

## **Construction Craft Laborer**

A Construction Craft Laborer is a person who would typically be called on to perform tasks such as:

### **Site preparation and Maintenance**

Carrying by hand, and stockpiling of scaffolding, and work platforms  
Grading and compaction of soils and finished grade, by hand and/or machine  
Layout and staking protocols  
Rigging of heavy loads & hand signaling to an operator  
Site preparation and clean up.

### **Tools, Equipment, and Materials**

Proper use and maintenance of hand, electric, gas, pneumatic, and power tools and equipment, such as hammers, shovels, rakes, concrete breakers, concrete vibrators, etc.

### **Safety**

Working in a confined space, tunnel, mine shaft, ditch, dike, manhole, etc.  
Flagging, signing, and traffic control on highway and city streets.  
Working with heights, scaffolding, swing stage  
Hazard material recognition  
Trenching and site excavation safety  
Working in compliance with State and Federal regulations

### **Heavy/Highway Construction**

Asphalt, raking, and finishing  
Pipe Laying for work traditionally performed by Construction Craft Laborers  
Drilling and Blasting  
Tunnel and Shaft  
Grade checking for dirt of finished grades

### **Building Construction**

Concrete placement using rake or shovel, demolition using 90 lb concrete breakers etc.  
Landscaping using hand and motorized tools, hauling and carrying  
Mason/Plaster Tending, carrying and stacking two 28 lb blocks at a time, carrying 94 lb bags of cement, mixing by hand or machine mortar or plaster  
Pipe laying - Digging, grading of dirt, frequent climbing in and out of trenches, long hours

### **Environmental Remediation**

Asbestos Abatement -  
Hazardous Waste Abatement -  
Lead Abatement -  
Petrol-chemical abatement –  
Radiation Remediation –

Working with hazardous substance, constant use of respirators, hot working conditions compounded by the use of protective clothing.

## APPRENTICESHIP

APPRENTICESHIP is a system of training individuals through employment and school.  
Become a skilled individual in all aspects of a trade.

ENCOURAGED AND PROMOTED nationally by the Fitzgerald Act, 1937.

AUTHORIZED IN CALIFORNIA by the  
Shelly-Maloney Apprentice Labor Standards Act, 1939.

IMPLEMENTED, SUPERVISED AND SERVICED by  
The California Apprenticeship Council cooperating by written agreement with the  
Bureau of Apprenticeship and Training, U.S. Department of Labor, and the  
California State Department of Education.

ESTABLISHED, CONTROLLED AND SUPERVISED LOCALLY by a Local Joint  
Apprenticeship Committee for each trade under approved standards.

PARTIES under written agreement are:  
The Apprentice and the Employer or the Joint Committee acting as the  
employer's agent with the approval of the California Apprenticeship Council.

AGREEMENT provides for:  
Reasonable Continuous employment and training on the job through scheduled  
work processes for a stated period of time.  
An established progressive wage scheduled.

SUPPLEMENTAL TRAINING  
Training of approximately 144 hours per year in related and supplemental  
instruction in classes held in cooperation with the public-school authorities or as  
otherwise directed by the local Joint Apprenticeship Committee for the trade  
under approved standards.

RESULTING IN  
A Craftsman who is skilled in all aspects of his/her trade.

RECOGNITION  
A Certificate of Completion issued by the California Apprenticeship Council.

## Rules of Apprenticeship

Apprentice will:

- Maintain records of work experience and training received on the job site, and in related instruction.
- Perform diligently and faithfully the work of the trade and other pertinent duties as assigned by the employer.
- Respect the property of the employer and abide by the working rules and regulations of the employer and the committee.
- Get along with fellow apprentices and journey workers and carry out the instruction given by the supervision.
- Attend regularly and complete satisfactorily the required hours of instruction as stipulated in the Standards.
- Develop safe work habits and conduct oneself in such a manner as to assure his or her own safety and that of co-workers by following established job safety programs.
- Work for the employer to whom assigned until reassigned by the committee or person authorized to act for it in this regard, or until Apprenticeship Agreement is terminated for cause, or until completion of the apprenticeship.
- Conduct oneself at all times in a creditable, ethical, and moral manner striving to enhance the dignity and craft worker status of the Construction Craft Laborer.
- Show up for work on time, don't be absent, and don't go home early.
- Contact must be kept with the region coordinator during the apprenticeship program.

