective Employer/Sponsor named above and the Sprinkler Fitter Local 669 JATC.

Applicant Name (print)

Date

X

Applicant Signature

Witness

NOTICE TO THE LABORATORY EXAMINER

In order to assure the safety of workers in the industry as well as the physical ability to perform the work of a sprinkler fitter and to learn and master the trade as taught during his/her apprenticeship, the Local 669 Joint Apprenticeship and Training Committee (JATC) requires that the applicant submit to a substance abuse test. The applicant is to be tested for the presence of illegal drugs. For drug-related impairment, the following initial cut-off levels are to be used.

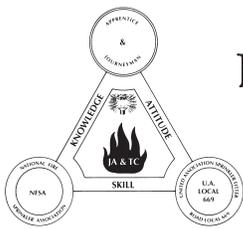
INITIAL TEST LEVEL (ng/ml)

Amphetamines	1000	Methadone	300	THC (marijuana and cannabinoids)	50
Barbiturates	50	Opiates	300	Methaqualones (Qualudes)	300
Benzodiazepines	300	Phencyclidine (PCP)	25		
Cocaine	300	Propoxyphene (Darvon)	300		

Initial testing is to be by the EMIT or a similar screening method. All positive results must be confirmed by the gas chromatography/mass spectrometry method. Testing is to be conducted by a laboratory certified to perform such tests by the US Department of Health and Human Services (HHS). Each laboratory should use its own chain custody and results form.

After the sample is collected it is to be sub-divided at the collection site into two bottles labeled as a "primary" and a "split". The collector is to seal and label the specimen, complete the chain of custody document and prepare the specimen and accompanying paperwork for shipment of both bottles to Alere Toxicology 1111 Newton Street, Gretna, LA 70053. Only the primary specimen is to be opened and used for urinalysis. The split specimen bottle is to remain sealed and stored at the laboratory. If the analysis of the primary specimen confirms the presence of illegal controlled substances, the applicant has 72 hours to request that the split specimen be sent to another HHS certified laboratory for analysis. This split specimen procedure essentially provides the applicant with an opportunity for a "second opinion"

All test results are to be sent to the Employer/Sponsor _____
The applicant has completed a release to allow you to submit these test results to these parties. All test results shall be kept confidential between the laboratory, the applicant, the JATC, and the prospective Employer/Sponsor, and shall be used only to determine eligibility for entry into the Apprenticeship Program.



Local 669 Joint Apprenticeship and Training Committee

Safety Information for the Prospective Apprentice

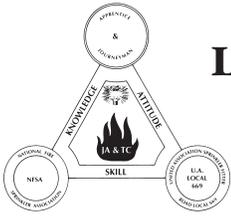
Employment on a construction site is potentially dangerous work. To assist the contractor in his efforts to familiarize you with the proper practices and procedures to minimize that risk, the Joint Apprenticeship Committee has developed the guidelines below which are to be reviewed and discussed with the contractor's representative before you go on the job site. After completion of your probationary period you will be enrolled in the Related Training Program. In the course of that Program you will receive more detailed and specific safety information.

Among the safety practices you will be expected to follow on the job are the following:

- A. Wear your hard hat at all times
- B. Wear properly fitted clothing without cuffs. Keep shirts tucked in.
- C. Wear steel toed safety shoes
- D. Don't perform any work or in a work area requiring special personal protective equipment such as goggles, respirators etc. without the proper equipment
- E. Wear gloves except when working with rotating machinery
- F. Don't wear rings or jewelry
- G. Don't attempt to lift or move a load that is too heavy or too clumsy to handle alone
- H. Don't attempt to use any tool or operate any equipment until you have been thoroughly instructed and completely understand its use and operation
- I. Don't use any tool or piece of equipment not in good condition
- J. Keep your work area picked up.
- K. Use tools only for the purpose for which they are intended.
- L. Only work on scaffolding with guardrails in position.
- M. Only work ditches properly protected for cave-in.
- N. Work only off fully opened stepladders.
- O. Don't work off the top two steps of a ladder.
- P. Position a ladder properly. Don't reach.

The information above and the contractor's Safety Program have been reviewed and discussed by the parties indicated below.

Signature **X** _____ Signature **X** _____
Contractor Representative Applicant



Local 669 Joint Apprenticeship and Training Committee

Prior Experience Credit

The Local 669 JATC will consider granting partial credit for prior experience in the following areas:

- | | | |
|--|-------------------------------------|------------------------------------|
| Are you requesting credit | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| A. Sprinkler fitting experience | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| B. Sprinkler design | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| C. Sprinkler system fabrication | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| D. Plumbing or pipefitting trade | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| E. Pressure pipe welding | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| F. Other construction | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| G. College | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| H. Piping experience while in military service | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

Check One Box:

- I have enclosed all prior experience documentation.
- Prior experience documentation to be forwarded.
- Prior experience documentation is incomplete, and remainder to be forwarded within 60 days.
- I have not had any prior experience as listed above.

