

considered for this training will be interviewed and selected based on criteria set by the interview team.

- 5) Should an applicant receive a Letter of Intent to Hire, the applicant must complete all necessary paperwork and pay probationary dues to [REDACTED] for registration into the apprenticeship program.

3.3. Qualifications and obligations of employers: In order to be eligible to employ an apprentice, the employer must have the necessary facilities and equipment to regularly engage in, and perform, the diversified work necessary to properly train the apprentice.

If an employer doesn't have a diversified fleet of equipment, the apprentice is expected to fulfill hours on different equipment types at the [REDACTED] Training Center.

Employers must be aware that the apprentice is required to regularly attend Related Instruction classes at the [REDACTED] Training Center for a minimum of 144 hours for every 2000 hours of employment as an apprentice. Employers must allow apprentices to attend required training.

Apprentice Ratios: No apprentice shall work without proper or adequate supervision of the journey-worker.

Adequate or proper supervision of the apprentice means the apprentice is under the supervision of a fully qualified journey-worker or supervisor at all times who is responsible for making work assignments and ensuring safety at the work site. To adequately or properly supervise an apprentice does not mean the apprentice must be within eyesight or reach of the supervisor, but that the supervisor knows what the apprentice is working on; is readily available to the apprentices, and is making sure the apprentice has the necessary instruction and guidance to perform tasks safely, correctly, and efficiently.

One apprentice will be allowed in the employ of a contractor as long as there is one journey-worker. A second apprentice will not be allowed until there are six journey-workers, except in the crane industry, where the ratio will be one apprentice to one certified crane operator requiring an oiler or as written in the [REDACTED]. An additional apprentice will be allowed for each additional five journey-workers, or as written in the CBA. The ratio will be based on the employer's total operating engineer workforce and not on a per job basis; except for projects where Davis-Bacon laws are in effect, in such cases, Davis-Bacon policies will prevail.

3.4. Related Instruction: It is the intent of the [REDACTED] to have apprentices trained on multiple pieces of equipment. In an effort to accomplish this, apprentices are expected to utilize the [REDACTED] Training Center for training on equipment. Each apprentice shall be required to satisfactorily complete a minimum of 144 related instruction training hours for every 2000 hours of on-the-job training for all occupations under this standard. See **Attachment A for hours requirements for each occupation**. All apprentices must attend classes at the [REDACTED] Training Center on their own time, and take such courses as directed by the Training Director. If an apprentice does not complete the related instruction component during the outlined work process schedule, they may be removed from the program.