## SOUTHERN CALIFORNIA LABORERS JOINT APPRENTICESHIP

The minimum qualifications for applicants are:

- 1) Not less than 18 years of age. Proof of age may be required.
- 2) Physically able to perform the work of the trade.

Term of the Apprenticeship: The term of apprenticeship shall be 4000 On-The-Job Training Hours and 24 months of employment. The first 750 hours shall be a probationary period. Apprentices will be upgraded each period provided they complete the minimum On-The-Job Training Hours and their related instruction is satisfactory.

### Wage Scale

Apprentices shall be paid not less than the following percentages of the current Group V Journeyman rate, which is \$38.24 per hour.

1 <sup>st</sup> period	1 - 600 hours	50%	\$19.12
2 <sup>nd</sup> period	601 - 1200 hours	55%	\$21.03
3 <sup>rd</sup> period	1201 - 1900 hours	60%	\$22.94
4 <sup>th</sup> period	1901 - 2600 hours	70%	\$26.77
5 <sup>th</sup> period	2601 - 3300 hours	80%	\$30.59
6 <sup>th</sup> period	3301 - 4000 hours	85%	\$32.50

304 hours of Supplemental and Related Instruction is required to complete the program.

SELECTION OF APPRENTICE APPLICANTS INCLUDES PASSING A STRENGTH  
ENDURANCE TEST, ORAL INTERVIEW, AND DRUG TEST

## Anti - Discrimination Policy

It is the policy of the JAC that sexual harassment or harassment of a racial, ethnic or religious nature in the workplace is unacceptable and will not be tolerated. All apprentices are expected to avoid any behavior or conduct toward any other employee or apprentice that could be interpreted as sexual, racial, ethnic or religious harassment.

Sexual harassment includes unwelcome sexual advances, either verbal or physical, whenever: (1) submission to the conduct is either an explicit or implicit term or condition of employment; (2) an apprentice's reaction to the conduct is used as a basis for employment decision affecting the apprentice; or (3) the conduct has the purpose or effect of interfering with the apprentice's work performance or environment.

No apprentice should be subjected to unsolicited, unwelcome sexual overtures, nor should any apprentice be led to believe that any employment opportunity or benefit would in any way depend on cooperation of a sexual nature.

Sexual harassment is not limited to express demands for sexual favors. It may also include such actions as: (1) sexual oriented verbal kidding, teasing or jokes; (2) repeated offensive sexual flirtations, advances, or propositions; (3) continued or repeated verbal abuses of a sexual nature; (4) graphic or degrading comments about an individual or his or her appearance; (5) the display of sexually suggestive objects or pictures; (6) subtle pressure for sexual activity; and (7) physical contact, such as patting, pinching or brushing against another's body.

Sexual harassment does not refer to occasional compliments of a socially acceptable nature. It refers to behavior, which, is not welcomed, personally intimidating, hostile and or offensive. Which debilitates morale and which therefore interferes with an individual's work effectiveness.

Any apprentice who feels that he or she has been the victim of sexual, racial, ethnic or religious harassment or observes such harassment in the work place, may file a written complaint with his or her Coordinator or the Director. If any of the foregoing persons are involved in the harassment, the apprentice may file a complaint directly with the Trustees of the Trust.

All complaints will be thoroughly investigated. If the complaint is found to have merit, corrective action will be implemented. If the investigation is found to be without merit, all involved parties will be so notified.

If an apprentice believes that his or her complaint has not been satisfactorily resolved, the employee may file a complaint with the Equal Employment Opportunity Commission or the Division of Fair Employment and Housing.