The decision of the Committee shall be binding and final.

To be considered, claims must be documented within 60 days of acceptance into the program. After the 60-day grace period, no Prior Experience Credit will be issued. Documentation is to consist of the following:

- A. Statement from your former employer(s) specifically attesting to the nature of the work performed, giving exact hire and termination dates or hours worked, whichever is more appropriate. If you performed more than one of the skills listed above the hours for each must be indicated. If the employer statement(s) cannot be secured, not less than two notarized affidavits from mechanics with whom you worked are to be provided.
- B. The statement(s) are to be accompanied by:
 1. The number of the United Association Local Union under whose jurisdiction you worked.
 2. If not under the jurisdiction of a United Association Local Union, W-2 forms and/or pay stubs from the employer.
 3. If a certified pipe welder, copies of certification earned.

X

Applicant Signature

SS#

Date

Local 669 Joint Apprenticeship and Training Committee

7050 OAKLAND MILLS RD., SUITE 100 • COLUMBIA, MARYLAND 21046

Telephone: (410) 312-5202

Toll Free: (800) 638-0592

Fax: (410) 309-1609

Charles W. Ketner
Director

To: All Apprenticeship Applicants

From: Director of Apprenticeship Training

Re: Discrimination and Sexual Harassment

It is the policy of the Road Sprinkler Fitters Local No. 669 Joint Apprenticeship and Training Program to provide equal employment opportunity in an environment which is free of unlawful discrimination and harassment. The purpose of this letter is to inform you of the anti-discrimination and harassment policy and procedures, which protect you as an apprentice, enrolled in the Local 669 Joint Apprenticeship Training Program.

❖ **What type of conduct am I protected from?**

Discrimination and /or harassment on the basis of your race, religion, color, sex, age, national origin, citizenship, handicap or status as a Vietnam Veteran.

❖ **What is discrimination?**

Discrimination is unfair and unreasonable treatment or denial of normal privileges on the basis of any of the characteristics listed above.

❖ **What is harassment?**

Harassment is the creation of a hostile work environment through the use of unwelcome derogatory language or other verbal or non-verbal behavior which would be found offensive by a reasonable person. Harassment can include jokes and pranks.

❖ **Is sexual harassment different?**

Sexual harassment is like other types of harassment in that a hostile work environment is created. But, there are aspects of sexual harassment, which are different too –such as making unwelcome sexual advances, requests for sexual favors, and other verbal or physical contact of a sexual nature. These behaviors are unacceptable, whether committed by an apprentice, journeyman, supervisor, or any other person at your job site. The person committing the unlawful act need not be employed by your employer, or work in the same trade as you. Any person on your job site who has the effect of unreasonably interfering with your work performance or creates an intimidating, hostile, or offensive work environment should be the focus of a complaint.

Sexual harassment can also be different from other types of harassment because it can take the form of “quid pro quo” (this for that) harassment. An example of quid pro quo would be asking a person to trade favors for job benefits. The sexual favors do not need to be for the person requesting the favors. When submission to such conduct is explicitly or implicitly made a term or condition of an individual’s employment or submission or rejection of the conduct by the individual is used for employment decisions such as performance appraisal, promotion, work assignments or similar matters, that conduct is unlawful and is prohibited by this policy.

❖ **What are some examples of sexual harassment?**

Examples of prohibited conduct include, but are not limited to, unwanted advances or propositions, repeated offensive sexual flirtations, continued or repeated comments about a person’s body, sexually offensive language or jokes, and display at work of sexually suggestive pictures or objects.

❖ **What should I do if I believe I have been a victim of discrimination or sexual harassment?**

Apprentices or apprenticeship applicants who believe they have been discriminated against or sexually harassed should tell the people harassing them that their behavior is offensive and that it must stop. They should also immediately report the problem to the Director of Apprentice Training, who may be reached at (800) 638-0592.

It is the responsibility of every apprentice to eliminate all forms of prohibited harassment, and to report all incidents of discrimination and harassment which are forbidden by this policy. Reports should be made immediately upon the observation of such behavior so that every complaint can be quickly and fairly resolved.

All complaints will be investigated in a timely and responsible manner. To the extent possible information supplied by a complainant will be kept confidential. All witnesses and those interviewed during an investigation will be required to treat the matter as confidential. The purpose of confidentiality shall be to protect, to the extent practical, both the complainant and the accused.

If investigation establishes that a complaint is valid, immediate and appropriate corrective action will be taken to stop the unlawful behavior and prevent its recurrence.

No form of retaliation or reprisal will be tolerated against any apprentice or applicant reporting any incident of claimed discrimination or harassment.

(Please Print Name)

Date

(Signature of Applicant)

Date



APPRENTICE REGISTRATION-SECTION II

OMB No. 1205-0223 Expires: 04/30/2015

Warning: This agreement does not constitute a certification under Title 29, CFR, Part 5 for the employment of the apprentice on Federally financed or assisted construction projects. Current certifications must be obtained from the Office of Apprenticeship (OA) or the recognized State Apprenticeship Agency shown below. (Item 24)

The program sponsor and apprentice agree to the terms of the Apprenticeship Standards incorporated as part of this Agreement. The sponsor will not discriminate in the selection and training of the apprentice in accordance with the Equal Opportunity Standards in Title 29 CFR Part 30, and Executive Order 11246. This agreement may be terminated by either of the parties, citing cause(s), with notification to the registration agency, in compliance with Title 29, CFR, Part 29

PART A: TO BE COMPLETED BY APPRENTICE. NOTE TO SPONSOR: PART A SHOULD ONLY BE FILLED OUT BY APPRENTICE.

1. Name (Last, First, Middle) and Address (No., Street, City, State, Zip Code, Telephone Number)		*Social Security Number - -	Answer Both A and B (Voluntary) (Definitions on reverse)	5. Veteran Status (Mark one) <input type="checkbox"/> Non-Veteran <input type="checkbox"/> Veteran
2. Date of Birth (Mo., Day, Yr.)	3. Sex (Mark one) <input type="checkbox"/> Male <input type="checkbox"/> Female		4. a. Ethnic Group (Mark one) <input type="checkbox"/> Hispanic or Latino <input type="checkbox"/> Not Hispanic or Latino b. Race (Mark one or more) <input type="checkbox"/> American Indian or Alaska native <input type="checkbox"/> Asian <input type="checkbox"/> Black or African American <input type="checkbox"/> Native Hawaiian or other Pacific Islander <input type="checkbox"/> White	6. Education Level (Mark one) <input type="checkbox"/> 8th grade or less <input type="checkbox"/> 9th to 12th grade <input type="checkbox"/> GED <input type="checkbox"/> High School Graduate or Greater <input type="checkbox"/> Post Secondary or Technical Training
7a. Employment Status (Mark one) <input type="checkbox"/> New Employee <input type="checkbox"/> Existing Employee				
7b. Career Linkage or Direct Entry (Mark one) (Instructions on reverse) <input type="checkbox"/> Job Corps <input type="checkbox"/> YouthBuild <input type="checkbox"/> School-to-Registered Apprenticeship <input type="checkbox"/> HUD/STEP-UP <input type="checkbox"/> Direct Entry: <input type="checkbox"/> None <input type="checkbox"/> One-Stop Referral <input type="checkbox"/> Trade Adjustment Assistance				
8. Signature of Apprentice		Date	9. Signature of Parent/Guardian (if minor)	
			Date	

PART B: SPONSOR: EXCEPT FOR ITEMS 6, 7, 8, 10a. -10c, REMAINDER OF ITEMS REPOPULATED FROM PROGRAM REGISTRATION.

1. Sponsor Program No. Sponsor Name and Address (No. Street, City, County, State, Zip Code)		2a Occupation (The work processes listed in the standards are part of this agreement) Sprinkler Fitter	2b Occupation Code: 0414S 2b.1. Interim Credentials Only applicable to Part B, 3.b. and 3.c. (Mark one) <input type="checkbox"/> Yes <input type="checkbox"/> No
Local 669 Joint Apprenticeship Committee 7050 Oakland Mills Road, Suite 100 Columbia, Maryland 21046		3. Occupation Training Approach (Mark one) 3a. <input type="checkbox"/> Time-Based 3b. <input type="checkbox"/> Competency-Based 3c. <input type="checkbox"/> Hybrid	4. Term (Hrs., Mos., Yrs.) 10,000 hrs
		5. Probationary Period (Hrs., Mos., Yrs.) 1,000 hrs	
6. Credit for Previous Experience (Hrs., Mos., Yrs.)		7. Term Remaining (Hrs., Mos., Yrs.)	8. Date Apprenticeship Begins

9a. Related Instruction (Number of Hours Per Year) 144	9b. Apprentice Wages for Related Instruction <input type="checkbox"/> Will Be Paid <input type="checkbox"/> Will Not Be Paid	9c. Related Training Instruction Source
---	---	---

10. Wages: (Instructions on reverse)

10a. Pre-Apprenticeship Hourly Wage \$ _____ 10b. Apprentice's Entry Hourly Wage \$ _____ 10c. Journeyworker's Hourly Wage \$ _____

Check Box	Period 1	2	3	4	5	6	7	8	9	10
10d. Term <input type="checkbox"/> Hrs., <input type="checkbox"/> Mos., or <input type="checkbox"/> Yrs.	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
10e. Wage Rate (Mark one) % <input type="checkbox"/> or \$ <input type="checkbox"/>	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%

11. Signature of Sponsor's Representative(s)	Date Signed	13. Name and Address of Sponsor Designee to Receive Complaints (If applicable)
12. Signature of Sponsor's Representative(s)	Date Signed	

PART C: TO BE COMPLETED BY REGISTRATION AGENCY

1. Registration Agency and Address	2. Signature (Registration Agency)	3. Date Registered
4. Apprentice Identification Number (Definition on reverse):		

Item 4.a. Definitions:

Hispanic or Latino. A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. The term, "Spanish origin," can be used in addition to "Hispanic or Latino."

Item 4.b. Definitions:

American Indian or Alaska Native. A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

Asian. A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American. A person having origins in any of the black racial groups of Africa. Terms such as "Haitian" or "Negro" can be used in addition to "Black or African American."

Native Hawaiian or Other Pacific Islander. A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White. A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Item 7. Instructions:

Indicate any career linkage (definitions follow) or direct entry. Enter "None" if no career linkage or direct entry apply. Enter "Incumbent Worker" if the individual before becoming an apprentice was currently employed full-time by the sponsor or entities participating in the apprenticeship program (Military). Career linkage includes participation in programs that provided employment, training and other services to adults, youth and dislocated workers. Funds for these activities are provided by the U.S. Department of Labor/Employment and Training Administration (U.S. DOL/ETA) to states and local communities.

Adult. Also includes individuals participating in Native American Programs, and/or Migrant and Seasonal Farmworker Programs.

Youth. Includes Youth ages 16-21 years, and other concentrated Youth programs in designated areas.

Dislocated Worker. Includes an individual that has been terminated or laid off and is unlikely to return to the industry or occupation. It also includes a displaced homemaker who has been providing unpaid services to family members in the home, is no longer supported, and is unemployed or underemployed.

Trade Adjustment Assistance. Includes trade-affected workers who have become unemployed as a result of increased imports or shifts in production out of the United States.

Job Corps. Youth ages 16-24 years usually receiving services in a residential setting.

School-to-Registered Apprenticeship. Program designed to allow high school youth ages 16 - 17 to enter a Registered Apprenticeship program and continue after graduation with full credit given for the high school portion.

YouthBuild. Program transferred from the U.S. Department of Housing and Urban Development (HUD) to U.S. DOL/ETA in September 2006. It assists youth ages 16-24 to obtain education and skill training and advance toward post-secondary education and career pathways in construction and other high growth, high demand occupations while building affordable housing in their communities.

HUD/STEP-UP. Developed in conjunction with the U.S. Department of Housing and Urban Development (HUD). The program provides the actual apprenticeship experience and the framework for moving into high-skill Registered Apprenticeship.

Direct Entry. A graduate from an accredited technical training school, Job Corps training program, Youth Build Program, or a participant in a military apprenticeship program, any of which training is specifically related to the occupation and incorporated in the Registered Apprenticeship standards. Also, fill in the name of the program.

Item 18. Wage Instructions:

18a. Pre-Apprentice hourly wage, sponsor enters the individual's hourly wage in the quarter prior to becoming an apprentice.

18b. Journeyworker's wage, sponsor enters wage per hour.

18c. Apprentice's entry hourly wage, (hourly dollar amount paid), sponsor enters this apprentice's entry hourly wage.

18d. Term, sponsor enters in each box the apprentice schedule of pay for each advancement period.

18e. Percent or dollar amount, sponsor marks one.

Note: 18b. If the employer is signatory to a collective bargaining agreement, the journeyworker's wage rate in the applicable collective bargaining agreement is identified. Apprenticeship program sponsors not covered by a collective bargaining agreement must identify a minimum journeyworker's hourly wage rate that will be the basis for the progressive wage schedule identified in item 18e. of this agreement.

18d. The employer agrees to pay the hourly wage rate identified in this section to the apprentice each period of the apprenticeship based on the successful completion of the on-the-job learning and the related instructions outlined in the Apprenticeship Standards. The period may be expressed in hours, months, or years.

18e. The wage rates are expressed either as a percent or in dollars and cents of the journeyworker's wage depending on the industry.

Example - 3 YEAR APPRENTICESHIP PROGRAM

<u>Term</u>	<u>Period 1</u>	<u>Period 2</u>	<u>Period 3</u>	<u>Period 4</u>	<u>Period 5</u>	<u>Period 6</u>
hrs., mos., yrs.	1000 hrs.					
%	55	60	65	70	80	90

Example - 4 YEAR APPRENTICESHIP PROGRAM

<u>Term</u>	<u>Period 1</u>	<u>Period 2</u>	<u>Period 3</u>	<u>Period 4</u>	<u>Period 5</u>	<u>Period 6</u>	<u>Period 7</u>	<u>Period 8</u>
hrs., mos., yrs.	6 mos.							
%	50	55	60	65	70	75	80	90

Item 21. Identifies the individual or entity responsible for receiving complaints (Code of Federal Regulations, CFR, Title 29 part 29.6(k)).

Item 25. Definition: The Registered Apprenticeship Partners Information Data System (RAPIDS), formerly known as the Registered Apprenticeship Information System (RAIS), encrypts the apprentice's social security number and generates a unique identification number to identify the apprentice. It replaces the social security number to protect the apprentice's privacy.

*The submission of your social security number is requested. The apprentice's social security number will only be used to verify the apprentice's periods of employment and wages for purposes of complying with the Program Assessment Rating Tool (2005) of the Office of Management and Budget related to common measures of the Federal job training and employment programs for measuring performance outcomes and for purposes of the Government Performance and Results Act. The Office of Apprenticeship needs the apprentice's social security number to match this number against the employers' wage records. Also, the apprentice's social security number will be used, if appropriate, for purposes of the Davis Bacon Act of 1931, as amended, U.S. Code Title 40, Sections 276a to 276a-7, and Title 29 CFR 5, to verify and certify to the U.S. Department of Labor, Employment Standards Administration, that you are a registered apprentice to ensure that the employer is complying with the geographic prevailing wage of your occupational classification. Failure to disclose your social security number on this form will not affect your right to be registered as an apprentice. Civil and criminal provisions of the Privacy Act apply to any unlawful disclosure of your social security number, which is prohibited.

The collection and maintenance of the data on ETA-671, Apprentice Registration – Section II Form, is authorized under the National Apprenticeship Act, 29 U.S.C. 50, and CFR 29 Part 29.1. The data is used for apprenticeship program statistical purposes and is maintained, pursuant to the Privacy Act of 1974 (5 U.S.C. 552a.), in a system of records entitled, DOL/ETA-4, Apprenticeship Information Management System (AIMS), which is now known as (RAPIDS) at the Office of Apprenticeship, U.S. Department of Labor. Data may be disclosed to a State Apprenticeship Council to determine an assessment of skill needs and program information, and in connection with federal litigation or when required by law.

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Public reporting burden for this collection of information is estimated to average five minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. The obligation to respond is required to obtain or retain benefits under 29 USC 50. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Office of Apprenticeship, 200 Constitution Avenue, N.W., Room N-5311, Washington, D.C.. 20210. (Paperwork Reduction Project 1205-0223).

**APPRENTICESHIP SCHOLARSHIP LOAN AGREEMENT
NATIONAL AUTOMATIC SPRINKLER INDUSTRY,
LOCAL 669, UA EDUCATION FUND**

This Agreement is entered into this day, _____, between the Local 669 Joint Apprenticeship and Training Committee (hereafter referred to as "Committee") and _____ (hereafter referred to as the "Apprentice").

The Committee and the Apprentice understand and agree that the National Automatic Sprinkler Industry, Local 669, UA Education Fund (hereafter referred to as the "Fund") will expend significant sums of money to train the Apprentice in the specialized skills necessary for employment in the Sprinkler Industry and that this training is a direct benefit to the Apprentice which will enable the Apprentice to earn significant compensation in the Sprinkler Industry.

The Apprentice further understands and agrees that the training provided to him or her by the Committee will be financed by a Scholarship Loan from the assets of the Fund as authorized by the Trustees of the Fund.

The Apprentice further understands and agrees to assume certain obligations arising as a result of the training provided by the Committee, including the obligation to repay the total Scholarship Loan made to the Apprentice for all years of training.

NOW, THEREFORE, in accordance with Paragraph (n) of the section entitled "Duties of the Joint Apprenticeship and Training Committee" of the Apprenticeship Standards between Local 669 and the NFSA, the Committee and Apprentice agree, for the good and valuable consideration set forth in this Agreement, to the following:

1. Grant of Loan: The Committee will grant a Scholarship Loan to the Apprentice in the amount set forth in his Paragraph 2 which covers the cost of the Apprentice's entire training. The Apprentice's training consists of five (5) years of accredited trade experience and satisfactory completion of the Related Training Program consisting of a minimum of 213 Lessons & 19 Courses.

The requirements of the Training Program are set forth in detail in the "Apprenticeship Standards" between Road Sprinkler Fitters Local Union No. 669 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada and the National Fire Sprinkler Association, Inc.

2. Amount of Scholarship Loan: The Committee and the Apprentice hereby agree that the cost of training includes books; manuals; necessary equipment; instructors' salaries, instructor training, and expenses (where applicable); tutors; course work through the Washtenaw Community College; and the administration of the Apprentice Training Program. The amount of the Scholarship Loan shall be the cost of the above items for the Apprentice's entire period of training which shall be at least ten-thousand dollars (\$10,000.00). The Apprentice agrees to execute a Promissory Note for this amount.

The Committee and the Apprentice hereby agree that the cost of training shall be calculated by the Committee based upon actual training costs for prior years and a reasonable allowance for inflation.

3. Repayment: The Apprentice agrees to repay the Scholarship Loan in full (including amounts in excess of the amount of the original Promissory Note). The Scholarship Loan may be repaid by the Apprentice either in cash according to the schedule in Exhibit 1, attached, or by in-kind credits according to the same schedule under the terms set forth in Paragraph 4 below. The Repayment Period starts the first day of the first calendar year month after the Apprentice has withdrawn from or completed the Training Program.

4. Repayment by In-Kind Credits: An Apprentice who works after completion of or withdrawal from the Training Program, pursuant to a collective bargaining agreement for an Employer making

payments to the Fund or a like Joint Apprenticeship Fund or Training Fund, will receive a credit for each calendar year of such employment in accordance with the Repayment Schedule set out in Exhibit 1 and in the Promissory Note attached hereto as Exhibit 2 and any subsequent Promissory Note signed by the Apprentice. The amount due the Committee for the Scholarship Loan will be reduced in accordance with the Repayment Schedule. In the event such employment is not available to the Apprentice for any year of the Repayment Period, the Apprentice may ask the Committee for a grace period during which no repayment is due, as long as the Apprentice does no work in violation of Paragraphs 5 and 6 of this Agreement.

5. Warranty of the Apprentice: The Apprentice agrees and warrants as a condition of receiving the Scholarship Loan that upon completion of the Training Period, or upon the Apprentice's Withdrawal from training or upon cancellation of the Agreement, the Apprentice will neither seek nor accept employment from an Employer engaged in nor become an Employer engaged in, any general, mechanical, plumbing or pipefitting work or any other work covered by the Constitution of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, AFL-CIO, unless such employment is performed under the terms of a collective bargaining agreement that provides for the payment of contributions by such Employer to the Fund or a like Joint Apprenticeship or Training Fund. The Apprentice also agrees and warrants that as a further condition of receiving the Scholarship Loan, he or she will neither seek, continue, nor accept employment from an employer involved in a strike with a local affiliated with the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, AFL-CIO.

As used herein the term "Plumbing and Pipefitting Industry" means any and all types of work covered by collective bargaining agreements to which the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, AFL-CIO (hereinafter "United Association") and/or any affiliated Local Union are a party or under the trade jurisdiction of the United Association's Constitution; or in a related building trade.

6. Breach of this Agreement: It will constitute an immediate breach of this Agreement if the Apprentice accepts employment in the Plumbing and Pipefitting Industry from an Employer who does not have a collective bargaining agreement which provides for the payment of contributions to the Fund or a like Joint Apprenticeship or Training Fund, becomes such an employer himself or herself, or is employed by, continues employment with, or becomes an employer against which any affiliated local union of the United Association is striking.

7. Notice by Committee: The Apprentice will be notified of his or her breach of this Agreement by letter sent by the Committee to the Apprentice's most recent address on file with the Committee.

8. All Amounts Due and Payable if Breach Occurs: If the Apprentice breaches this Agreement, all amounts due and owing on the Scholarship Loan, reduced by any credit received by the Apprentice pursuant to Paragraph 4 hereof, or by any cash payments made, will become immediately due and payable, together with interest at the legal rate of interest in effect in the state where the Apprentice resides at the time of the breach, and all costs of collection hereof, including reasonable attorney's fees and all court costs.

9. Apprentice's Agreement to Accept Service: The Apprentice hereby agrees and covenants to accept all service and jurisdiction of any competent court determined by the Committee by the mailing of a copy of the Complaint brought pursuant to this Agreement to the current address provided in Paragraph 13 hereof.

10. Alternative Payment Plan: In the event the Apprentice breaches this Agreement and is unable to make payments according to the schedule set forth at Exhibit 2, the Committee shall make a reasonable attempt to work with the Apprentice so that a workable repayment schedule is developed.

11. Referral to Collection Agency: In the event the Apprentice breaches this Agreement and does not respond within a reasonable period, as determined by the Committee, to notice of his or her breach of this Agreement, the Apprentice understands and agrees that the Committee may refer the amounts due and owing to a collections agency for collections actions.

12. Waiver of Unintentional Breach: An unintentional breach of this Agreement may be waived in writing by the Committee in its sole discretion, and a waiver of such unintentional breach of this Agreement will not be unreasonably withheld by the Committee.

13. Notice: All notices under this Agreement, including service of a Complaint on the Apprentice in the event of a breach, will be sent to the Committee and Apprentice as follows:

Apprentice: _____

NAME
ADDRESS
&
CITY STATE ZIP
TELEPHONE

The Apprentice hereby agrees to promptly notify the Committee of any change in the Apprentice's address.

The Apprentice, by signing this Scholarship Loan Agreement and Promissory Note, acknowledges that he or she has received a completed copy of this Agreement and Promissory Note.

Signed and agreed to this _____ day of _____, 20____

By: Charles W. Nelson
Signature and Title
Joint Apprenticeship Committee

By: **X** _____
Apprentice

200120_1 (Revised: August 2010)

EXHIBIT 1

REPAYMENT SCHEDULE FOR SCHOLARSHIP LOAN

Amount of Loan \$10,000.00

Years worked after completion or withdrawal from Program	Percent of Total Reduced	Annual Amount Reduced	Cumulative Amount Reduced	Net Amount Due
1	5%	\$500.00	\$500.00	\$9,500.00
2	6%	\$600.00	\$1,100.00	\$8,900.00
3	7%	\$700.00	\$1,800.00	\$8,200.00
4	8%	\$800.00	\$2,600.00	\$7,400.00
5	9%	\$900.00	\$3,500.00	\$6,500.00
6	11%	\$1,100.00	\$4,600.00	\$5,400.00
7	12%	\$1,200.00	\$5,800.00	\$4,200.00
8	13%	\$1,300.00	\$7,100.00	\$2,900.00
9	14%	\$1,400.00	\$8,500.00	\$1,500.00
10	15%	\$1,500.00	\$10,000.00	\$0.00
	<u>100%</u>			

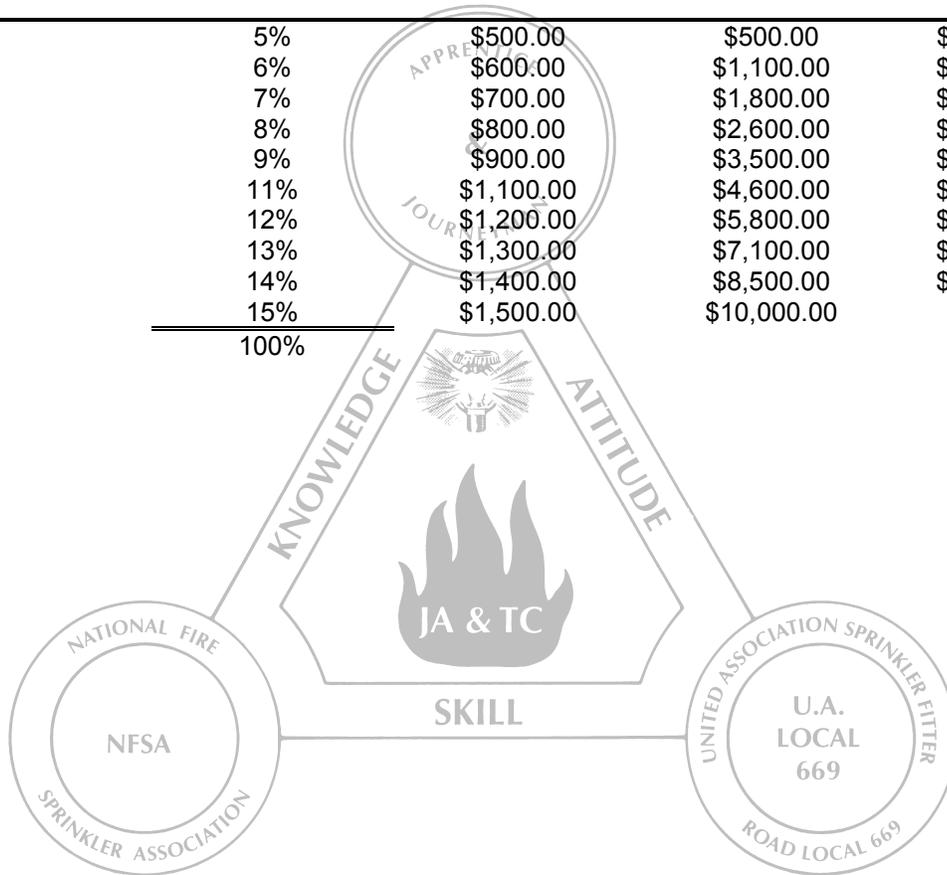


EXHIBIT 2

PROMISSORY NOTE FOR SCHOLARSHIP LOAN AGREEMENT

I, _____, hereinafter known as Apprentice, hereby promise to pay to National Automatic Sprinkler Industry, Local 669, UA Education Fund (the "Fund") a Scholarship Loan of \$10,000.00 (the "Loan Amount") in accordance with the terms and provisions of the Scholarship Loan Agreement between the undersigned and the Committee, dated _____, (the "Agreement"). That Loan Amount represents direct and indirect training costs provided by the Committee from the assets of the Fund.

I also understand that the Loan Amount will be reduced in accordance with Paragraph 4 of the Agreement and the schedule set forth below for every year I work for an Employer within the Plumbing and Pipefitting Industry who makes contributions, pursuant to a collective bargaining agreement, to the Fund or a like Joint Apprenticeship or Training Fund.

REPAYMENT SCHEDULE FOR SCHOLARSHIP LOAN

Years worked after completion or withdrawal from Program	Percent of Total Reduced	Annual Amount Reduced	Cumulative Amount Reduced	Net Amount Due
1	5%	\$500.00	\$500.00	\$9,500.00
2	6%	\$600.00	\$1,100.00	\$8,900.00
3	7%	\$700.00	\$1,800.00	\$8,200.00
4	8%	\$800.00	\$2,600.00	\$7,400.00
5	9%	\$900.00	\$3,500.00	\$6,500.00
6	11%	\$1,100.00	\$4,600.00	\$5,400.00
7	12%	\$1,200.00	\$5,800.00	\$4,200.00
8	13%	\$1,300.00	\$7,100.00	\$2,900.00
9	14%	\$1,400.00	\$8,500.00	\$1,500.00
10	15%	\$1,500.00	\$10,000.00	\$0.00
	<u>100%</u>			

I agree that if I breach the scholarship loan agreement and if legal action is required to collect this Note that I will pay interest at the legal rate of interest in effect in the state where complaint against me has been filed, as of the date judgment against me is entered, plus reasonable attorney's fees and all court costs.

WARNING--BY SIGNING THIS PAPER YOU GIVE UP YOUR RIGHT TO NOTICE AND COURT TRIAL. IF YOU DO NOT PAY ON TIME, A COURT JUDGMENT MAY BE TAKEN AGAINST YOU WITHOUT YOUR PRIOR KNOWLEDGE AND THE POWERS OF A COURT CAN BE USED TO COLLECT FROM YOU REGARDLESS OF ANY CLAIMS YOU MAY HAVE AGAINST THE COMMITTEE WHETHER FOR FAILURE ON ITS PART TO COMPLY WITH THE AGREEMENT, OR ANY OTHER CAUSE.

CONFESSION OF JUDGMENT CLAUSE

THE UNDERSIGNED HEREBY AUTHORIZES AND EMPOWERS ANY ATTORNEY OR CLERK OF ANY COURT OF RECORD IN THE UNITED STATES OR ELSEWHERE TO APPEAR FOR AND, WITH OR WITHOUT DECLARATION FILED, CONFESS JUDGMENT AGAINST THE UNDERSIGNED IN FAVOR OF THE HOLDER, ASSIGNEE OR SUCCESSOR OF HOLDER OF THE NOTE, AT ANY TIME, FOR THE FULL AMOUNT OR ANY UNPAID BALANCE OF THIS NOTE, TOGETHER WITH ALL INDEBTEDNESS PROVIDED FOR THEREIN, WITH COSTS OF SUIT AND ATTORNEY'S FEES; AND THE UNDERSIGNED EXPRESSLY RELEASES ALL ERRORS, WAIVES ALL STAY OF EXECUTION, RIGHTS OF INQUISITION AND EXTENSION UPON ANY LEVY UPON REAL ESTATE AND ALL EXEMPTION OF PROPERTY FROM LEVY AND SALE UPON ANY EXECUTION HEREON; AND THE UNDERSIGNED EXPRESSLY AGREES TO CONDEMNATION AND EXPRESSLY RELINQUISHES ALL RIGHTS TO BENEFITS OR EXEMPTIONS UNDER ANY AND ALL EXEMPTION LAWS NOW IN FORCE OR WHICH MAY HEREAFTER BE ENACTED.

Signature: **X** _____ Date: _____

Please Print:

NAME

ADDRESS

CITY STATE ZIP

200138_1

